

EMPLOYEE
OWNERSHIP
CONFERENCE 2016



NCEO

NATIONAL CENTER FOR
EMPLOYEE OWNERSHIP

2016 NCEO Conference Orientation Session



Begin with End in Mind

- Why are you here?
- Top three goals?
- Imagine leaving on Thursday
 - What did you learn?
 - Who did you meet?
 - What questions do you still have
 - What is your next step?

Map your path – Maximize the Conference!



- Know what is available to you...
 - General Session
 - Networking Breakfasts
 - Expert Roundtable Luncheon
 - Expert One-on-One Appointments
 - Opening Reception
 - Newcomers Corner
 - **1,600+ ESOPers and employee ownership enthusiasts!**
 - NCEO Staff
 - Professionals
 - Experienced ESOP companies, and
 - Newbies

These people want to meet you and answer your questions – seek them out!





Paige Ryan



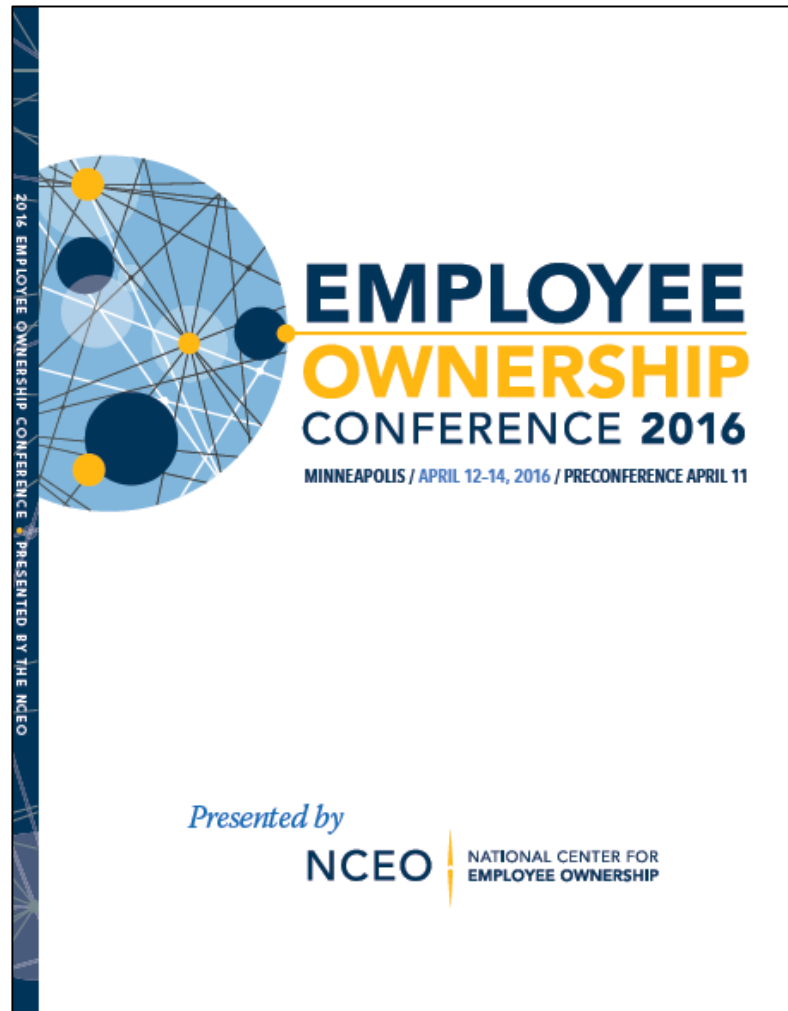
Conference Overview

- Creating Your Own Conference Agenda
- Conference App
- Special Events
 - ❖ General Sessions
 - ❖ Networking breakfasts
 - ❖ Expert Roundtable Luncheon
 - ❖ Expert One-on-One Appointments
 - ❖ Opening Reception
 - ❖ Employee-Owner Big Photo
- Exhibitor Games and Prizes
- Continuing Education Credit
- Extra Materials



Program Book

- Inside your conference tote bag you will find your 2016 Conference Program Book.
- This contains the complete agenda, as well as information on sponsors, speakers, and additional activities.



Creating Your Own Agenda

Time & Location

CONFERENCE AGENDA

Check registration desk for updates or changes in schedule.
See key on bottom of page to clarify track. See maps on inside back cover for location.

