



**BankDirector**<sup>®</sup>

**Strong Board.** Strong Bank.

Strategic Planning, Training and Education for Directors + Executive Team

# BankBEYOND 2020

**Navigating The Road Ahead**

Online Event | November 9-11, 2020

**Event Highlights Include:**

- Interactive Peer Exchange Sessions
- Committee Focused Content
- Strategy & Growth Presentations
- Audit & Risk Presentations
- Compensation & Talent Presentations

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

# BankBEYOND 2020

Navigating The Road Ahead

# NAVIGATING THE ROAD AHEAD

Given our environment, Bank Director is combining our board member and executive events into one three-day online event during BankBEYOND 2020! Focusing on all of the issues directors and leaders of financial institutions must know – we dive into audit and risk issues, compensation and talent challenges, and review critical areas including corporate governance, regulation and strategic planning.

## **VIRTUAL PEER EXCHANGE SESSIONS**

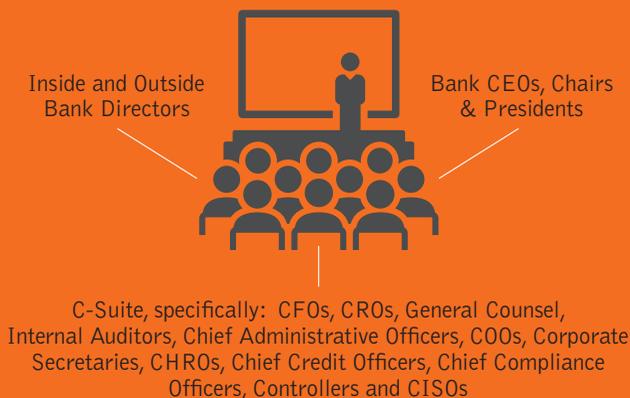
While we can't meet in person, Bank Director has incorporated our popular peer exchange sessions into BankBEYOND – offering an exclusive opportunity for you to meet with your peers! During the event, participants have the opportunity to participate in either the Audit & Risk Peer Exchange or the Compensation Committee & HRO Peer Exchange. As always these exchanges include small groups of bankers led by an industry expert to discuss challenges and issues facing banks today.

## **MAKING CONNECTIONS**

In addition to the peer exchange sessions, during the online event participants are able to engage with attendees – through attendee-to-attendee messaging. Participants can also make a meeting with industry experts through direct email communications – allowing speakers to answer questions and schedule a specific meeting time, if requested.

## WHO SHOULD PARTICIPATE?

For over 26 years, Bank Director has provided educational events specifically for a bank's board and executive team. Developed for bank leaders – CEO, President, CFO, CRO, General Counsel, CHRO, COO, CAO, Internal Auditor, Corporate Secretary and Members of the Board – we combined our three annual events: Bank Audit & Risk Committees Conference, Bank Compensation & Talent Conference and our Bank Board Training Forum, to bring you an online event beyond the environment we have seen to move us forward with new ideas and strategies during BankBEYOND 2020.



## BOARD & EXECUTIVE LEVEL CONTENT

By necessity, a bank's leadership team must respond with greater speed and purpose than in past years. With so many critical issues being considered in a narrow window of time, Bank Director brings together content focused on specific committee issues, governance challenges and strategic growth initiatives to allow you to consider what's possible for your bank's future. Presentations focus on all of the issues facing a bank's team, including content designed specifically for your role on the board or with the bank – Audit/Risk, Compensation/Talent, Governance or Strategy & Innovation.

## CONTINUING EDUCATION



Continuing Professional Education credits are available for accountants – up to a maximum of 12 credit hours (total credits based on specific sessions attended).

# BankBEYOND 2020

Navigating The Road Ahead

PREPARE  
FOR A  
VIRTUAL  
EXPERIENCE  
LIKE NO OTHER!

While physical distancing has caused modifications to this year's schedule of Bank Director conferences, our commitment and desire to share the most timely and relevant information with a hugely influential audience has not waned.

