

A photograph of the Dallas skyline under a clear blue sky. The Reunion Tower, with its distinctive spherical observation deck, is a prominent feature on the right side of the image. Various other skyscrapers and buildings of different heights and colors (blue, grey, brown) make up the rest of the skyline. In the foreground, there are green trees and a highway with some vehicles.

**BankDirector**®

**Strong Board.** Strong Bank.

NOVEMBER 7-9

# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

**Dallas, TX** | *Four Seasons Resort & Club Dallas at Las Colinas*

## **Conference Highlights:**

- Attracting & Retaining Top Talent
- Creating New Compensation Strategies
- Developing A Diversity & Inclusion Plan
- Making Sense Of Regulatory Deliberations
- Focusing On Environmental, Social & Governance Issues

***Early Rate Expires August 31, 2022!***

Register by visiting [BankDirector.com](http://BankDirector.com) or calling our events department at (877) 397-7595.

**JOIN US IN  
DALLAS WITH  
AN AUDIENCE OF  
YOUR PEERS!**





Bank Director's annual event is focused on the opportunities and the challenges banks face when building and retaining the best talent for today and tomorrow.

*"The incredible opportunity to learn from peers makes this the best conference for HR professionals."*

— PAST CONFERENCE ATTENDEE



# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## ABOUT THE EVENT

This fall, join your peers from across the U.S. as they gather to discuss new approaches for discovering talent, developing existing team members and growing the bank's bottom line. In addition, hear from top industry leaders as they share their insights and best practices around topics such as:

- New Regulatory Guidelines
- Effective Compensation Programs
- Attracting & Retaining Top Talent
- New Incentive Plan Designs
- Environmental, Social & Governance Issues
- Board Evaluation Processes
- Diversity & Inclusion
- Board & Management Succession Planning

Leading advisers and experienced board members share their perspectives on building and supporting the best teams by providing firsthand information on the strategies and plans being used by successful banks today.

## EXCLUSIVE PEER EXCHANGES

Often cited as invaluable by attendees, the Bank Compensation Committee and Human Resources Officer Peer Exchanges are now incorporated into the main event, giving attendees the opportunity to meet with their contemporaries in closed-door, off-the-record peer groups for candid discussions specific to their roles, responsibilities and interests.

### Conference Attendees

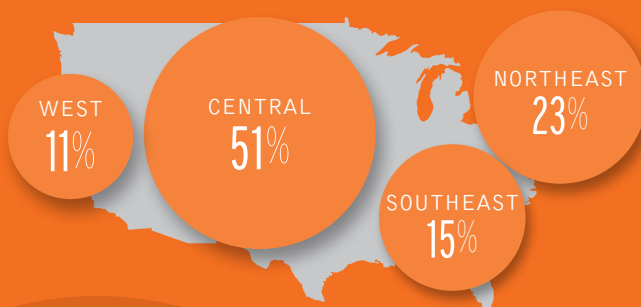
Directors	31%
HROs	21%
CEOs/Presidents/Chairs	18%
Other	30%

Other titles include: COO, GC, CFO, CAO & CMO

## CONNECT & NETWORK WITH INDUSTRY LEADERS!

This is a must-attend event for bank CEOs, chairs, presidents, CFOs, general counsel, corporate secretaries and senior management – with a specific focus on HROs and members of the compensation, nomination and governance committees of a bank's board. During the conference, you and your team take away new approaches to finding, developing and compensating talent.

### Regions Breakdown



*“Peer group provides discussion & exchange of ideas that I believe leaves you in a better place than before you walked in.”*

— PAST CONFERENCE ATTENDEE

# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## PRE-CONFERENCE BANK COMPENSATION

### Monday, November 7

Sponsored by: **Blanchard Consulting Group and Chartwell Partners**

The Bank Compensation Workshop provides an up-to-the minute, hands-on, interactive overview for compensation committee members and HROs. The objectives of the pre-conference workshop are to equip participants to perform effectively and sustainably in their roles, to provide confidence in the execution of their duties and to give all attendees context in order to maximize their overall conference experience.

