

More than 70 sessions in in five learning tracks

BOARD OF DIRECTORS TRACK [BD]

This is a full-track of programming exclusively for Directors of ESOP company Boards. This is a great opportunity to get immersed in governance topics and meet Directors from ESOP companies across the country. Outside Directors will come away with a new appreciation for their ESOP, and inside Directors will benefit from a deeper knowledge of best governance practices.

CULTURE AND COMMUNICATIONS [CC]

This track emphasizes culture and communications. Now there is more to love! Over the past few years, we have *doubled* the number of sessions devoted to communication and culture—and *now we have doubled it again!* And this year our chapter volunteers from across the country selected our culture and communications speakers and topics!

CHAPTER SHOWCASES [CS]

The Annual Conference also is a celebration of The ESOP Association Chapter experience around the country, so this year all 18 Chapters are being featured, recognized, and appreciated by repeating one of their recent, popular programs on the “national stage”.

TOPIC-THEMED ROUND TABLE DISCUSSIONS [RT]

We have added new peer-to-peer round table discussions focused on these exciting topics:

- Minority ESOP Issues
- Large ESOP Company Issues
- Small ESOP Company Issues
- ESOP Communications Committees
- Round Table Discussions for CEOs, CFOs, and HR Executives

TECHNICAL TOPICS [TT]

Get information and insights on the technical aspects of running an ESOP, such as financing, distributions, audits, and more.

Preliminary Agenda, Sessions and timing subject to change

**The ESOP Association's
42nd Annual Conference
and
28th Annual Awards Ceremony
May 23 – 24, 2019
The JW Marriott, Washington Hotel
Washington, DC**

"ESOPs Rock!"

Wednesday, May 22, 2019

7:00AM - 7:00PM Registration

7:00PM - 10:00PM Awards Ceremony

Thursday May 23, 2019

6:00AM - 4:30PM Registration

7:00AM - 8:15AM Continental Breakfast

7:00AM - 7:45AM 1st Time Attendee Orientation

Jodi Lamb, Big G Express, Inc.

Missy Pieske, Walman

Ron Kirby, Vermeer Texas-Louisiana, Inc.

Maria Prado, Rex-Cut Abrasives

Gary Shorman, Eagle Communications, Inc.

Karen L. Ellis, Superior Farms/Transhumance Holding Company Inc.

Steve Earle, Mid South Building Supply, Inc.

8:00AM - 9:00AM Chapter Meetings

California/Western States

Carolinas

Hawaii

Heart of America

Illinois

Indiana

Iowa/Nebraska

Michigan

Mid-Atlantic

Minnesota/Dakotas

New England

[BD] Board of Directors

[CC] - Culture and Communications

[CS] - Chapter Showcases

[RT] - Round Table Discussions

[TT] - Technical Topics

New Jersey/New York
New South
Northwest
Ohio/Kentucky
Pennsylvania/Delaware
Southwest
Wisconsin

9:15AM – 9:45AM General Session

10:00AM – 11:00AM Breakout Sessions

Engaging our Great Employees. [CC]

Chapter Showcase - Carolinas & NY/NJ - Leadership Development Recognition & Validation. [CS]

Chapter Showcase - Mid-Atlantic - Basics of Valuation and Drivers of Value. [CS]

Chapter Showcase - IA/NE - Ownership Culture: More Than Just Free Pretzel Days. [CS]

CHR/Large ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

CEO/Large ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

CEO/Small ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

Basic Roles and Duties of the ESOP Company Board. [BD]

Administration Cycle - Part I - How Balances Accumulate. [TT]

Trustees' Duties. [TT]

Second-Stage ESOP Transactions - Lessons from the Trenches. [TT]

"ESOP Insurance" - Current Trends with Fiduciary Liability, Directors & Officers, and Reps & Warranties. [TT]

Basics of ESOP Stock Valuation. [TT]