DAY ONE: TUESDAY, APRIL 12

8:00–5:00 Ballroom Foyer, 1st floor	On-Site Registration Open
8:00–7:00 Exhibit Hall, Room 101	Exhibits Open
8:00–10:30 Exhibit Hall, Room 101	Morning Break and Coffee in the Exhibit Area <i>Sponsored by Bremer Trust, N.A.</i>
8:15–9:00 Ballroom B	Orientation for New Attendees <i>Paige Ryan, ESOP Services, Inc.</i>
9:00–10:15	CONCURRENT SESSIONS 1
9:00–10:15 Room 208 CD	E1 / The ESOP Administration Timeline SESSION LEADER: Dolores Lawrence, <i>Blue Ridge ESOP Associates</i> Erin Turley, <i>McDermott Will & Emery</i> Let's share tips for managing your ESOP's annual administration cycle, including the construction of an annual timeline that can be used as an effective tool for establishing key delivery dates throughout the process.
9:00–10:15 Room 205 C	E1 / ESOPs, LLCs, and Partnerships: Making Peace with the Rules SESSION LEADER: Anne Bushman, <i>RSM</i> Nick Gruidl, <i>RSM</i> ; John Kober, <i>Morgan Lewis Bockius</i> This session will cover the rules to consider and the planning necessary when an LLC or partnership is involved with an ESOP—either as the sponsor or as a business segment of the sponsor.
9:00–10:15 Room 200 CD	E2-ADV / Legal and Regulatory Update SESSION LEADER: Larry Goldberg, <i>ESOP Law Group, LLP</i> Larry Gwaltney, <i>Moore & Van Allen PLLC</i> The past year's developments include both important ESOP rulings: from the IRS and clarification of positions from the Department of Labor. The federal courts have also been busy with the continuing evolution of ERISA fiduciary responsibilities for ESOP trustees. We will provide you with an update as well as an opportunity to explore how these developments may impact your ESOP in the coming year.
9:00–10:15 Room 200 G	E2 / Anatomy of a Second-Stage ESOP Transaction SESSION LEADER: David Solomon, <i>Leyenfeld Pearlstein, LLC</i> Peter Abrahamson, <i>Verit Advisors</i> ; Dan Adley, <i>DIA-Tator, Inc.</i> This session will tell the story of one ESOP company's journey from partial to full ESOP ownership.
9:00–10:15 Room 201 AB	E2 / Overhauling Your ESOP: Dealing with Changes in Business Conditions SESSION LEADER: Lisa A. Durham Jack Dill, <i>Indian Jewelers Supply Company</i> ; Michael J. McGinley, <i>Prairie Capital Advisors, Inc.</i> In every business unexpected events occur. This session will cover what to do to modify or adapt an ESOP when business is changing, using examples from one ESOP company.
<p>E1 / ESOP Basics E1-EASY / ESOP Basics Beginner E2 / ESOPs: Beyond the Basics E2-ADV / ESOPs: Advanced CB / Compensation and Benefits LG / Leadership and Governance CC / Communication and Culture</p>	



The Agenda starts on page 17 in your Program Book and is included in the conference app