*“This was very educational for me.  
I left with lots of information to take  
back to my bank.”*

— PAST CONFERENCE ATTENDEE

WORKSHOP

## WORKSHOP AGENDA

*\*Agenda subject to change*

11:30 AM - 12:30 PM

### **Bank Compensation Workshop Registration & Lunch**

12:30 PM - 1:30 PM

### **Compensation Trends & The Talent War**

Mike Blanchard, CEO, Blanchard Consulting Group

Matt Brei, President, Blanchard Consulting Group

Sean O'Neal, Principal, Chartwell Partners

Scott Petty, Managing Partner, Chartwell Partners

Get up to date on the latest trends in banking compensation, benefits and recruiting in this hyper-competitive talent marketplace. Discover ways your bank can stay ahead of the curve to attract and retain top performers. This interactive session allows you to compare how your bank's compensation practices stack up compared to others in the industry and compared to others in the live audience.

1:30 PM - 1:45 PM

### **Break**

1:45 PM - 3:15 PM

### **Breakout Sessions**

During this time, we split the audience into two groups based on title to allow for a deeper dive on the issues relevant to your role.

### **Human Resources Breakout: The Latest Information on Salary Administration, Salary Grades, The Competitive Market Environment & Organization Chart Planning**

During this breakout session we focus specifically on HR challenges in today's banks. We focus on the details surrounding salary administration and salary grades that help advance the sophistication and strategy surrounding compensation administration at all levels of the organization. The discussion includes the current competitive market and also works through interactive organizational chart planning to help you plan the right organizational structure to support the growth goals of your institution. Each participant walks away with ideas to assist them with being strategic with their compensation dollars and organizational chart planning.

### **Director Breakout: What is Happening with Director Compensation, Director Recruitment, CEO Succession & Compensation Committee Best Practices?**

Board of Director and compensation committee-focused discussions for attracting and compensating current and incoming board members. We go through a checklist that assesses your current compensation committee compared to industry best practices and your peers. Additionally, we work through a planning exercise that should assist with succession planning for the CEO and board.

3:15 PM - 3:30 PM

### **Break**

3:30 PM - 4:00 PM

### **Incentive Plan Design Process**

During this session we walk participants through the process of designing a holistic incentive plan for your bank to attract and reward the right behaviors for overall success. This session covers the process steps, industry trends and key decision-making points that help create an effective incentive plan. Participants are provided with the tools to either assess their current plan design versus market or begin the performance-based incentive plan design process themselves.

4:00 PM - 5:00 PM

### **Executive Compensation & Mission Critical Retention Strategies**

In our final session of the workshop we focus on the executive-specific total compensation package to ensure your bank's top leadership is fairly rewarded compared to their industry peers. We assess all parts of the total compensation package (salary, cash incentives, equity-based incentives, retirement focused compensation, perquisites and benefits). We discuss market trends surrounding all areas of total compensation and focus on what each component is trying to accomplish. Participants also receive a step-by-step guide to analyzing your retention strategies that are aimed at lowering turnover, strengthening culture and making your bank a career destination.

5:00 PM - 6:00 PM

### **Bank Compensation & Talent Conference Welcoming Peer & Guest Reception**

All workshop and conference attendees gather to network and enjoy conversations with their peers.



# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development





*“Most valuable. A great rare opportunity to get together with diverse people who share the same issues.”*

— PAST CONFERENCE ATTENDEE

## Tuesday, November 8

Dive into today's best practices for building and retaining talent as well as uncovering top compensation strategies at Bank Director's annual Bank Compensation & Talent Conference. Built with a bank's C-suite, board of directors, committee members and human resources officers top of mind, the 2022 agenda covers new approaches and strategies for succession planning, discovering talent, developing existing team members and growing the bank's bottom line.

DAY ONE

# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## AGENDA

*\*Agenda subject to change*

7:00 AM - 8:00 AM

### Breakfast & Registration

Sponsored by: **Kaplan Partners**

8:00 AM - 8:10 AM

### Day One Welcome

Michelle King, President, Bank Director

Laura Schield, Chief Operating Officer, Bank Director

Bank Director welcomes attendees to the annual Bank Compensation & Talent Conference.