As we explore what's ahead through BankBEYOND 2020 – our new online event brings together insight and content from leading experts in compensation, risk management, accounting, legal, consulting, corporate governance, regulation and strategic planning to provide participants with both the foundational knowledge and the latest information on best practices in all of the critical areas that directors and bank executives must understand!

As we work to move banks forward and provide the most relevant information in our new operating environment, we too look for ways to allow financial institutions to discover a new path forward helping officers and directors get smarter, faster... together. We hope you and your team join us as we combine three separate conferences into one must-attend industry event!

# BankBEYOND 2020

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FOCUS:

STRATEGY  
& GROWTH

**Monday, November 9**

To allow you and your team the flexibility to learn when and where you prefer, Bank Director will make all event content, presentations and supporting materials available at 8:00 a.m. CST each day throughout the duration of the online event – unless noted as a “live” session. “Live” sessions allow you and your colleagues to connect with each other as well as engage with industry experts. These “live” sessions are designated with a specific time before the session title.

DAY  
ONE

## AGENDA

*\*Agenda subject to change*

### ➔ 1:00 PM - 1:30 PM CST – LIVE SESSION

#### **Ask The Experts**

**Christopher Leonard**, CEO, Velocity Solutions, LLC

**Jonathan Rowe**, Chief Marketing Officer, nCino

**Speaker To Be Announced**, Bryan Cave Leighton Paisner LLP

Moderated by: **Al Dominick**, CEO, Bank Director

This 30-minute period allows for audience members to ask questions of our expert panel regarding governance, strategy and technology.

### ➔ 1:30 PM - 2:00 PM CST – LIVE SESSION

#### **Ask The Experts**

**John Adams**, Head of Investment Banking, Sheshunoff & Co. Investment Banking

**Steven Hovde**, Chairman & CEO, Hovde Group, LLC

Moderated by: **Al Dominick**, CEO, Bank Director

This 30-minute period allows for audience members to ask questions of our investment banker expert panel related to M&A and growth.

### 8:00 AM CST – ALL FOLLOWING PRESENTATIONS & CONTENT RELEASED

#### **What We Know & What We Don't**

**Al Dominick**, CEO, Bank Director

As we kick off our first day of content, we share how high-performing banks develop an agenda – and foster effective discussions – that pay particular attention to their core areas of responsibility: strategy and growth.

#### **The Flywheel of Banking: Six Timeless Tenets of Extraordinary Banks**

**John Maxfield**, Editor-in-Chief, Bank Director

The future of banking is hard to predict and there is no road-map to reveal the way – especially during these unprecedented times. However, mastery of six timeless tenets will help banks charge ahead with confidence. Bank Director's Editor-in-Chief shares unique and invaluable insights on leadership, growth, risk management, culture, stakeholder prioritization and capital allocation, based on a report developed by Bank Director and nCino.

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## **The Current State of Banking**

Steven Hovde, Chairman & CEO, Hovde Group, LLC

This session provides a high level overview of dominant trends in banking today including regulation, the U.S. economy, margin pressure, consolidation and M&A.

## **Findings From Bank Director's Governance Best Practices Study**

Speaker To Be Announced, Bryan Cave Leighton Paisner LLP

Jack Milligan, Editor-at-Large, Bank Director

Bank Director and Bryan Cave Leighton Paisner LLP conducted our first-ever Governance Best Practices Study this year. Hear the most significant findings from the study and what you can learn from those who participated.

## **How To Weave Agility Into Your Culture**

Edward Barry, CEO, Capital Bank, N.A.

Chuck Sulerzyski, President & CEO, Peoples Bank

Moderated by: Al Dominick, CEO, Bank Director

Boards are expanding their involvement in corporate strategy, but to what extent do CEOs think about the board fostering agility – through technology, talent, knowledge and/or organizational culture – required to stay ahead amid constant change, disruption and competitive pressures? Hear from leading-edge CEOs from around the country as they share their experiences related to these issues.

