



**The Illinois Chapter of The ESOP Association
2020 Spring Conference**

**Thursday, March 5, 2020 • iHotel & Conference Center
1900 South First Street • Champaign, IL 61820 • 217-819-5000**

Platinum Sponsors:



Pre-Conference Social Sponsors:



Wednesday, March 4

Pre-Conference Social

7:30 – 9:30 p.m.

Houlihan's Restaurant + Bar at iHotel

Network and meet conference attendees.

Enjoy complimentary food and beverages.

Attire: Casual **RSVP** at the time of registering for the conference

Thursday, March 5

Conference Agenda

****Continued in 2020:** Leave the professional attire behind and come comfortably by dressing in casual or business casual attire to enjoy the day!

7:30 – 9:00

CEO & CFO Roundtable Discussion

Quad Room

Open to CEOs, CFOs and other executive leaders of ESOP Companies to engage in a facilitated open discussion on leading an effective ESOP company. Roundtable participants will determine the agenda topics such as creating an ownership culture, best practices concerning corporate governance, repurchase obligation planning, 401(k) matches with ESOP stock, acquisitions, etc. facilitated by *Ken Serwinski, Prairie Capital Advisors and Dave Horvath, Crowe LLP*

8:45 – 9:15

Arrival, Check-in and Breakfast

Conference Foyer/Chancellor Ballroom

9:15 – 9:45

Welcome, Chapter Update and Awards

Chancellor Ballroom

Paul Davidson, Chapter President & Chapter Officers

Meet the 2020 Chapter Officers • Learn What's in Store for the year • Congratulate 2020 Award Recipients

Two Track Conference

ESOP Conversations

Quad Room

Hear "Top Asked Questions and Best Practices" from our experts as attendees ask questions in an open Q&A - conversational session. No formal PowerPoint will be utilized.

Company, Culture and Communications

Alma Mater Room

This traditional track will focus on how our Chapter members tackle culture, communications and general business issues in ESOP companies.

10:00 – 10:45

Breakout Session #1

IRS & DOL

Dave Horvath, Crowe LLP; John Schumacher, Adamy Valuation

ESOP's have been a target of investigations by the Department of Labor and the Internal Revenue Service for several years and these agencies are likely to continue their focus on ESOP's. Please come to this session prepared to discuss your experience if any, and learn some best practices for preparing for an exam. Session moderators will discuss the priorities for each agency in these investigations and steps plan sponsors can take to increase the likelihood of a successful outcome.

ESOP Communications Committees

Alison Hunter, Superior Graphite; Courtney Stone, Level 10

Your ESOP Communications Committee can be an excellent partner with leadership in telling your ESOP's story. This session will explore how to form a dynamic and impactful communications committee centered around an ownership culture for ESOP participants.

AGENDA CONTINUED

ESOP Conversations Quad Room

Company, Culture and Communications Alma Mater Room

11:00 – 11:45 Breakout Session #2

Board and Trustee Interactions – Firewall or Picket Fence

Lee Bloom, Aldine Advisors; Brian Ippensen, TI-Trust;

Firewall or Picket Fence between the Internal Trustee Committee and the Board of Directors. The governance structure of a 100% ESOP is often presented as a circle with the Board appointing the Trustee and the Trustee electing the Board. This round table discussion will address: How should we manage the relationship between the two parties? Can someone serve in both roles (Trustee and Director)? How does information flow? How should each party review the performance of the other?

Fab Forty

Meredith Fiocchi, Wells Fargo Advisors; Paul Russo, Sterling Engineering; Sandy Kostouros, Morton Building

Speakers from a variety of ESOP Companies will offer their top 40 (or more!) ideas for employee engagement, ownership culture and ESOP communications in a fast-paced, round-robin format, guaranteed to provide you with plenty of ideas to bring back to your company. Come prepared to jot down ideas.

11:45 – 1:00 **Lunch and General Session**

Chancellor Ballroom

Current and relevant hot topics for IL Companies in 2020 – topics will include anti-harassment training, new cannabis laws and more.

David Gintzler – Sr. Account Manager, Human Capital Consulting; HUB International Limited

1:00 – 1:45 Breakout Session #3

ESOP Sustainability & Repurchase Obligation

Dan Kaczmarek, Chartwell Financial Advisory; Scott Sernett, Vizalex

This session will cover ESOP sustainability and repurchase obligation.

Empowered! Are You Ready to Lobby/Host a District Event?

Illinois Chapter Legislative Committee

In a fun, interactive, role playing session, allow experienced lobbyists to prepare you and your employee-owners on how to share your ESOP story with your legislative leaders in Washington, D.C. and request your Senator or Representative's support, either during a 'Hill' visit or in your own districts. Learn the basics, or refresh your skills, on the complete process of a "Hill" visit during the May Annual Conference in Washington.

AGENDA CONTINUED

ESOP Conversations Quad Room

Company, Culture and Communications Alma Mater Room

2:00 – 2:45 Breakout Session #4

ESOP Accounting and Administration

Tom Clarke, JP Morgan; Renee Stadtmueller, Blue Ridge ESOP Associates

The conversation will focus on key ESOP administration and compliance considerations and the GAAP accounting treatment. Topics covered include allocation methods, funding strategies and distribution policies, diversification, segregation of terminated participants, and the respective financial statement and GAAP treatment.

Driving Value through ESOP Culture

Tom DeSimone and Nick Dolan, Prairie Capital Advisors

This session will explore best practices and creative ideas for building your employee ownership culture. We will discuss and share ideas that aim to connect employee behavior to value growth. The session will be a combination of prepared materials, round table discussions, and audience participation.

3:00 – 3:45 Breakout Session #5

Successful ESOP Acquisitions

Suzanne Cromlish, Saint Xavier; Daniel Goldstein, Folience; Steve Ryan, Prairie Capital Advisors

Join this session to ask questions on how to have a successful and productive acquisition with your ESOP Company.

Cash Cab: ESOP Edition

Julie Govreau, GreatBanc Trust Company; Todd Young, Hinshaw & Culbertson LLP

We will use a new game show format to illustrate fun and engaging ways that ESOP companies can educate their employee owners, build team spirit and generate enthusiasm for company-branded swag. Attendees will learn some ins and outs of ESOPs and will also have an opportunity to play the game for valuable (?) prizes.

Please take time during the breaks to:

- Visit Sponsor display tables in the registration area
 - Network with other attendees
- Follow up with Speaker on additional questions