8:10 AM - 8:40 AM

### A Snapshot on Key Banking Issues

Laura Hay, Lead Consultant, Meridian Compensation Partners, LLC

Susan O'Donnell, Partner, Meridian Compensation Partners, LLC

This session is an overview of what is happening in banking today that relates to members of the Compensation Committee and the head of Human Resources.

8:40 AM - 9:10 AM

### Regulatory Update – Washington is Awake Again!

Todd Leone, Partner, McLagan

This session focuses on various regulatory matters and where they stand today. The fall of 2022 is expected to be very active with two Dodd-Frank provisions covering both clawbacks and a new Pay-for-Performance exhibit. In addition, we are expecting to potentially have a new Human Capital Management update. Many of these may be effective for 2023. Come to hear what is important to your bank and what may be coming in the future.

9:10 AM - 9:40 AM

### Ideas to Create Value Within Transformative Events

Anthony Eppert, Partner, Hunton Andrews Kurth LLP

Transformative events come in all shapes and sizes (e.g., M&A event, retirement of a key employee, capital raises, etc.). The purpose of this presentation is to share ideas on how compensation can be structured so that when a transformative event later occurs, the key employee is properly incentivized towards increasing shareholder value.

9:40 AM - 9:55 AM

### Refreshment Break

9:55 AM - 11:20 AM

### Peer Exchanges: Key Compensation Conversations

Off-the-record peer exchanges, exclusive to banker attendees, allow those from similar, non-competitive institutions the chance to meet in closed-door sessions for candid discussions around compensation issues. Groups are determined by title, type of institution (private or public) and asset size of the bank.

Compensation Committee Chairs and Members may discuss topics such as:

- What metrics have you built into your short- and long-term incentive plans?
- Does your compensation committee work with the board's audit/risk committee to make a determination on compensation risk, and how does that process work?
- Does your bank have anti-hedging, pledging policies or clawback policies?

Human Resources Officers may discuss topics such as:

- What are the biggest challenges your bank is having with executive compensation?
- How do you and your staff support the compensation committee?
- What types of performance measures do you use in your incentive plans for executives in your bank?

CEOs may discuss topics such as:

- What comparative data do you use to guide salary decisions throughout your organization?
- Do directors at your bank receive any other benefits beyond cash and/or equity compensation?
- How does your bank use cash-based incentives throughout the organization at all levels?

Bank Chairs may discuss topics such as:

- How do you structure the committees on your board – and how is the director pay affected by those committees' roles?
- What steps has your board taken to comply with the federal guidance on compensation risk?
- Does your bank have a board retirement age?

11:20 AM - 12:20 PM

**Networking Lunch**

12:20 PM - 1:45 PM

**Peer Exchanges: Finding & Developing Talent**

The same groups of similar attendees meet in closed-door, off-the-record peer sessions for candid discussions around the issues of talent.

**Compensation Committee Chairs and Members may discuss topics such as:**

- What is the trajectory for young talent in your organization?
- How do you work with your Human Resources department?
- Do you have an emergency succession plan in place in the event of a sudden departure of your CEO or other key role on the senior team?

**Human Resources Officers may discuss topics such as:**

- Is there anything that your bank has done that would be helpful to share with the group around best practices related to talent acquisition?
- How do you balance your duty to the board and your duty to senior management, and how do you handle conflicts between the two when they arise?
- Are you considering or has your bank implemented a Universal Banker in branches?

**CEOs may discuss topics such as:**

- What percentage of your senior management team will retire in the next five years or so, and do you have a succession plan in place?
- What are the key roles that cannot be filled inside your bank?
- What does your bank do to retain talent?

**Bank Chairs may discuss topics such as:**

- Do you have a workable succession plan in place for your CEO?
- How is your bank developing next generation talent?
- How is your board addressing talent management and succession planning matters?