Break **11:00AM – 11:20AM**

[BD] Board of Directors

[CC] – Culture and Communications

[CS] – Chapter Showcases

[RT] – Round Table Discussions

[TT] – Technical Topics

11:25AM – 12:25PM Breakout Sessions

“Think Like an Owner” How to equip employees with the skills, knowledge and mindset to think (and act) like an owner. [CC]

Chapter Showcase - Heart of America - Building a Dynamic ESOP Culture with Communications. [CS]

Chapter Showcase - MN/DAK - ESOP Month Rock Stars. [CS]

Owning Wellness Roundtable. [RT]

The Role of Philanthropy in Promoting an Ownership Culture. [BD]

Administration Cycle - Part II – Distributions. [TT]

The ESOP’s Other Investments Account - What to Do. [TT]

Corporate Investment Options for ESOP-Owned Companies. [TT]

DOL Process Agreements and Control. [TT]

New & Notable ESOP Valuation Issues. [TT]

Lunch – The ESOP Association 12:30PM – 1:45PM

2:00PM – 3:00PM Breakout Sessions

Business Literacy for Employee-Owners” Teaching business fundamentals within an ESOP. [CC]

Chapter Showcase - PA/DE - Women’s Networking Workshop [CS]

ESOP Committee Members Roundtable. [RT] (Two time slot session no break in between)

CHR/Small ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

CFO/Large ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

CFO/Small ESOP Cos Roundtable. [RT] (Two time slot session no break in between)

Board Member Roundtable: Bring Your Own Topic - Part I. [BD]

Agency Practitioners Forum - Part I. (IRS) [TT]

Break 3:00PM – 3:15PM

[BD] Board of Directors

[CC] – Culture and Communications

[CS] – Chapter Showcases

[RT] – Round Table Discussions

[TT] – Technical Topics

3:15PM – 4:15PM Breakout Sessions

How to Connect Ownership, Education, Engagement, Culture and Company Performance. [CC]

Chapter Showcase - Hawaii -Messaging Employee Ownership to All Generations [CS]

Board Member Roundtable: Bring Your Own Topic - Part II [BD]

Agency Practitioners Forum - Part II. (DOL) [TT]

4:30PM - 6:30PM Advisory Committee Meetings (open to all attendees)

Advisory Committee on Administration – *Chair, Dolores Lawrence, Blue Ridge ESOP Associates*

Advisory Committee on Finance – *Chair Fred Kaseff, GreatBanc Trust Company*

Advisory Committee on Legislative & Regulatory – *Chair, Lars Golumbic, Groom Law Group*

Advisory Committee on Ownership Culture – *Chair, Jason Wellman, ESOP Partners LLC*

Advisory Committee on Valuation – *Chair, Chuck Coyne, Valuation Consultants, LLC*

6:00PM – 7:30PM Opening Night Reception

At JW Marriott

7:45PM – 10:00PM Night Tour of the Monuments

(Buses to leave from the JW Marriott)

Friday, May 24, 2019

7:00AM – 4:30PM Registration

7:30AM – 8:45AM Board of Governors Breakfast

7:15AM – 9:00AM Continental Breakfast

7:30AM – 8:30AM Breakout Sessions

Early Bird #1 - What does being an Employee Owner Mean (Roles & Responsibilities).

Early Bird #2 - AACE - Learn about the AACE program + get a guided tour through the AACE displays.

Early Bird #3 - The ABC of ESOPs.

9:00AM – 10:30AM Advisory Committee in Fiduciary Issues – *Chair Mr. Brian Ippensen, First Bankers Trust, Inc.*

[BD] Board of Directors

[CC] – Culture and Communications

[CS] – Chapter Showcases

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[TT] – Technical Topics

9:00AM – 10:00AM Breakout Sessions

Breaking Down the Barriers when employee-owners share a common vision or mission, knowledge and mutual respect for each other and how this relationship can drive value. [CC]

Chapter Showcase - Illinois - Panic Room – Find the Keys to Start Thinking Outside the Box. [CS]

Chapter Showcase - Southwest - How Employees Affect the Stock Price. [CS]

