

Your *Compass* to a
Successful Future



Iowa-Nebraska ESOP Chapter 2015 Winter Conference

Tuesday, March 3 • Cedar Rapids Marriott

1200 Collins Road NE • Cedar Rapids, IA 52402 • 319-393-6600 • www.marriott.com/CIDMC

Conference Sponsors:



HDH ADVISORS, LLC

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AGENDA

8:30 - 9:00 am REGISTRATION & BREAKFAST – CEDAR RAPIDS MARRIOTT

9:00 – 9:45 am GENERAL SESSION and CHAPTER AWARDS PRESENTATION

Introductions, Chapter Business, and Agenda Overview: *Terry McGonegle, Chapter President & Chapter Officers*

Meet The 2015 Iowa-Nebraska ESOP Chapter Officers • Learn What's in Store for 2015 • Receive a Government Relations Update • Hear What's New at the National Level • Congratulate the 2015 Iowa-Nebraska ESOP Chapter Award Winners!

9:45 – 10:00 am BREAK

Two Track Conference *Each time slot offers a choice of two sessions:*

Culture and Communications

This track features topics focused on the cultural and communication side of ESOPs. Learn tips and techniques, share your ideas and get answers to your questions.



Technical

OR This track delivers the technical, legal and legislative information important to managing your ESOP.



10:00 – 11:00 am BREAKOUT SESSIONS

To Be or Not to Be: An Ownership Culture or ESOP Culture

Victor Aspengren, Prairie Capital Advisors

There are many different ways that companies structure and maintain their ESOP, as well as their culture. It is great to have multiple choices, but the multiple choices can create havoc within an ESOP organization. This session will address the issues that can arise from a lack of clarity on how the ESOP is viewed by leadership, employee owners, and service providers. This session will be interactive, so bring your questions and ideas to share with the group.

DOL & Fiduciary Duties – The World After Sierra Aluminum

Debbie Williams, BTC ESOP Services

Debra Linder, Fredrikson & Byron, P.A.

With all the recent DOL activity, come hear about any new developments in the regulatory environment and a discussion on how to survive post GreatBanc settlement.

11:00 – 11:15 am BREAK

11:15 – 12:15 BREAKOUT SESSIONS

Breaking Down Barriers – Engaging All Employees

Moderator: Rod Reinertson, Van Meter, Inc.

Brandon Riley, Van Meter Inc.

Lori Bauer, Travel & Transport

Greg Stravers, Precision Pulley & Idler, Inc.

Are you having difficulties engaging all employees in your organization? Several organizations experienced challenges in engaging employees whether it is main office vs. satellite locations, management vs. 'shop', newly acquired employees, or international employees. Representatives from three different organizations will engage in a panel discussion and share some ideas with you.

Sustainability for Mature ESOP – Best Practices and Case Study

David Diehl, Prairie Capital Advisors

John Prodoehl, Principal Financial Group

Topics will include repurchase obligation, valuation, recycle, redeem, re-leverage, benefit levels, and rebalancing. This session will discuss a live case study on the issues facing a mature ESOP company. We will outline the issues from the companies; discuss the options and solutions examined by the company and their process for making their decisions. Attendees will hear about the issues the company faced, their process for digging deeper into the analysis, the key findings, what was implemented (changes vs. status quo), and the reasons behind their decisions. This will be presented by the valuation firm and ESOP consulting and administration firm that worked with the company on the project and will share sample reports and numerical analysis that was used to help the decision making process. This session will be a must see for any ESOP company (new or mature) who wants to have more control over the operation of their ESOP, their future repurchase liability and annual benefit levels delivered. Attendees will gain a clearer understanding of how decisions in one area impact the outcomes in others.

12:15 - 1:15 pm

LUNCH & NETWORKING

1:15 – 2:30 pm **GENERAL SESSION**

How Healthy is Your ESOP – Plan Design, Cash Flow Planning & Communication

Moderator: Victor Aspengren, Prairie Capital Advisors

Debbie Williams, BTC ESOP Services

Duane Tolander, HDH Advisors

Brad Henschen, Principal Financial Group

Nancy Dittmer, Verisight, Inc.

In a nation focused on improving health, when was the last time you assessed the current and future health of your ESOP? Join professional members as they provide tips and insights into assessing the health of your ESOP and sponsoring Company. What questions or concerns do you have? You ask them at the conference or submit them ahead of time.

2:30 – 2:45 pm **NETWORKING BREAK**

Enjoy refreshments.

Visit the sponsor display tables in the registration area.

View the Government Relations Display.

Sign Up for Capitol Hill Visits at the ESOP Association Annual Conference in May.

Register as a Hole Sponsor for the Annual Golf Outing.

2:45 – 3:45 pm **ROUNDTABLE DISCUSSIONS**

ESOPs: “Ask the Experts” Roundtable Discussions

This final session gives you a chance to ask questions and learn from the presenters and each other! Experts will be stationed at roundtables giving you the opportunity to engage in discussion on various ESOP topics. Questions do not need to be focused on today’s session topics. You will have the opportunity to switch to a new table after 30 minutes.

- **Plan Design & Administration:** *Brad Henschen, Principal Financial Group & Nancy Dittmer, Verisight, Inc.*
- **Cash Flow Sustainability:** *David Diehl, Prairie Capital Advisors & John Prodoehl, Principal Financial Group*
- **Valuation Considerations:** *Duane Tolander, HDH Advisors*
- **Leveraging Your Banking Relationship:** *Larry Guenther, Richard Shuma, BMO Harris Bank*
- **Trustee Talk:** *Debbie Williams, BTC ESOP Services*
- **Retirement Outside of Your ESOP:** *Bert McClintock, Larry Witzel, Principal Financial Group*
- **Legal Considerations:** *Michelle Ueding, Kutak Rock*
- **Communication Expectations:** *Victor Aspengren, Prairie Capital Advisors*
- **Communication (Team Building):** *Rod Reinertson, Van Meter*
- **Employee Engagement:** *Greg Stravers, PPI*

3:45 pm **CLOSE**

NOTE: *Speakers listed are confirmed at the time of publication. Updates to the roster may be printed in the conference program distributed at the event.*

Conference Silver Sponsor:

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REGISTRATION DETAILS