## **Building Blocks of an Effective Board**

Speaker To Be Announced, Bryan Cave Leighton Paisner LLP

A diversity of skills, experience and attitude constitutes a strong board – which reflects a set of enlightened governance policies and procedures that center on honesty, personal integrity and accountability. This session focuses on best practices that every board member should follow in order to maximize their time and contributions to their colleagues, constituents and shareholders.

## **What's Driving M&A Pricing?**

John Adams, Head of Investment Banking, Sheshunoff & Co. Investment Banking

Bank merger prices change from year to year and vary among banks of different sizes, geographies and business models. In this session, learn what factors drive M&A pricing and how you can best position your shareholders to maximize their opportunities as buyers, sellers or investors in this rapidly changing environment.

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calling our events department at (877) 397-7595.

### **Innovation in Banking**

Jonathan Rowe, Chief Marketing Officer, nCino

Banks are embracing new technologies at an ever-increasing rate and, as a result, are experiencing benefits such as a full digital banking experience, improved operational efficiency, better customer service and more effective regulatory compliance. In this session, we explore the changing landscape facing financial institutions, the opportunities and challenges presented by cloud banking technology solutions and the benefits that can be achieved through creative fintech partnerships that build relationships and enhance their organization's value.



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## **The Different Ways to Grow The Bank**

There are a variety of ways a bank can grow, be it through acquisitions, de novo expansion, product-line growth (i.e., commercial loan production offices), using a lift-out strategy or pursuing a broader digital platform. Each strategy presents a unique set of challenges and opportunities. This session covers the risks and rewards of different approaches to growth and looks at successful banks that have pursued different paths.

## **Reap the Rewards and ROI of Digital Lending Technology**

Christopher Leonard, CEO, Velocity Solutions, LLC

This year's pandemic has taught us the importance of digital banking operations. In this session, we discuss how partnering with a fintech to offer digital consumer and small business loans is not only efficient and affordable, but also allows you to easily comply with regulations and offer alternative underwriting to expand availability of credit to more borrowers.

## **How To Value Your Bank**

Christopher Olsen, Managing Partner, Olsen Palmer, LLC

Do you know much your bank is worth and what factors drive – and detract – from its value? This session focuses on providing a framework for determining the value of your bank and understanding factors that affect its value.

## **Capital Tools for an Offensive or Defensive Playbook**

Michael Corso, Principal, Hovde Group, LLC

The banking landscape for new capital issuances experienced a sea change in early 2020. What capital tools exist in today's market and how should bankers approach capital planning in today's environment?

## **It's High Time to Talk About Marijuana Banking**

Tony Repanich, President & CEO, Shield Compliance, LLC

Love it or hate it, legalized marijuana seems here to stay. This puts banks between a rock and a hard place. On one hand, there are federal laws that continue to criminalize the sale and possession of marijuana, as well as the laundering of proceeds from the process. On the other hand, there are stockpiles of unbanked cash accumulating in states that have legalized its sale. What's a bank to do?

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# FOCUS:

## AUDIT & RISK

## **Tuesday, November 10**

To allow you and your team the flexibility to learn when and where you prefer, Bank Director will make all event content, presentations and supporting materials available at 8:00 a.m. CST each day throughout the duration of the online event – unless noted as a “live” session. “Live” sessions allow you and your colleagues to connect with each other as well as engage with industry experts. These “live” sessions are designated with a specific time before the session title.

DAY  
1  
11  
AM  
10

# BankBEYOND 2020

Navigating The Road Ahead

## AGENDA

*\*Agenda subject to change*

### 👉 1:00 PM - 1:30 PM CST – LIVE SESSION

#### **Ask the Experts – Audit**

Speaker To Be Announced, Arnold & Porter

Speaker To Be Announced, Crowe LLP

Moderated by: Jack Milligan, Editor-at-Large, Bank Director

This 30-minute period allows for registered participants to ask questions of our expert panel related to all aspects of the audit function.

