



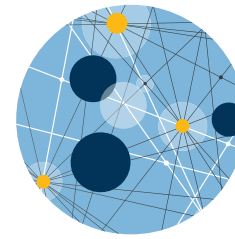
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- Books and publications to further your knowledge
- Information on NCEO webinars and seminars
- Additional information about NCEO products and services



NCEO NATIONAL CENTER FOR
EMPLOYEE OWNERSHIP



**EMPLOYEE
OWNERSHIP**
CONFERENCE 2017

NCEO
NATIONAL CENTER FOR
EMPLOYEE OWNERSHIP

CONFERENCE CURRICULUM GUIDE

Recommended Conference Sessions
by Area of Interest or Job Title

**Need help in
choosing the most
relevant sessions
to attend?**



This guide lists sessions from all tracks organized
by area of interest and/or job title.

Begin your search on page 3.

DENVER, CO / APRIL 4-6, 2017 / www.nceo.org

LEARNING TRACK KEY:

E1 / ESOP Basics

E1-EASY / ESOP Basics Beginner

E2 / ESOPS: Beyond the Basics

E2-ADV / ESOPS: Advanced

CC / Communication and Culture

LG / Leadership and Governance

CB / Compensation and Benefits



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Search by Interest Area or Job Title

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9	Boards of Directors
10	Trustees / Fiduciaries
11	Special Topics in Governance
12	Job Title: CEO / Owner
13	Job Title: HR / Benefits
14	New Ideas, Special Topics, and Current Events
15	Basics of Ownership Culture
16	Communications and Culture
17	New to Learning about Employee Ownership
18	Service Providers: Transaction Issues
19	Service Providers: Plan Management Issues

Management Best Practices and Strategy

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

CC / Bringing Ownership to the Frontline: Using Continuous Improvement to Strengthen Your Ownership Culture

CB / Equity Compensation Basics for ESOP Companies

LG / Leadership Development Programs: Many Pathways to Success

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

CC / Leveraging Employee Ownership in Marketing and Recruitment

CB / Management Compensation Strategies for ESOP Companies

LG / Governance: What to Do With Your Cash: Repurchase, Growth, Preservation

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CB / Pay for Performance: Creating Effective Executive Incentives

LG / Strategic Planning in an Ownership Setting

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

CB / Create the Perfect Fit-Incentive Plans for Your Company

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

LG / Eyes Wide Open: How to Make Smart Leadership Succession Decisions in an Ownership Setting

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CB / A Stake in the Outcome: Designing a Great Bonus Program

LG / Changes in Business Conditions: An ESOP Perspective

CC / Leadership's Greatest Challenge

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

CB / How ESOP Companies Use Their Equity Value to Sustain Long-Term Employee Ownership

LG / Strategic Planning for Mature ESOP Companies

CC / Using Employee Surveys to Improve Your Ownership Culture

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

CC / A Practical Approach to Building an Ownership Culture

E2 / ESOPs as a Preferred Buyer: Differentiating your ESOP Company from Other Potential Buyers

LG / Interviewing and Evaluating ESOP Leadership Candidates

LG / Strengthening Your Company Through Diversity

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

LG / Redefining Business Success: The Evergreen Movement

Establishing an ESOP or Other Plan

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / Assessing the Feasibility of an ESOP

E2-ADV / Warrants in ESOP Transactions – Accounting and Tax Considerations

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1 / ESOP Plan Design

E2-ADV / Negotiating Protections for the ESOP or Seller Related to Subsequent Events

E2 / Private Equity, a Strategic Buyer, or an ESOP... How Should My Advisors Approach a Sale of My Company?

E1 / S Corporation ESOPs

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E2-ADV / Advanced Innovative Structural Issues in ESOP Leveraged Buyouts

E2 / Case Study – The Sale of a Private Equity Portfolio Company to an ESOP

E1 / From Feasibility to Funding: The Who, Why, What, and How

E1 / Is an ESOP Right for My Company?

