



SOUTHWEST CHAPTER

Fall Conference

September 29, 2017

Omni Fort Worth Hotel

**1300 Houston Street
Fort Worth, Texas**

**Come To Cowtown
&
Beef Up Your ESOP**



Conference Schedule

September 28, 2017

6:00 pm

Opening Reception and Silent Auction to Benefit the Employee Ownership Foundation

September 29, 2017

7:30 am

Registration & Continental Breakfast

8:00 am

Introductions

Celia Burkheimer, Southwest Chapter President

8:15 am

General Session

Leadership and Continuous Improvement in an Employee-Owned Culture: This session will cover how to bring together Continuous Improvement principles and practices with the leadership mindset and skills that encourage and sustain it.

Jon Sweigart and Matt Hancock, Praxis Consulting Group, Inc.

9:30 am

Track One

Evaluating your ESOP Communication Strategy: ESOP communication is an integral part of an employee ownership strategy; however, its performance is often not evaluated with the level of analysis typically reserved for financial aspects of an ESOP company. In this session, we will make the case for examining the effectiveness of your ESOP communication strategy with a greater level of scrutiny and we will explore ways to generate measurable results.

Brian Khorsand, Principal Financial

Track Two

The Changing Qualification Determination Environment: The Internal Revenue Service (IRS) discontinued its retirement plan tax qualification determination letter program. Under that program, ongoing individually designed plans (IDPs) could obtain a current determination of their tax qualification in form every five years. Now, absent special circumstances to be announced by the IRS at some future date(s), determination letters will only be available to new and terminating IDPs. However, plan sponsors and administrators continue to need assurance of current tax qualification of their plans for credit transactions, corporate acquisitions and divestitures, participant bankruptcies, certain investment vehicles, and annual audits. This session will explore certain issues regarding plan sponsor's response to the extinction of the determination letter program, including (1) the status of the IRS determination letter program, (2) importance of ensuring

Conference Schedule (continued)

plan qualification, (3) a review of corporate events where a plan sponsor may be required to evidence plan qualification, and (4) evolving programs for documenting continued documentary compliance.

Jason Ray, Morgan Lewis & Bockius

Michael Abbott, Gardere Wynne Sewell LLP

10:45 am

Track One

ESOP Bucket List: What comes first – employee ownership, ESOP education, financial literacy, personal goals, job training, etc.? What is the best way to move a new employee to become an employee owner? A continuation on the methods to the madness.

Victor Aspengren, Prairie Capital Advisors, Inc.

Track Two

An Adventure in Releveraging: D Wilson Construction Company has been a 100% ESOP owned Company since 2001. As the Company grew and the ESOP matured, the Company was faced with a significant repurchase obligation. The three presenters were involved in the identification, analysis and developing a solution to alleviate problems associated with the near term excessive obligation.

Herb Kalman, GBH CPAs, PC

Tim Mickunas, D Wilson Construction Company

Wayne Isaacks, Isaacks & Associates, Ltd., LLP

11:45 pm

Lunch & Silent Auction Winners

1:00 pm

General Session

Washington Update: What's Next and What's Up?

Michael Keeling, President of The ESOP Association

1:30 pm

Track One

Motivation - What motivates employee-owners to do their best? An ESOP alone may not motivate employee-owners much. So what does motivate employees? The research findings on motivation may surprise you. This brief interactive exploration into motivation connects the factors that motivate employees with their expectations for development and building ownership culture.

Jon Sweigart, Praxis Consulting Group, Inc.

Conference Schedule (continued)

1:30 pm

Track Two

Lessons for ESOP Owned Companies from Recent Litigation: This session will provide a high level review of recent case law addressing the fiduciary processes undertaken in transactions, focusing on the courts' concern over a lack of evidence relating to a fiduciary's analysis of a transaction. The session will further discuss how already ESOP owned companies may use some of the lessons found in litigation to better identify their role as an ERISA fiduciary. Finally, the panel will discuss what actions a company fiduciary may take to continue to meet his/her increasingly scrutinized responsibilities.

Allison Wilkerson, McDermott Will & Emery LLP

2:30 pm

Track One

Succession Planning for the Next ESOP Champion in Your Company: With transitions happening at all levels of the business, has your business discussed who is going to be the next ESOP champion? The success of an ESOP relies on the culture of the company remaining consistent and trustworthy. Without the right person or group of people continuing to foster employee ownership culture, can the business continue to grow and prosper? This will be a discussion on practices being used in SW Chapter companies to be sure "ESOP ownership" has its own succession plan.

Moderator: Matt Hancock, Praxis Consulting Group Panel

Panel: Chris Thiel, Alterman and Charles Murphy, Acadian Companies

Track Two

Mature ESOP Issues: Rebalance, Reshuffle, Recycle and Redemption

In this session, we will focus on the 4 "Rs", reshuffle, rebalance, recycle and redemption and their effect on mature ESOPs. Many companies are using these helpful provisions, but implementation is not as easy as it sounds. We will review definitions as well as practical application and numerical examples of how the provisions work as well as impact on repurchase obligation.

Kevin Rusch, Blue Ridge ESOP Associates

3:30 pm

Conference Adjourns

FALL CONFERENCE COMMITTEE

WENDY LANKES, CHAIR, SES ADVISORS, INC.
OWEN SCHMIDT, PRINCIPAL FINANCIAL GROUP
ALLISON WILKERSON, MCDERMOTT WILL & EMERY LLP
CHRIS THIEL, ALTERMAN
KELLI MEYER, VERMEER TEXAS-LOUISIANA

Conference Registration

Member:

Early bird registration \$285 if registered by September 15th
Regular price is \$315 September 15th and after

Non-Member:

Early bird registration \$450 if registered by September 15th.
Regular price \$495 September 15th and after

[Click Here to Login and Register for the Conference](#)

Hotel Reservation

A limited number of rooms have been reserved at a rate of \$159 per night (plus tax).
After September 15, 2017 rooms will be subject to availability and at regular hotel pricing.
The room block is listed as the "Southwest Chapter of The ESOP Association".

***To make or change a room reservation at Omni Fort Worth Hotel
Call 1-800-843-6664.***