Session Name and Description

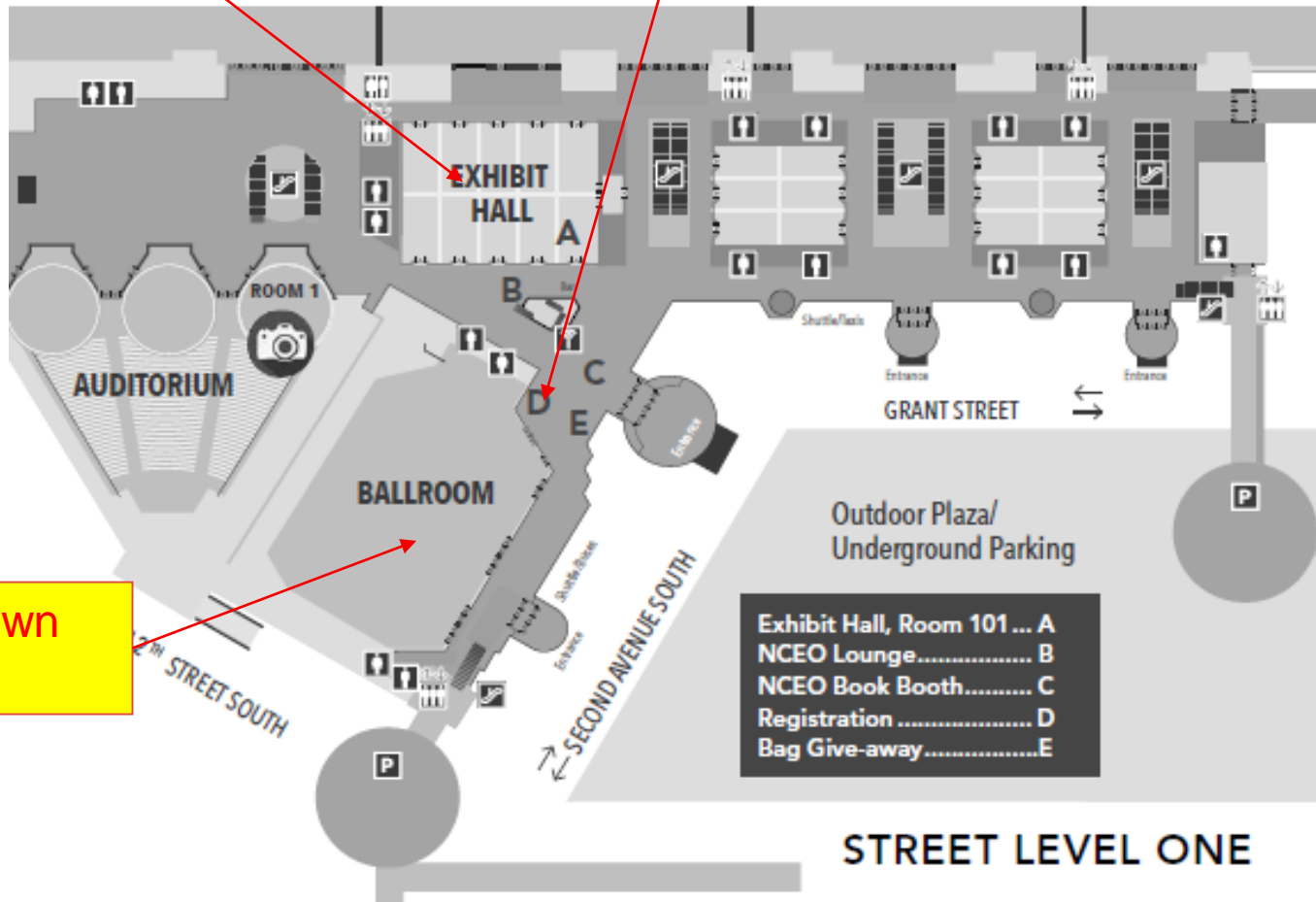
Track Key

Navigating the Conference

Exhibit Hall

Registration

Sit-Down Meals



A map is available on the back inside cover of your Program Book and in the Maps section of the conference app