### 👉 1:30 PM - 2:00 PM CST – LIVE SESSION

#### **Ask the Experts – Risk**

Speaker To Be Announced, Crowe LLP

William Hord, Vice President of ERM Services, Quantivate, LLC

Speaker To Be Announced, Troutman Pepper Hamilton Sanders LLP

Moderated by: Jack Milligan, Editor-at-Large, Bank Director

This 30-minute period allows for registered participants to ask questions of our expert panel related to all aspects of the risk function.

### 👉 2:30 PM - 4:00 PM CST – LIVE SESSION

#### **Bank Audit & Risk Virtual Peer Exchange Sessions**

Small groups of experienced audit and risk committee members, as well as senior bank executives – along with outside advisors – meet in off-the-record peer groups for candid discussions about various issues and challenges facing officers and directors today. *Peer exchange groups are assigned by title (director vs. bank officer), bank type (public vs. private) and asset size.*

### 8:00 AM CST – ALL FOLLOWING PRESENTATIONS & CONTENT RELEASED

#### **Welcome to Day Two**

Al Dominick, CEO, Bank Director

#### **Sharing The Crystal Ball**

Emily McCormick, Vice President, Research, Bank Director

Craig Sanders, Partner, Moss Adams LLP

During this session, Bank Director's Vice President of Research and our survey sponsor, Moss Adams, discuss the predominant findings from Bank Director's 2020 Risk Survey.

### **Red Flags for Regulators**

Jennifer Burke, Partner, Crowe LLP

Joseph Durham, Senior Manager, Crowe LLP

This session discusses the five issues that examiners really focus on when they are looking for deficiencies, including: sustainable compliance management systems; BSA/AML (suspicious activity monitoring, customer due diligence and enhanced due diligence); and risk assessment (understanding the unique profile of the institution and other regulatory risk focus).

### **Creating an Effective ESG Program**

Shannon Patterson, Counsel, Troutman Pepper Hamilton Sanders LLP

Seth Winter, Partner, Troutman Pepper Hamilton Sanders LLP

Investors continue to place greater emphasis on environmental, social and governance (ESG) factors when evaluating financial institutions. ESG issues and ESG risk management are growing concerns for bank regulators and, in some cases, bank customers. This session summarizes key ESG trends and steps that can improve your bank's ESG program.

### **What Will Be the “New Normal” for Information Security?**

Dave McKnight, Senior Manager, Crowe LLP

The COVID-19 pandemic has forced changes across all businesses including Information Security. During and after the pandemic, enterprises are rapidly adopting new digital technologies and working models to sustain and enable businesses which results in new security risks and challenges. In the digital world our focus is shifting from the actual person sitting behind the screen to the trusted devices and IP addresses. This session shares an insight of new risks and a practical approach on how to re-engineer Information Security programs to comply with the “New Normal.”

### **The Ex-Regulators Strike Again!**

Michael Mancusi, Partner, Arnold & Porter

Charles Yi, Partner, Arnold & Porter

Moderated by: **Robert Azarow**, Partner, Arnold & Porter

This panel reviews the leading areas of focus of a bank's risk and audit committees, including issues related to COVID-19 and the pandemic's impact on credit, capital and safe and sound operations, LIBOR transition, data breach risk, banking cannabis related businesses, fintech investment & collaboration, BSA/AML and diversity & inclusion, with the panelists bringing their public policy, regulatory and transactional experiences to bear.

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## **How Risky Is The Current Banking Landscape?**

William Hord, Vice President of ERM Services, Quantivate, LLC

Moderated by: Al Dominick, CEO, Bank Director

In our 2020 Risk Survey, 70% of respondents told Bank Director that their concerns about strategic risk had increased over the past year. This can be attributed in great part to the changing competitive landscape, which has been fueled by technology. What do bankers need to know and – perhaps more importantly – what should they be doing now to ensure they remain competitive in the future?

## **Business Continuity Resilience Planning for the Board**

Mike Dempsey, Senior Manager, Dixon Hughes Goodman LLP

Most boards are not prepared for a crisis, yet a business continuity event (a hurricane or cyberattack) can strike your bank all too quickly. This session delves into the questions directors should be asking to strengthen policies and procedures in place at their bank. Directors will leave this session with ideas to increase resilience and understand business risks that affect profitability and operational continuity.