2:00 PM - 2:40 PM

**Breakout Sessions** *(select one)*

**Breakout I: Making the Most of Your Bank Officer Titling Practices**

Kathy Baron, Principal, Pearl Meyer

Karen Butcher, Managing Director, Pearl Meyer

There are both opportunities and potential pitfalls when it comes to structuring officer roles, determining titling structures and making promotion decisions. In this age of heightened talent retention concerns, the need for consistent, steady leadership and transparency at all levels in a financial organization is high. This session shares recent survey data on how peers are approaching job titling overall and offers ideas on how your institution can examine its own structure to ensure it is working to benefit your bank.

**Breakout II: Key Considerations for Compensation and Equity Programs**

Lynda Crouse, Partner, Troutman Pepper Hamilton Sanders LLP

Shannon Patterson, Counsel, Troutman Pepper Hamilton Sanders LLP

Your company's compensation and equity programs are impacted by a number of important legal and other considerations. This panel presents a discussion of hot topics for board members and senior management to consider when evaluating current programs and planning ahead for 2023 compensation.

**Breakout III: The Evolving State of ESG**

Gayle Appelbaum, Partner, McLagan

What are banks doing to develop and successfully implement a meaningful Human Capital Management strategy? What are the most effective ways to embrace board of director diversity? This session covers today's best practices, expectations and challenges as banks attempt to navigate this critical area.

2:40 PM - 2:55 PM

**Refreshment Break**

**Early Rate Expires August 31, 2022!**

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# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

2:55 PM - 3:35 PM

**Breakout Sessions** (select one)

## **Breakout I: Adapting Compensation Programs to a New Competitive Landscape**

**Stephen Grossi**, EVP, Chief Human Resources Officer, Triumph Bancorp, Inc.

**Dan Kaufman**, Partner, Meridian Compensation Partners, LLC

Banks today compete in a broader talent market, which has become more competitive than ever. This session discusses: (1) emerging challenges attracting, motivating and retaining talent; (2) how bank compensation programs are evolving; and (3) how fintech is impacting bank compensation programs. We discuss items such as the possible impact on peer group selection, compensation benchmarking, incentive plan design and internal pay equity concerns.

## **Breakout II: ESG Metrics: Are They Right for Your Bank's Incentive Plans?**

**Shaun Bisman**, Principal, Compensation Advisory Partners

**Mike Bonner**, Principal, Compensation Advisory Partners

**Liz Herron**, Executive Compensation Manager, KeyBank

**Marko Piedmont**, AVP, Reward Senior Analyst, Citizens Financial Group

Companies are increasingly focused on environmental, social and governance (ESG) issues. As companies continue to define their ESG strategies and determine how to achieve them, we have seen an increase in the use of ESG metrics in incentive plans. In the banking industry, we have seen the largest banks incorporate diversity, equity and inclusion (DE&I) metrics into their incentive plans. But are ESG metrics right for your bank? In this session, we discuss the factors banks should consider when evaluating whether to incorporate DE&I and other ESG metrics in their incentive programs. We also include examples of how leading banks have incorporated DE&I metrics into their incentive plans.

## **Breakout III: CEO Pay Ratios, Do They Matter?**

**Christie Summervill**, CEO, BalancedComp, LLC.

How does your CEO-to-typical-worker compensation stack up? While some see the information as an aid to its organizing efforts, many business advocates claim that the new disclosure gives a misleading and confusing view of CEO compensation and some HR managers contend it is burdensome to calculate and interpret.

3:45 PM - 4:00 PM

## **Addressing the Challenging Compensation Landscape**

**Flynt Gallagher**, President, Newcleus Compensation Advisors

**Emily McCormick**, Vice President of Research, Bank Director

In this session, we share insights from our annual Compensation Survey.

4:00 PM - 4:30 PM

## **Make Your Existing Benefits BETTER – At A Lower Cost**

**Flynt Gallagher**, President, Newcleus Compensation Advisors

**Sean Kelly**, Director of Qualified Plans, Newcleus

What is your bank already doing, and what can your bank do to hire and retain the talent needed to succeed?