Navigating the Conference

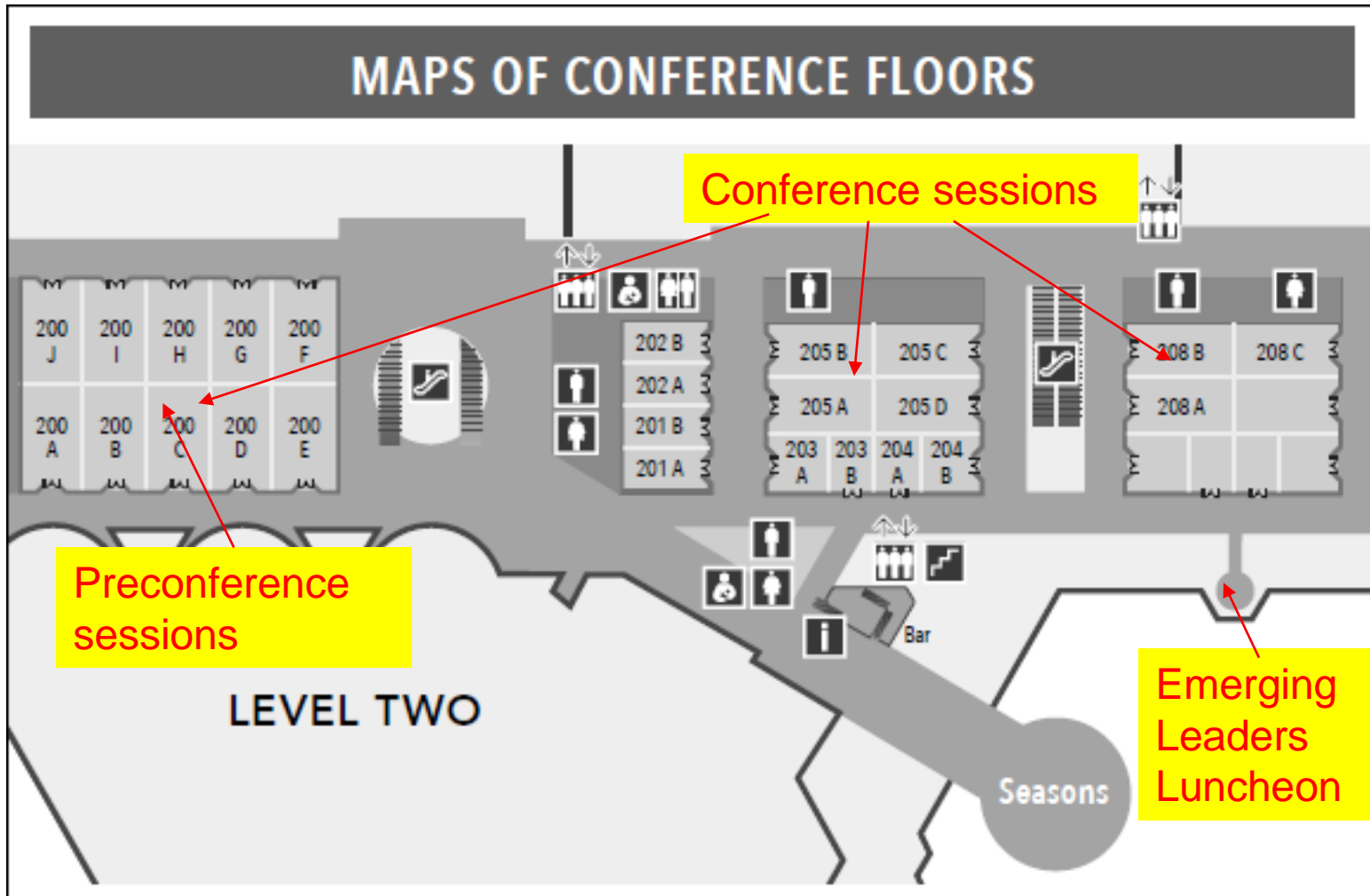
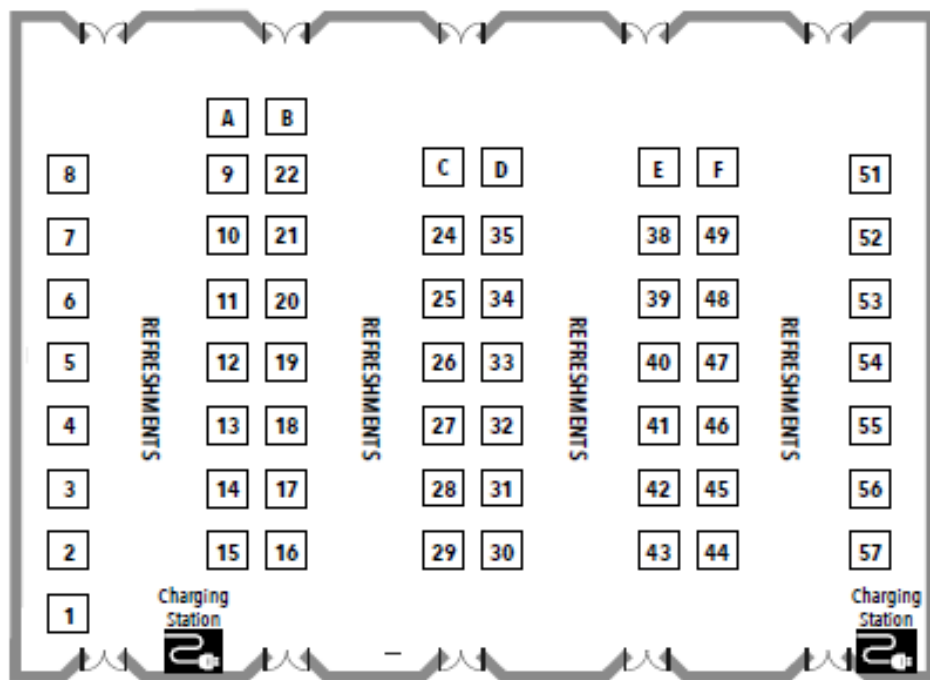


EXHIBIT HALL DIAGRAM / EXHIBITOR LIST

ALL DAYS: ROOMS 101, MAIN CONFERENCE FLOOR



Win Prizes!