E1 / The ESOP's Role in Business Succession and Estate Planning

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E2 / Advanced Section 1042 Issues & Solutions

E1 / The Profit Sharing / EIAP Plan Alternative

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

E1 / Employee Ownership Trusts

E1 / Issues for ESOPs at Small Companies

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E1 / How a 78-year-old Family Business Became 100% Employee Owned

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / C Corporation vs. S Corporation ESOPs: How, When, and For Whom Do They Work Best?

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1 / The Due Diligence Process In ESOP Transactions

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E1 / ESOP Valuation

ESOPs for the Long Term

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E2 / Repurchase Obligation: Will it Hurt your Company?

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

LG / Governance: What to Do With Your Cash: Repurchase, Growth, Preservation

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CC / Building an ESOP Committee That Will Last

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

LG / Best Practices When The Board is in Conflict or Crisis

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

LG / Eyes Wide Open: How to Make Smart Leadership Succession Decisions in an Ownership Setting

E2 / The Impact of Plan Design on Allocations in an ESOP

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CC / Leadership's Greatest Challenge

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

CB / How ESOP Companies Use Their Equity Value to Sustain Long Term Employee Ownership

E2 / Repurchase Obligations: Valuation and Financing Issues

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / ESOPs and 401(k) Plans

LG / Best Practices for Board Recruitment and Composition

LG / How to Use Portfolio Risk Management Techniques to Help Protect the ESOP Retirement Savings of Your Employees

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E2 / What Changes With Your Benefit Plan When You Have an ESOP?

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E2 / Holistic Planning: Integrating Repurchase Obligation into Ongoing Financial Forecasting

Repurchase, Administration, and Distribution Issues

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / A Guide to Reviewing the Accuracy of your ESOP Plan Administration

LG / Managing Corporate Risk on a Board Level

E2 / Pension Plans as a Sustainability Tool for 100% ESOP Owned Companies

E2 / Repurchase Obligation: Will it Hurt your Company?

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1-EASY / Fundamentals of the ESOP Repurchase Obligation

E2 / Funding Everyone's Future: Addressing the Competing Costs of Repurchase Obligations and Running Your Company

E2 / Should We Segregate the Accounts of Terminated Employees?

LG / Governance: What to Do With Your Cash: Repurchase, Growth, Preservation

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E1 / Following the Cash Through The Life of The ESOP

E2 / From Year-End to Valuation to Administration: Practical Guidance

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

E1 / Diversification: A Case Study

E2 / The Impact of Plan Design on Allocations in an ESOP

E2 / What to Do When You Find Mistakes With Your ESOP--And How to Avoid Them

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

E2 / Accounting for ESOPs

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E2 / Repurchase Obligations: Valuation and Financing Issues

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1 / ESOP Diversification Requirements

E1-EASY / Fundamentals of the ESOP Repurchase Obligation

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E2 / Holistic Planning: Integrating Repurchase Obligation into Ongoing Financial Forecasting

E1 / The Annual Update Process

ESOP Financing, Feasibility, and Valuation Issues

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / Valuation: What It Is and How It Is Done

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E2-ADV / Negotiating Protections for the ESOP or Seller Related to Subsequent Events

E2 / Private Equity, a Strategic Buyer, or an ESOP... How Should My Advisors Approach a Sale of My Company?

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E2-ADV / Advanced Innovative Structural Issues in ESOP Leveraged Buyouts

E1 / From Feasibility to Funding: The Who, Why, What, and How

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E2 / Advanced Section 1042 Issues & Solutions

E1 / Following the Cash Through The Life of The ESOP

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

E2 / The Internal Trustee's Review of the Annual Valuation Report

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E2 / Using ESOPs to Structure Acquisitions and Divestitures In An Uncertain Economy

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / Debt market for ESOPs

E1 / ESOPs and 401(k) Plans

LG / How to Use Portfolio Risk Management Techniques to Help Protect the ESOP Retirement Savings of Your Employees

E2 / Second Stage ESOP Transactions

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E1 / ESOP Valuation

E2 / Holistic Planning: Integrating Repurchase Obligation into Ongoing Financial Forecasting

E2 / Using Third Party Capital in Existing ESOPs

Boards of Directors

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / Assessing the Feasibility of an ESOP

LG / Leadership Development Programs: Many Pathways to Success

LG / Managing Corporate Risk on a Board Level

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1 / ESOP Plan Design

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E1 / From Feasibility to Funding: The Who, Why, What, and How

CB / Pay for Performance: Creating Effective Executive Incentives

E2 / Red Flags – How Can You Tell if You Need to Reevaluate your Service Providers?