### **Taking Your Internal Audit Program to the Next Level**

Craig Sanders, Partner, Moss Adams LLP

Mark Steranka, Partner, Moss Adams LLP

The benefits of a high-quality internal audit program are limitless: achieving reliable financial reports and regulatory compliance, navigating risks, streamlining operations and instituting best practices. In this session, we outline how to expand and strengthen your internal audit program beyond a compliance focus to encompass a more holistic and impactful approach that helps you to reduce risks, strengthen controls and enhance performance.

### **Your Need-to-Knows About Enterprise Risk Management in the Wake of the Pandemic**

Brian Nappi, Senior Manager, Crowe LLP

Financial institutions face all different types of risks, and thus Enterprise Risk Management (ERM) is not a one-size-fits-all process. This session provides an overview of the levels of maturity of ERM in financial services, benchmarking against peer ERM processes and the importance and value of having ERM to assist in managing the unique risks posed by the pandemic. You will walk away with a checklist of upgrades suited for your asset size.

### **Cyber Risks Facing Your Bank**

This session highlights the risks facing your bank and how to ensure your incident response planning is ready.

### **The Value of Data Analytics in the AML World**

During this session, the panelists cover challenges and best practices in setting up data analytics to support assurance of BSA/AML regulatory compliance.

### **How Vulnerable Is Your Bank to Cybersecurity Threats?**

Joe Oleksak, Partner, Plante Moran

Few bank directors are technology experts, yet all directors bear responsibility for verifying that their bank is protected against cybersecurity threats. How should a board go about doing so? This session digs into the specifics of how to best prepare your bank for a cybersecurity attack as well as explains how a board can verify that their institution is adequately protected against those threats.

### **Model Risk Management and Model Validation Considerations**

Robin Sawyer, Partner, Dixon Hughes Goodman LLP

Sound risk management practices and supervisory expectations continue to evolve with an enhanced view of what constitutes strong model risk management. Regulators and stakeholders have a keen interest in understanding methods the companies have used to assess their models' performance. Developing a complexity-appropriate framework for controlling model risk with validation activities is a key element to proper corporate oversight.

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## **Directors & Officers & Cyber Liability: The A,B,C's for D's & O's**

Dennis Gustafson, Senior Vice President & Financial Institutions Practice Leader,  
AHT Insurance

This interactive session begins with a review of the impact COVID-19 has on the bank D&O space. We then discuss the newest non-COVID claims and coverage trends facing bank directors and officers. Lastly, we leave you with tangible takeaways including limit benchmarking data and the top 10 coverage enhancements.

## **Accounting Implications of the Pandemic**

Sal Inerra, Partner, Crowe LLP

This session is designed for directors focusing on the impact of the pandemic on accounting and financial reporting affecting financial institutions, covering recent developments from the Financial Accounting Standards Board (FASB), the Securities and Exchange Commission (SEC), the American Institute of Certified Public Accountants (AICPA) and the federal financial institutions regulators. This session addresses the changes in long standing guidance, such as, trouble debt restructuring impacted by regulatory action and the CARES Act, the related implication to credit monitoring, the practical issues the crisis has had on CECL implementation and insights on first year implementation of the CECL standard along with broader accounting and reporting issues.

## **Audit Best Practices**

This session reviews the latest information on best practices related to the audit oversight function, including topics like BSA/AML, CECL, vendor management and new accounting standards on the horizon.

## **Turning Risk Challenges Into Growth Opportunities**

Bart Smith, Managing Director, Performance Trust Capital Partners, LLC

Effective risk management and regulatory good standing are structurally inseparable from your bottom line results. To perform effectively, you must have confidence that you are taking the right kind of risk and the right amount of risk. In this session, we uncover how you can dynamically measure, manage, and defend your risk and regulatory positions over time in an effort to optimize the long-term performance and value of your company.