Visit our Exhibitor's Tables — enter over 20 drawings and participate in games with prizes such as VISA or AMEX gift cards worth as much as \$100, Bose Bluetooth Speakers, GoPro cameras, FitBits and other fabulous gifts will be given away and the odds are in your favor!

Table A: Conference Associates Censeo Advisors LLC, Dorsey & Whitney LLP, Keller Rohrback L.L.P., Polsinelli
 Table B,C,D,E,F: Additional Sponsors (unmanned multi-shared tables) Materials

This information appears on page 6 of your Program Book and in the Maps section of the conference app

Convention Center Wi-Fi

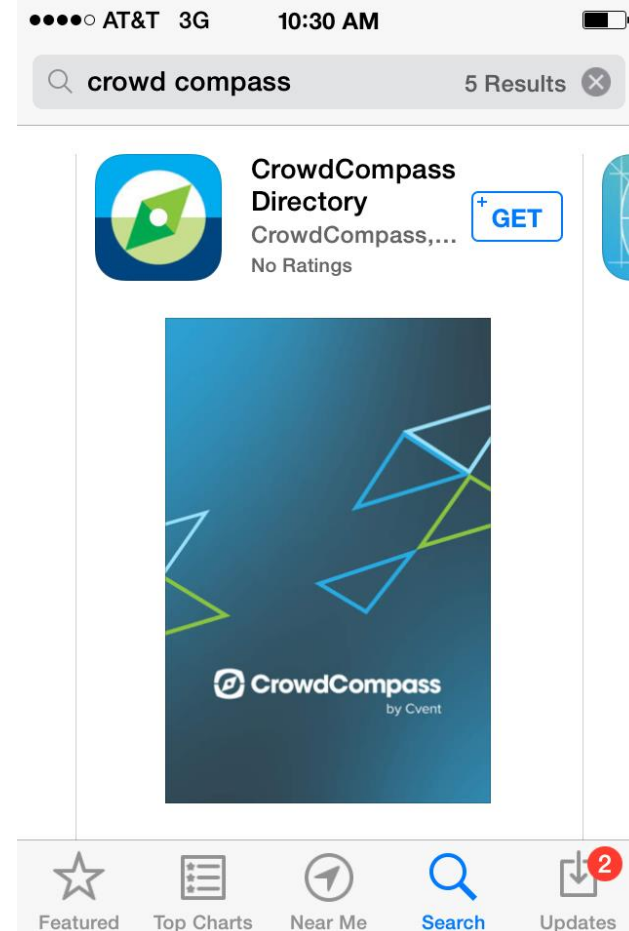
- To access the wireless internet, please connect to the “NCEO” network in the Convention Center.
- Your access code is:
“nceo2016”
- Password is case sensitive



Conference App/Mobile Agenda

You can also access the agenda, view handouts, take notes, connect with fellow attendees, and more on your smart phone. Please follow these instructions to download our 2016 conference app:

1. Download the **“CrowdCompass Directory”** app from the app store on your mobile device.
2. Once the installation is complete, open the app to see the Event Directory.



Conference App/Mobile Agenda

3. Tap on the search icon and type in “**employee ownership**”
4. Tap on the icon for the 2016 Annual Employee Ownership Conference
5. Enter the event code “**nceo16**” and click “**Download Event**”



NCEO App for the 2016 Conference



Ballroom Events

Lunch Served at 12:00 pm

Tuesday Opening Session, 12:30 pm

*Announcement of the Excellence in
Ownership Award Winners*

*The State of Employee Ownership
Loren Rodgers, NCEO*

Wednesday General Session, 8:50 am

*Keynote Address : Building a Company for
the Next Generation
Bo Burlingham*



Informal AM Table Talks

Bring your breakfast and coffee into the Ballroom to network with others who may be facing similar challenges at their companies.