LG / Strategic Planning in an Ownership Setting

E2 / Unique ESOP Issues for Professional Service Companies

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

LG / Best Practices When The Board is in Conflict or Crisis

E1 / Understanding the Basics of ESOP Fiduciary Issues

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

LG / Eyes Wide Open: How to Make Smart Leadership Succession Decisions in an Ownership Setting

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

LG / The "ESOPerative": How Cooperative Governance Can Make Your ESOP Stronger

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

LG / Strategic Planning for Mature ESOP Companies

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

LG / Best Practices for Board Recruitment and Composition

E1 / Protecting Yourself from Legal Problems: Audits, Lawsuits, and Insurance Issues

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

LG / Interviewing and Evaluating ESOP Leadership Candidates

E2 / What Changes With Your Benefit Plan When You Have an ESOP?

E2 / What's The Difference? How Internal and External Trustees Do Their Jobs

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E2 / Insurance and Indemnification Programs for ESOPs: Managing Your Risk

Trustees/Fiduciaries

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / A Guide to Reviewing the Accuracy of your ESOP Plan Administration

E2 / How a Trustee Team Should Evaluate an ESOP Stock Purchase Transaction

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E2 / Red Flags – How Can You Tell if You Need to Reevaluate your Service Providers?

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E1 / Understanding the Basics of ESOP Fiduciary Issues

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

E2 / What to Do When You Find Mistakes With Your ESOP – And How to Avoid Them

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

E2 / The Internal Trustee's Review of the Annual Valuation Report

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E2 / The Journey from Internal Trustee to Institutional Trustee

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / Protecting Yourself from Legal Problems: Audits, Lawsuits, and Insurance Issues

E2 / Workshop for Internal Trustees

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1 / ESOP Diversification Requirements

E1 / The Due Diligence Process In ESOP Transactions

E2 / What's The Difference? How Internal and External Trustees Do Their Jobs

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

E2 / Insurance and Indemnification Programs for ESOPs: Managing Your Risk

E1 / The Annual Update Process

Special Topics in Governance

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

CB / Equity Compensation Basics for ESOP Companies

E2-ADV / Warrants in ESOP Transactions – Accounting and Tax Considerations

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E2 / Should We Segregate the Accounts of Terminated Employees?

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E2-ADV / Advanced Innovative Structural Issues in ESOP Leveraged Buyouts

E2 / Department of Labor Investigations: What to Expect and How to Prepare

LG / Is Benefit Corporation Adoption Right for my ESOP?

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E2 / 409(p): What Companies Need to Know

E2 / EBSA Investigations: Common Violations and Tips to Avoid Them

E2 / Legal and Regulatory Update

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

E1 / International ESOPs

E2 / Managing an ESOP Termination

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E1 / Employee Ownership and the Changing Rules of International Business

E2 / Using ESOPs to Structure Acquisitions and Divestitures In An Uncertain Economy

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

CB / A Trustee's Perspective on Executive Compensation

E2 / Second Stage ESOP Transactions

E2 / When Should You Think About Selling Your ESOP Company?