4:30 PM - 5:00 PM

## **General Session To Be Announced**

5:00 PM - 6:00 PM

## **Networking Peer & Guest Reception**

*“I appreciate the openness and candor with which peers shared their experiences.”*

— PAST CONFERENCE ATTENDEE

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# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development



*“Great opportunity to learn from  
experienced, successful banks.”*

— PAST CONFERENCE ATTENDEE

## Wednesday, November 9

Day two of the Bank Compensation & Talent Conference surfaces key ideas and issues for a bank's C-suite and board of directors. The topics, strategic in nature, align with efforts and initiatives needed to run strong performing financial institutions.

DAY TWO

# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## AGENDA

*\*Agenda subject to change*

7:00 AM - 8:00 AM

### Breakfast

Sponsored by: **McLagan**

8:00 AM - 8:10 AM

### Day Two Welcome

Michelle King, President, Bank Director

Laura Schield, Chief Operating Officer, Bank Director

Bank Director welcomes all attendees back to the second day of presentations.

8:10 AM - 8:40 AM

### Know and Grow Your Talent: Linking Talent Management to Retention

Kathy Baron, Vice President, Pearl Meyer

Loreen Lagatta, Principal, Pearl Meyer

Many banks are grappling with the “great reshuffle” – a fallout from the global pandemic. Executives and employees at all levels are reassessing their career goals and work-life balance. Do you have the best retention strategies in place to keep leaders engaged, motivated and developing, to ensure a healthy talent and succession pipeline? In this session, we explore ways organizations can differentiate themselves when competing for talent and create retention strategies beyond pay and benefits.

8:40 AM - 9:10 AM

### The War for Attracting Talent in Banking: New Realities, New Strategies

Alan Kaplan, Founder & CEO, Kaplan Partners

Talent has become the defining element for success in today’s highly competitive and evolving industry. Now more than ever, bank leaders and board members need to adapt to the new realities of the talent landscape, and craft strategies to differentiate and succeed in the battle for employees. This session will provide insights into best practices in the evolving talent market.

9:20 AM - 10:00 AM

### Breakout Sessions *(select one)*

#### Breakout I: Generational Update – Where Values Converge

Flynt Gallagher, President, Newcleus Compensation Advisors

Your workforce includes 4 distinct generations, but are they really that different now? What has changed?

#### Breakout II: Beyond Cash Compensation

Mike Blanchard, CEO, Blanchard Consulting Group

Matt Brei, President, Blanchard Consulting Group

This session focuses on both compensation and non-compensation related benefits and perquisites offered to employees throughout your bank. We start by exploring the typical long-term incentives and benefits offered to executives that include such items as real equity, “synthetic” equity, deferred compensation, agreements and other perquisites. Next, we discuss other employee-focused benefits such as PTO, tuition reimbursement, flexible work schedules and other compensatory and non-compensatory benefits.

#### Breakout III: Success Depends on the Talents of an Organization’s Key People

Ken Derks, Managing Consultant, NFP Executive Benefits

How can you encourage high caliber executives to stay the course? Key employees are not simply looking for a pat on the back. Key employees want to see in tangible ways that an organization recognizes and appreciates their efforts in making the company a success. Join NFP for this informative session and learn how to give your business a serious recruiting and retention advantage.

10:00 AM - 10:15 AM

### Refreshment Break



10:15 AM - 10:55 AM

**Breakout Sessions** *(select one)*

**Breakout I: Scaling Your Bank's Leadership for the Future**

Sean O'Neal, Principal, Chartwell Partners

Scott Petty, Managing Partner, Chartwell Partners

Executive search and talent consultants from Chartwell Partners offer detailed plans on elevating the critical skills and competencies across the C-Suite and middle management in areas such as strategic planning, effective leadership and digital adoption. Participants of this interactive breakout session walk away with a blueprint for building teams that accelerate and enable aggressive growth in this hyper-competitive market.

**Breakout II: Board Performance Surveys & Evaluations**

Jackie Wall, Vice President of Bank Services, Bank Director

In this session, new directors learn about the basics related to overall board performance and evaluation of the board.

11:05 AM - 11:45 AM

**Addressing the Talent Gap**

Jenny Augustine, Human Resources Director, ConnectOne Bank

Penny Camp, EVP, Chief People Officer, Bank Independent

Eric Thompson, EVP, Chief Human Resources Officer, Vantage Bank

Moderated by: Naomi Snyder, Editor-in-Chief, Bank Director

Banks are struggling to find the talent they need in a tight labor market. Hear from innovative senior leaders at banks about what they're doing to address the problems of finding great talent in the current market.