## **Identifying Operational Risks and Opportunities in a Global Pandemic**

Speaker To Be Announced, BKD, LLP

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FOCUS:  
**COMPENSATION  
& TALENT**

**Wednesday, November 11**

To allow you and your team the flexibility to learn when and where you prefer, Bank Director will make all event content, presentations and supporting materials available at 8:00 a.m. CST each day throughout the duration of the online event – unless noted as a “live” session. “Live” sessions allow you and your colleagues to connect with each other as well as engage with industry experts. These “live” sessions are designated with a specific time before the session title.

DAY  
THREE

# BankBEYOND 2020

Navigating The Road Ahead

## AGENDA

*\*Agenda subject to change*

### ➔ 1:30 PM - 2:00 PM CST – LIVE SESSION

#### **Ask the Experts**

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

Speaker To Be Announced, Gallup, Inc.

Speaker To Be Announced, Pearl Meyer

Moderated by: John Maxfield, Editor-in-Chief, Bank Director

Featuring the speakers from today's general sessions, this 30-minute period allows for registered participants to ask questions of our expert panel related to compensation and talent.

### ➔ 2:30 PM - 4:00 PM CST – LIVE SESSION

#### **Bank Compensation Committee and HRO Virtual Peer Exchange Sessions**

These off-the-record peer exchanges afford attendees from similar, non-competitive institutions the chance to meet in closed-door sessions for candid discussions about compensation and talent specific to their roles, responsibilities and shared interests. *Peer exchange groups are assigned by title (director vs. bank officer), bank type (public vs. private) and asset size.*

### 8:00 AM CST – ALL FOLLOWING PRESENTATIONS & CONTENT RELEASED

#### **Welcome to Day Three**

Al Dominick, CEO, Bank Director

#### **Compensation & Talent Trends: An Insider's Look at the Results of Bank Director's 2020 Compensation Survey**

Emily McCormick, Vice President of Research, Bank Director

Bank Director's Vice President of Research, Emily McCormick, shares her insights from our annual Compensation Survey, sponsored by Compensation Advisors. While the report explores topics related to succession planning, board refreshment, trends in CEO & director compensation and more, this session builds on her findings gleaned over the years of conducting Bank Director's compensation research projects.

#### **The Impact of COVID-19 on Executive Compensation Programs**

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

This has been a historical year as banks (and the world) respond to the effects of a global pandemic and an economic recession. For many banks, performance goals were set before the pandemic began and payouts for 2020 performance cycles may be tracking at low (or no) payouts. What factors should be considered in determining whether incentive payouts are appropriate, and if so, what should the award value be? What changes should banks consider making to their executive pay programs for 2021? This session discusses how U.S. banks are responding to these challenges and presents a check list of considerations for year-end executive pay decisions and 2021 program designs for executives.

## Recruiting for the Best

Speaker To Be Announced, Gallup, Inc.

With nearly 15% unemployment nationwide, this is an incredible time to find good candidates. But who wants good, when you can have great? What are the ideal methods for finding the best talent out there?



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## **Incentive Plan Governance**

How should compensation committees and management be evaluating incentive compensation under the regulatory guidance that has been in place for more than 10 years? This session covers both the framework that should exist and how 2020 returns us back to the foundation of incentive plan governance.

## **Debating Risk**

In this interactive session, we pose questions to leading experts, a chief risk officer and a risk committee chair relating to how risk should be handled and strategized within a bank. Hear how each perspective differs and take away ideas and processes for your bank.

## **Out With the Old, In With the New – What to Pay in a CEO Transition?**

The CEO transition is one of the more challenging times for any business. Determining compensation for the new CEO and outgoing arrangements for the former CEO has moving parts: What to do for the departing CEO as they leave the organization in terms of role and pay? What to do for the new CEO upon promotion or joining the organization if an external hire? What to do for the members of the management team when they are in the running and when they are identified as also-rans? We provide background on market practices and share our experiences from recent CEO transitions. We also provide perspective on the key issues in a transition and how to balance fairness to the executives involved with shareholder concerns.