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1-ADV / The Antioch Company ESOP: Teachings from a Complex ESOP Litigation Case

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

LG / Redefining Business Success: The Evergreen Movement

E2 / Using Third Party Capital in Existing ESOPs

E2 / We're "Mile High" on Acquisitions – Precision, Inc.'s Process for Analyzing and Making Strategic Acquisitions

Job Title: CEO / Owner

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / Assessing the Feasibility of an ESOP

E2-ADV / Warrants in ESOP Transactions – Accounting and Tax Considerations

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1 / ESOP Plan Design

CB / Management Compensation Strategies for ESOP Companies

E2-ADV / Negotiating Protections for the ESOP or Seller Related to Subsequent Events

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E1 / From Feasibility to Funding: The Who, Why, What, and How

E1 / Is an ESOP Right for My Company?

CB / Pay for Performance: Creating Effective Executive Incentives

E1 / The ESOP's Role in Business Succession and Estate Planning

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E2 / Advanced Section 1042 Issues & Solutions

E1 / The Profit Sharing / EIAP Plan Alternative

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

E2 / ESOP Trends in the Market Place

LG / Eyes Wide Open: How to Make Smart Leadership Succession Decisions in an Ownership Setting

E1 / Issues for ESOPs at Small Companies

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CC / Leadership's Greatest Challenge

LG / The "ESOPerative": How Cooperative Governance Can Make Your ESOP Stronger

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

CB / A Trustee's Perspective on Executive Compensation

E1 / C Corporation vs. S Corporation ESOPs: How, When, and For Whom Do they Work Best?

E2 / Second Stage ESOP Transactions

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1 / The Due Diligence Process in ESOP Transactions

Job Title: HR / Benefits

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / A Guide to Reviewing the Accuracy of your ESOP Plan Administration

CB / Equity Compensation Basics for ESOP Companies

LG / Leadership Development Programs: Many Pathways to Success

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1-EASY / Fundamentals of the ESOP Repurchase Obligation

CC / Leveraging Employee Ownership in Marketing and Recruitment

CB / Management Compensation Strategies for ESOP Companies

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CC / Building an ESOP Committee That Will Last

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

E2 / 409(p): What Companies Need to Know

CB / Create the Perfect Fit-Incentive Plans for Your Company

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

CB / HR Practices That Support Employee Ownership

CC / Short Term Incentives to Support Your Ownership Culture: Engaging Employees with the Great Game of Business & MiniGames (*Part 1*)

E2 / The Impact of Plan Design on Allocations in an ESOP

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CB / A Stake in the Outcome: Designing a Great Bonus Program

CC / Communications in a Distributed Workforce

E1-EASY / ESOP Rules for Non-Managers

E1 / International ESOPs

CC / Short-term Incentives to Support Your Ownership Culture: Engaging Employees with the Great Game of Business & MiniGames (*Part 2*)

CC / The Cyber Landscape and Your Culture of Security

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / ESOPs and 401(k) Plans

CC / How to Quickly Measure Your Employees' Satisfaction

CC / Tips for Communicating Share Value and Helping Prepare Employees for Retirement

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E1-EASY / Fundamentals of the ESOP Repurchase Obligation

CB / Providing Employee Benefits in an ESOP: Can Your Benefits be Too High?

LG / Strengthening Your Company Through Diversity

E2 / What Changes With Your Benefit Plan When You Have an ESOP?

New Ideas, Special Topics, and Current Events

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E2 / Pension Plans as a Sustainability Tool for 100% ESOP Owned Companies

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E2 / Private Equity, a Strategic Buyer, or an ESOP... How Should My Advisors Approach a Sale of My Company?

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CC / Communicating the “Now” of Employee Ownership

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

CC / Fostering Authentic Employee Engagement with Deming Management

E1 / The Profit Sharing / EIAP Plan Alternative

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

E1 / Employee Ownership Trusts

CC / Follow Us: Social Media 101 for ESOPs

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

LG / The “ESOPerative”: How Cooperative Governance Can Make Your ESOP Stronger

CC / The Cyber Landscape and Your Culture of Security

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

E1 / Employee Ownership and the Changing Rules of International Business

LG / Growing the Community: State Centers, Volunteering, and How You Can Get Involved

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E2 / ESOPs as a Preferred Buyer: Differentiating your ESOP Company from Other Potential Buyers