*“Very beneficial for new or veteran committee members or chairs.”*

— PAST CONFERENCE ATTENDEE

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# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

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[www.balancedcomp.com](http://www.balancedcomp.com)



**Blanchard Consulting Group** | Blanchard Consulting Group (BCG) is a national compensation consulting company with offices in Atlanta, GA, Minneapolis, MN and Madison, WI. BCG's mission is to deliver independent compensation guidance to regional and community banks to help them attract, motivate and retain their key employees and directors. With an exclusive focus on the banking marketplace since 2000, the group's lead consultants have a unique industry perspective and expertise to offer clients.  
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**Meridian Compensation Partners, LLC** | Meridian Compensation Partners, LLC is one of the largest independent consulting firms with a dedicated banking team serving hundreds of institutions across North America. Their team “lives and breathes” the issues facing the banking industry, consulting exclusively on executive and board compensation and governance matters. They understand the regulations and pressures facing the industry.

[www.meridiancp.com/banking-financial](http://www.meridiancp.com/banking-financial)



**McLagan** | McLagan's (Aon) Reward Solutions provides tailored talent, rewards and performance expertise to financial services firms globally. For more than 50 years, through its McLagan brand, Aon has provided in-depth compensation data and works with hundreds of firms annually to design broad-based and executive rewards programs. McLagan is a part of Aon plc (NYSE: AON).

[www.mclagan.aon.com](http://www.mclagan.aon.com)



**Newcleus Compensation Advisors** | Newcleus powers organizations as the leading designer and administrator of compensation, benefit, investment and finance strategies. The personalized product selections, carrier solutions and talent retention programs are curated to optimize benefits and improve ROI.

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[www.pearlmeyer.com](http://www.pearlmeyer.com)



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# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development



## VENUE

*Four Seasons Resort and Club Dallas at Las Colinas*

4150 North MacArthur Blvd.

Dallas, TX 75038

Reservations: (972) 717-0700

[www.fourseasons.com](http://www.fourseasons.com)

The perfect mix of Fort Worth's steel-toed swagger and Dallas' cosmopolitan edge, Las Colinas is filled with the unexpected. Set 2 miles from The Mustangs of Las Colinas Museum, this upscale resort is a mile from the Irving Arts Center and 6 miles from the Zero Gravity Thrill Amusement Park. Visitors can also meet for a round of golf, cool off in the indoor and outdoor pools, work out in the expansive sports and recreation club, or take a break from it all at the Well & Being Spa. Come nightfall, visitors can gather with friends and family near the larger-than-life, rustic fireplace on OUTLAW Taproom's patio.



## DISCOUNTED HOTEL RATE

There is a discounted hotel room rate available for conference attendees at the Four Seasons Resort & Club at Las Colinas until October 17, 2022 or until all rooms are reserved. To reserve a room online, click [HERE](#) or contact the hotel directly at 972-717-0700 and mention "Bank Director" to receive the discounted rate of \$290/night for a superior king room. Rooms are limited, so book early!

## FOUR SEASONS RESORT AND CLUB DALLAS HEALTH & SAFETY STATEMENT

In keeping with Marriott's Commitment to Clean, they have made several enhancements to their high-frequency cleaning practices throughout their property and in their guestrooms. These include:

### Best-In-Class Technology

Our Four Seasons award-winning App and Chat function provides guests with control and choice, limiting face-to-face interactions where possible, and avoiding unnecessary touch points while maintaining the highest levels of Four Seasons service that you know and love.

### Guest Rooms and Public Spaces

- Each employee is required to wear a mask, regardless of vaccination status.
- "Welcome Kits" with a surgical mask, sanitizer bottle and wipes are available at check-in upon request.
- Disinfecting of high touchpoints in public areas.
- State of the art hospital grade equipment is used to sanitize and clean the entire guest room.
- UV lights and disinfection using the Clorox Total 360 is available upon request.