Building a Succession System to Sustain a High Performance Ownership Culture. [CC]

Social Media for ESOP Companies” Internal and external marketing of your company’s ESOP along with ways to engage remote employees. [CC]

I’m New to My ESOP Roundtable. [RT] (Two time slot session no break in between)

Owning Safety Roundtable. [RT]

Getting the Right Board and Getting the Most out of Them. [BD]

ESOP Stock - Recycle, Redeem, or Releverage? [TT]

Fiduciary Responsibility for Value Determination. [TT]

Ideal ESOP Structures for Making Acquisitions and Raising Capital. [TT]

Legislative, Regulatory, and Judicial Update. [TT]

Acquisition Considerations for ESOP Companies. [TT]

Break **10:00AM – 10:40AM**

10:45AM – 11:45AM Breakout Sessions

Acquiring a Company? This session will focus on ways to integrate new employees into your Ownership Culture. [CC]

Defining Leadership Competencies to Support a High Performance Ownership Culture. [CC]

Chapter Showcase - CAWS - Employee Engagement: Creating or Refreshing Your Song and Dance Routine. [CS]

Chapter Showcase - Wisconsin - Struggling with How to Make an Impactful ESOP Committee? [CS]

[BD] Board of Directors

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[TT] – Technical Topics

ESOP Committee Chairs Roundtable. [RT]

Beginning to think of Retirement Roundtable. [RT]

Interplay between the Board of Directors and the Trustees. [BD]

Don't do that with your ESOP. [TT]

Fiduciary Responsibilities with Stock Repurchases and Redemptions. [TT]

Leveraged ESOP Accounting under GAAP. [TT]

Recent DOL Audits, Investigations, and Claims. [TT]

Share Value Forecasting for Sustainability. [TT]

Lunch – Foundation Luncheon **12:05PM – 1:45PM**

2:00PM – 3:00PM Breakout Sessions

Recruiting and Onboarding for an Ownership Cultural Fit” Using Employee Ownership as a tool in the hiring process. [CC]

Chapter Showcase - New England - Kickstarting Your ESOP Communications & Committees. [CS]

Chapter Showcase - Indiana/Michigan/OH-KY - ESOP Company of the year Showcase. [CS]

Don't Pay People for Ideas” Strategies for getting every employee engaged in improving their work, the business and driving share value. [CC]

Mock Board Meeting on Executive Compensation. [BD]

Terminated Participants - Overview of Reshuffling/Segregation. [TT]

Advanced Accounting Issues for ESOP-Owned Companies Legal and Fiduciary Issues with the Sale of an ESOP-Owned Company. [TT]

Evaluating an Offer to Purchase an ESOP Company. [TT]

3:00PM **Meeting Adjourned**

[BD] Board of Directors

[CC] – Culture and Communications

[CS] – Chapter Showcases

[RT] – Round Table Discussions

[TT] – Technical Topics

NASBA Information

Program Level

Intermediate & Advanced

Pre-Requisite

All participants attending accounting programs should have at least a basic knowledge of how ESOPs work. Participants should also have an intermediate knowledge of accounting in the administration and maintenance of ESOP information.

Learning Objectives

To heighten skills related to overall ESOP administration, reporting and maintenance. Attendees will receive a link to all speaker presentations (all speakers provided an outline.) **Anyone wishing to receive continuing professional education credit will need to sign-up for each session attended on the sign-up sheet in your portfolio for that day. The sheets will need to be stamped prior to entering the meeting room and upon leaving the meeting room at the end of each session.**

The delivery method for this course is live/group, and this program qualifies for X hours of CPE credit.

You may register on-line, or by downloading the registration form and faxing it to The ESOP Association at 202-293-7568, or by calling The ESOP Association at 202-293-2971 and requesting a form be sent to you. **Please note the cancellation policy on your registration information.**

For more information regarding administrative policies such as complaints and refunds, please contact our offices at 202-293-2971.

The ESOP Association is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN 37219-2417. Website: www.nasba.org.

Agenda will be updated regularly on-line so check back often!!