Basics of Ownership Culture

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

CC / Bringing Ownership to the Frontline: Using Continuous Improvement to Strengthen Your Ownership Culture

CC / Workshop: Smart Systems to Strengthen Ownership Culture

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

CC / Introduction to Business Literacy and Open Book Management

LG / You’re Not Doing That Thing You Think You’re Doing

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CC / Communicating the “Now” of Employee Ownership

CC / Popcorn Session on Ownership Culture

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

CC / Fostering Authentic Employee Engagement with Deming Management

CC / How Tina Fey’s Rules for Improv Can Improve Your Culture and Business

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

CC / Employee Ownership Case Studies

CC / Employee Engagement: The Secret to our Success

CC / Short Term Incentives to Support Your Ownership Culture: Engaging Employees with the Great Game of Business & MiniGames (*Part 1*)

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CB / A Stake in the Outcome: Designing a Great Bonus Program

CC / Short-term Incentives to Support Your Ownership Culture: Engaging Employees with the Great Game of Business & MiniGames (*Part 2*)

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

CC / Meetings Matter: How to Lead Effective Meetings

CC / Using Employee Surveys to Improve Your Ownership Culture

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

CC / ESOP Engagement – Driven by the Employees for the Employees

CC / How to Quickly Measure Your Employees’ Satisfaction

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

CC / A Practical Approach to Building an Ownership Culture

CC / Engaging the Hard to Engage

CC / ESOP Communication Committees

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

CC / Bringing Employee Ownership to Life Through Employee Recognition Programs

CC / How Tina Fey’s Rules for Improv Can Improve Your Culture and Business

Communications and Culture

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

CC / Basics of ESOP Communications

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

CC / Introduction to Business Literacy and Open Book Management

CC / Leveraging Employee Ownership in Marketing and Recruitment

LG / You're Not Doing That Thing You Think You're Doing

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

CC / Communicating the "Now" of Employee Ownership

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

CC / Hands on Workshop on Communication

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

CC / Employee Ownership Case Studies

CC / Follow Us: Social Media 101 for ESOPs

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

CC / Communications in a Distributed Workforce

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

CC / Making Your ESOP Great – The Rollout for New and Existing ESOPs

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

CC / ESOP Engagement – Driven by the Employees for the Employees

CC / Tips for Communicating Share Value and Helping Prepare Employees for Retirement

CC / Basics of ESOP Communications

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

CC / Engaging the Hard to Engage

CC / ESOP Communication Committees

E2 / Telling the Story: A New Approach to Introducing ESOPs to Business Owners

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

CC / Humanizing Employee Ownership: Make Your ESOP Feel Real

New to Learning about Employee Ownership

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

E1 / Assessing the Feasibility of an ESOP

CC / Basics of ESOP Communications

E1 / Valuation: What It Is and How It Is Done

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

E1 / ESOP Plan Design

E1 / S Corporation ESOPs

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

E1 / Is an ESOP Right for My Company?

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

CC / Hands on Workshop on Communication

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

CC / Employee Ownership Case Studies

CC / Employee Engagement: The Secret to our Success

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

E1-EASY / ESOP Rules for Non-Managers

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

CC / Making Your ESOP Great – The Rollout for New and Existing ESOPs

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

E1 / C Corporation vs. S Corporation ESOPs: How, When, and for Whom Do they Work Best?

CC / Basics of ESOP Communications

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

E2 / Telling the Story: A New Approach to Introducing ESOPs to Business Owners

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

CC / Humanizing Employee Ownership: Make Your ESOP Feel Real

Service Providers: Transaction Issues

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

- E2 / How a Trustee Team Should Evaluate an ESOP Stock Purchase Transaction
- E2-ADV / Warrants in ESOP Transactions – Accounting and Tax Considerations

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

- E2 / Private Equity, a Strategic Buyer, or an ESOP... How Should My Advisors Approach a Sale of My Company?

