

ESOP Success Creates Sustainability

**2009 Sustainability Conference
Renaissance Hotel
Schaumburg, Illinois
July 23-24, 2009**

Agenda

Thursday, July 23, 2009	12:45 pm – 5:00 pm
Opening Remarks Tim Regnitz, Crowe Horwath Kenneth Serwinski, Prairie Capital Advisors	12:45 pm - 1:00 pm
Successful ESOP Company =Successful Business Model Alex Moss, Praxis Consulting	1:00 pm – 1:20 pm
Strategic Planning for ESOP Companies Kreg Jackson, Houlihan Lokey - Moderator Panel Members John Miscione, Duff & Phelps Mark Loper, President/CEO, AZCO, Inc. Mark Lewis, President, Woodfold Mfg., Inc. <i>Discussion of ESOP Company Five Year Plans, Competitive Assessments and Leadership Assessments</i>	1:20 pm – 2:20 pm
Strategic Planning Breakout Session Leslie Lauer, UBS – Additional Breakout Moderator	2:20pm – 3:00 pm
Break	3:00 pm – 3:15 pm
Best Practices: Financial/Information Management Doug McCormick, Thayer Hidden Creek - Moderator Panel Members Kim Blaugher, The Principal Group Al Weiss, EVP & CFO, Forsythe Technology, Inc. Ray Wahlert, President/CEO, Pacific Steel & Recycling <i>Discussion of the Development of Long-Term Financing/Investment Plans, Addressing Repurchase Obligation and the Use of Information Technology as a Competitive Advantage</i>	3:15 pm – 4:15 pm
Best Practices Breakout Session Deborah Baker, JP Morgan Chase – Additional Breakout Moderator	4:15 pm – 5:00 pm
Cocktail Party	5:00 pm – 6:00 pm

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Agenda (Continued)

Friday, July 24, 2009

8:30 am – 4:00 pm

Opening Remarks

8:30 am – 8:45 am

Kenneth Serwinski, Prairie Capital Advisors

Repurchase Obligation/Valuation Issues in ESOP Companies

8:45 am – 10:00 am

Tim Regnitz, Crowe Horwath - Moderator

Practitioner Panel Members

Robert Gross, Prairie Capital Advisors

Judy Kornfeld, ESOP Economics

Steve Smith, Krieg DeVault LLP

Break

10:00 am – 10:15 am

Company Panel Members

10:15 am – 11:15 am

Kent Piper, Vice President-Financial Planning, Development Alternatives Inc.

Michael Cheek, Senior Vice President-Administration, Herff-Jones, Inc.

Tim Jonas, Chief Financial Officer, McKay Nursery Company

Discussion will center on the views of practitioners and companies in how the repurchase obligation is identified through the valuation process, quantified by the participant characteristics, and alternative solutions

Repurchase Obligation Breakout Groups

11:15 am – 12:00 pm

Judy Kornfeld, ESOP Economics - Additional Breakout Moderator

Lunch

12:00 pm – 1:00 pm

Guest Speaker, Mr. Jared Kaplan, McDermott, Will & Emery

Issues in Corporate Governance, Management Succession and Leadership

1:00 pm – 2:15 pm

Jim Steiker, SES Advisors – Moderator

Panel Members

John Eckbert, PCE

Dave Griffith, President, Modern Group Ltd.

Carolyn Stanworth, Chief Financial Officer, BL Companies, Inc.

Discussion centers on companies/boards of directors ability to practice good governance, anticipate management succession, develop leadership and build bench strength

Break

2:15 pm – 2:30 pm

Issues Breakout Session

2:30 pm – 3:15 pm

Chris Staloch, Chartwell Capital Solutions – Additional Breakout Moderator

Breakout Summary/ Q&A / Wrap-up

3:15 pm – 4:00 pm