## **Best Practices for Compensation Committees**

The Business Roundtable recently redefined the purpose of the corporation to include a commitment to all stakeholders, not just shareholders. This framework for measuring success begs a compensation-specific question: how should a board's compensation committee incentivize commensurate behavior? In this session, hear how compensation committees should best accomplish their purpose.

## **Dealing with Uncertainty In Incentive Plans**

You have finalized and implemented your incentive plans – but then the unexpected happens. How do you best deal with uncertainty when creating incentive plans for your employees?

## **Evaluating Board Pay in Today's Environment**

Bank boards essentially set their own pay, so it's tricky to balance fair compensation for a job with a lot of responsibility without going over the line. Bank directors aren't apt to say they're overpaid, and compared to other industries, this may be true. However, judgments in shareholders lawsuits about board pay are shifting from the Business Judgment Rule to the Entire Fairness Doctrine, which is a stricter standard. In a downturn, shareholders could be watching compensation even more closely. Will there be more scrutiny on board pay?

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calling our events department at (877) 397-7595.

## **ESG Implications for Executive Compensation**

Speaker To Be Announced, Meridian Compensation Partners, LLC

Investors, customers and employees are raising their expectations for how banks address Environmental, Social and Governance (ESG) topics, and the COVID-19 pandemic has only increased the need to focus on these issues. This session discusses how ESG is impacting compensation committees – both in terms of the expanding scope of the committee’s role in overseeing the bank’s human capital and in whether (and if so, how) ESG should be built into incentive programs.

## **CEO Succession**

Kathy Baron, Vice President, Pearl Meyer

Laura Hay, Managing Director, Pearl Meyer

Managing the CEO succession process is one of the board’s key responsibilities. A regularly reviewed emergency plan and a closely followed long-term strategic succession plan are necessary for risk mitigation and protection of shareholder value. Join us as we discuss how to develop properly designed and executed succession plans, which help build and maintain the confidence of your investors, customers and employees.

## **The Legal Landscape: 10 Things Every Director & CEO Should Know about Compensation**

Susan Ancarrow, Partner, Troutman Pepper Hamilton Sanders LLP

Lynda Crouse, Partner, Troutman Pepper Hamilton Sanders LLP

This session covers multiple areas including: fiduciary duties, delegation of authority, equity grant practices, succession planning tips, 409A limitations for unexpected compensation changes, repricing underwater stock options, changing landscape for strategies for 162(m) deductibility, preparing for terminations, alternatives for increasing stock ownership of employees and directors.

## **Measuring and Enhancing Your Employees’ Engagement**

Engaged employees perform better, stick around longer and produce results – all of which impact your bank’s culture as well as the bottom line. However, research indicates that only three out of ten employees at your workplace are fully engaged. So what do you do – and how do you ensure engagement success?

## **How to Test the Fairness of Your Compensation Program**

This session gets to the nuts and bolts of how to structure compensation programs for executives, directors and general employees.

## **Legal Pitfalls of Successful Compensation Programs**

A successful compensation program motivates and retains current employees while attracting new ones. But there are many legal and compliance issues to keep in mind when developing your bank’s unique strategy.

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## **Being Strategic with Salary Decisions**

Mike Blanchard, CEO, Blanchard Consulting Group

Matt Brei, President, Blanchard Consulting Group

This session focuses on strategic salary approaches that community and regional banks should consider when trying to attract and motivate staff level employees and officers. We discuss the keys to an effective salary administration program (salary grades/methodologies, salary increase matrixes, salary increase budgets, etc.). In addition, this session also discusses pay equity reviews and ensuring non-discriminatory pay practices throughout your bank. We also share briefly what banks are doing with respect to cash-based incentive programs for non-executives.