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

- E2-ADV / Advanced Innovative Structural Issues in ESOP Leveraged Buyouts
- E2 / Case Study: The Sale of a Private Equity Portfolio Company to an ESOP
- LG / Is Benefit Corporation Adoption Right for my ESOP?
- E1 / The ESOP's Role in Business Succession and Estate Planning
- E2 / Unique ESOP Issues for Professional Service Companies

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

- E2 / Advanced Section 1042 Issues & Solutions
- E2 / EBSA Investigations: Common Violations and Tips to Avoid Them
- E2 / Legal and Regulatory Update
- E1 / The Profit Sharing / EIAP Plan Alternative
- LG / Update from Washington: Politics and Policies in The New Environment

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

- E1 / Employee Ownership Trusts
- E2 / ESOP Trends in the Market Place
- E2 / The Impact of Plan Design on Allocations in an ESOP

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

- LG / Changes in Business Conditions: An ESOP Perspective
- E1 / International ESOPs

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

- E2-ADV / ESOP Transaction Professionals Forum
- E2 / Repurchase Obligations: Valuation and Financing Issues

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

- E1 / Debt market for ESOPs
- E2 / Second Stage ESOP Transactions

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

- E2 / Telling the Story: A New Approach to Introducing ESOPs to Business Owners
- E1-ADV / The Antioch Company ESOP: Teachings from a Complex ESOP Litigation Case
- E1 / The Due Diligence Process In ESOP Transactions

Service Providers: Plan Management Issues

Concurrent Sessions 1 – 9:00-10:15 / Tuesday, April 4

- E2 / Pension Plans as a Sustainability Tool for 100% ESOP Owned Companies

Concurrent Sessions 2 – 10:30-11:45 / Tuesday, April 4

- E2 / Should We Segregate the Accounts of Terminated Employees?

Concurrent Sessions 3 – 1:45-3:00 / Tuesday, April 4

- E2 / Department of Labor Investigations: What to Expect and How to Prepare
- E2 / Red Flags – How Can You Tell if You Need to Reevaluate your Service Providers?

Concurrent Sessions 4 – 3:30-4:45 / Tuesday, April 4

- E2 / EBSA Investigations: Common Violations and Tips to Avoid Them
- E2 / From Year-End to Valuation to Administration: Practical Guidance
- E2 / Legal and Regulatory Update
- LG / Update from Washington: Politics and Policies in The New Environment

Concurrent Sessions 5 – 10:15-11:00 / Wednesday, April 5

- E1 / Diversification: A Case Study
- E2 / What to Do When You Find Mistakes With Your ESOP – And How to Avoid Them

Concurrent Sessions 6 – 11:15-12:00 / Wednesday, April 5

- E2 / Accounting for ESOPs
- E2 / Managing an ESOP Termination

Concurrent Sessions 7 – 1:30-2:45 / Wednesday, April 5

- E2 / The Journey from Internal Trustee to Institutional Trustee
- E2 / Using ESOPs to Structure Acquisitions and Divestitures In An Uncertain Economy

Concurrent Sessions 8 – 3:15-4:30 / Wednesday, April 5

- CB / A Trustee's Perspective on Executive Compensation
- LG / How to Use Portfolio Risk Management Techniques to Help Protect the ESOP Retirement Savings of Your Employees
- E1 / Protecting Yourself from Legal Problems: Audits, Lawsuits, and Insurance Issues
- E2 / When Should You Think About Selling Your ESOP Company?

Concurrent Sessions 9 – 9:15-10:30 / Thursday, April 6

- CB / Providing Employee Benefits in an ESOP: Can Your Benefits be Too High?
- E1-ADV / The Antioch Company ESOP: Teachings from a Complex ESOP Litigation Case

Concurrent Sessions 10 – 10:45-12:00 / Thursday, April 6

- E2 / Insurance and Indemnification Programs for ESOPs: Managing Your Risk
- E2 / Using Third Party Capital in Existing ESOPs
- E2 / We're "Mile High" on Acquisitions – Precision, Inc.'s Process for Analyzing and Making Strategic Acquisitions