### Restaurants and Bars

- Tables will be disinfected before guests sit down.
- Menus are available on the Four Seasons App or disposable paper versions.
- In room dining will be available on tables and delivered to your door. Alternatively, meals are available in to-go containers.
- Newspapers and magazines are available on the Press Reader App. News and magazines from around the world with just a touch on the guests' own phone/tablet.

### Comprehensive Employee Training

- Employees will be provided with Personal Protective Equipment (PPE) to execute their duties safely including masks and gloves.

### New Safety and Cleaning Equipment

- Karcher Mistars with hospital grade disinfectant used in rooms after every guest's departure, restaurants and public spaces daily.
- The Clorox® Total 360® System pairs an electrostatic sprayer with a portfolio of Clorox disinfectants and sanitizers to ensure all surfaces – even those hard-to-reach, difficult-to-clean areas – are properly treated. The superior surface coverage helps keep facilities healthier
- Portable 3W UV Handheld Lamp Sterilizer and Wand and Air Purifier.

**The full health & safety statement can be found by visiting their website at: [www.fourseasons.com](http://www.fourseasons.com)**

# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## RATES & REGISTRATION

**Phone:** (877) 397-7595

**Fax:** (615) 777-8449

**Website:** BankDirector.com

**E-mail:** events@bankdirector.com

**Mail:** Bank Director, 201 Summit View Drive, Suite 250, Brentwood, TN 37027

NAME	NAME FOR BADGE	
COMPANY	TITLE	
BANK REPRESENTING	PUBLIC/PRIVATE	BOARD TITLE
NUMBER OF YEARS SERVING ON THE BOARD	EMAIL ADDRESS	
ADDRESS	PHONE	
CITY	STATE	ZIP

☐ **YES, Register Me for the 2022 Bank Compensation & Talent Conference!**

**Individual Early Rate: \$1,595** (Early rate expires August 31, 2022.)

**Standard Individual Rate: \$1,795**

☐ **YES, Register My Group for the 2022 Bank Compensation & Talent Conference!**

**Standard Group Rate: \$1,495** (For groups of 3 or more from the same financial institution.)

### SELECT THE PRE-CONFERENCE ADD-ON:

☐ **YES, Register Me for the 2022 Bank Compensation Workshop on Monday, November 7!**

**Rate: \$895**

### Bank Director Membership Program

If your bank is a participating program member, please contact 877-397-7595 to find out about special conference rates and/or event passes that may be available to you and your board. For questions or to find out more about Bank Director's membership program, please email bankservices@bankdirector.com.

☐ **Non-Banker Rate: \$3,250** (This fee applies to attendees who are not officers or directors of an FDIC-insured financial institution, such as board advisors/observers, investment bankers, attorneys, accounting firms, and other vendors and service providers. Bank Director reserves the right to verify your company profile and adjust your registration rate if necessary.)

CONTACT NAME

E-MAIL ADDRESS AND/OR PHONE NUMBER

☐ **Enroll My Guest in the Guest Program.**

**Guest/Spouse Name:** \_\_\_\_\_

The guest rate of \$150 covers breakfast on Tuesday and Wednesday, as well as all evening receptions. Guests are not allowed to attend sessions. If a guest would like to attend the sessions, please register them as an attendee. A guest is a spouse, significant other or friend who is not in a financial services occupation. A co-worker (even a spouse co-worker) or an associate within the financial services industry is not considered a guest and should register as an attendee.

**Payment Information**

*Please make all checks payable to DirectorCorps, Inc.*

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NAME ON CARD

CARD NUMBER

EXP. DATE

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BILLING ADDRESS IF DIFFERENT FROM PREVIOUS PAGE

**Conference Cancellation Policy**

Due to commitments and expenses, all cancellations after October 3, 2022 will be subject to a \$225 processing fee. We regret that no refunds will be given after October 17, 2022; however, substitute participants are welcomed. DirectorCorps, Inc. assumes no liability for any nonrefundable travel, hotel or related expenses incurred by registrants.

*“The wealth of ideas is priceless.”*

— PAST CONFERENCE ATTENDEE

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