## **Using Equity and Nonqualified Plans as a Blended Compensation Approach**

Ken Derks, Managing Consultant, NFP Executive Benefits

Bankers need to continue customizing compensation plans to attract and retain top talent post-COVID crisis. In this session, we discuss how using both equity-related compensation along with nonqualified deferred compensation plans can be an effective overall compensation strategy. We provide case studies of custom-tailored plans to consider as well.

## **Dealing with a Compensation Crisis**

What happens when the media finds out about your CEO's pay, the inequality of pay between men and women at your bank, the details behind your employee's golden parachute? Before you are targeted in the press, learn what you can do to ensure you don't make headlines.

## **Arming the Third Line of Defense – Value-Added Loan Review, Emerging Best Practices**

In today's tight margin environment and with economic headwinds looming, Loan Review departments are under a renewed level of analysis. In this session, we explore important questions including: What should directors know about the three lines of defense talked about by regulators and others? How can Loan Review assure directors that they are meeting their regulatory responsibility for effective credit quality oversight? What are the characteristics of an effective and strategically focused third line of credit defense? Learn from seasoned credit professionals how to better equip Loan Review – the Credit Third Line of Defense to bring more value to your institution.

## **Board Performance & Evaluation**

Learn how to best evaluate your board – and then what to do with the performance results.

## **Diversity (in All Things) & The Board**

Leslie Schreiner, Director of Diversity and Inclusion, FHLBank Atlanta

Organizations of all shapes and sizes are taking intentional steps to support a diverse workplace and foster a culture of inclusivity. Research indicates that organizations with a diverse workforce are more profitable and earn higher revenue from innovative products and services, and an increasing number of studies are showing the importance of inclusivity for fully leveraging these benefits. While management is tasked with the execution of diversity and inclusion strategies, boards play an important role in putting management on a path for success and setting a tone of inclusivity for the organization as a whole.

### **Soup to Nuts: The Board Evaluation Process**

The board is responsible for its own development, design and discipline – as well as its overall performance – and none of these areas can be delegated to the CEO. Thus, it is up to the board to assess itself to see what improvements and changes need to be made. Hear how to conduct this process, as well as how to address some of the common roadblocks to board evaluations.



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## 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

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NAME

NAME FOR BADGE

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COMPANY

TITLE

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BANK REPRESENTING

PUBLIC/PRIVATE

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BOARD TITLE

BOARD ASSET SIZE

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NUMBER OF YEARS SERVING ON THE BOARD

EMAIL ADDRESS

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ADDRESS

PHONE

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CITY

STATE

ZIP

**YES, Register Me for BankBEYOND 2020!**

**Standard Individual Online Rate: \$995**

**YES, Register My Group for BankBEYOND 2020!**

**Standard Group Online Rate: \$3,500** (For 5 participants from the same financial institution.)

**YES, Register My Bank for BankBEYOND 2020!**

**Bank Services Member Online Rate: \$1,000** (For up to 20 participants from the same member bank.)

For Bank Services Members, please call or email our events team directly at (877) 397-7595 or events@bankdirector.com to register your board.

To receive the special member rate and to inquire on how to join Bank Director's Bank Services Membership Program, please call our Bank Services Department at (615) 777-8461.

Non-bankers are not permitted to register for BankBEYOND 2020. This applies to those that are not bank officers or bank directors of FDIC-insured financial institutions, such as investment bankers, attorneys, accounting firms and other vendors and service providers. Bank Director reserves the right to verify your company profile and cancel your registration if necessary. If you would like to inquire on how to participate as a speaker or sponsor of BankBEYOND 2020, please contact our business development office at (615) 777-8466.

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**I am an accountant, and I need Continuing Professional Education credits for this event.**

DirectorCorps, Inc., the parent company of Bank Director, is registered with the National State Board of Accountancy (NASBA) as a sponsor of continuing professional education on the national Registry of CPE Sponsors. Visit our website for more information on CPE learning objectives, program levels, prerequisites, recommended credits and complaint resolutions.

For more information regarding registration, refunds, concerns and/or program cancellation policies, please contact our events department at (877) 397-7595 or [events@bankdirector.com](mailto:events@bankdirector.com).

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