**Wednesday
8:00 - 8:45 am**

**Thursday
7:45 - 8:30 am**

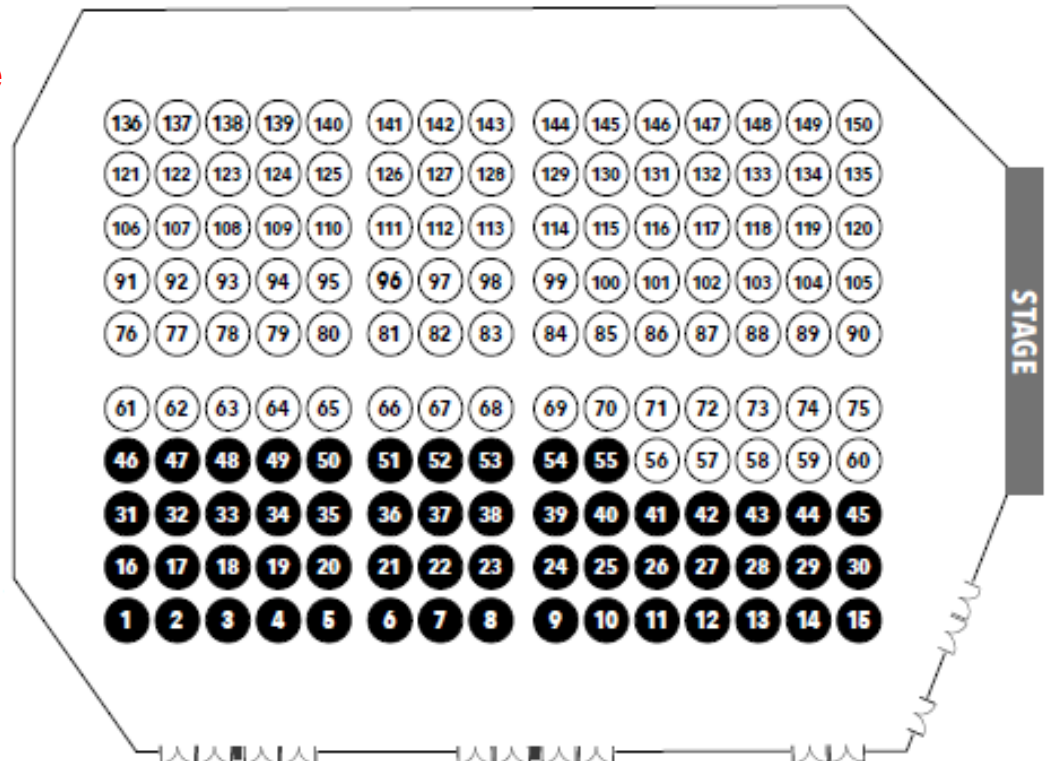
Tables will have signs to identify discussions.

Please see page 7 of your Program Book or your conference app for a list of topics

Expert Roundtable Luncheon

These expert-led roundtable discussions provide an opportunity to ask, in a small group setting, direct questions of an employee ownership expert.

Wednesday
12:00-1:15p.m.
Ballroom



Please see page 8 & 9 of your Program Book or your conference app for a list of topics and discussion leaders.

Opening Cocktail Reception

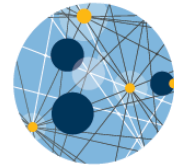
Tuesday, April 12, 5:00-7:00 p.m.
Exhibit Hall, Room 101 and Ballroom Foyer

- Your drink tickets are in the back of your name badge holder (sponsored by McDermott Will and Emery)
- Check out the McDermott Craft Beer Bar
- Exhibits are open to enter in raffles at the individual tables



Newcomer's Corner

- Sign will be at every break and networking event to help newcomers and returning attendees to meet
- Wear a New Attendee button if you wish



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**New
Attendee**

Expert One-on-One Appointments

Sign up in advance for a free 20-minute consultation

- Appointment book located in the Plaza Foyer near Registration
- Group 1- Wednesday April 13 from 7:45 am- 8:45am
- Group 2- Wednesday April 13 from 4:45 pm- 5:45 pm
- Group 3- Thursday April 14 from 7:30 am- 8:30 am
- Space is limited - sign up early
- Meetings will take place in Room 203AB



Exhibitor Drawings

Visit with our exhibitors and enter to win fabulous prizes

Prizes include:

- Bluetooth speakers
 - iPads
 - Visa Gift cards
 - and more!
-
- Find the drawing card in your conference bag
 - Winners will be announced at the exhibitor's individual table, ask them for the specific time



Continuing Education Credit

This conference offers continuing education credit to Accountants, Lawyers, IRS enrolled agents, and HR Professionals



- See page 5 in the program book or the “About” section of the app to learn about the continuing education credits you can earn by attending this event
- **Be sure to sign up in the appropriate book near the registration**
- **You must sign in on arrival and sign out when you leave to receive full credit**

Handouts

- Session presentations have been uploaded onto the USB flash drive in your conference bag
 - **Presentations and handouts can be found in the session entries in the conference app**
 - Session presentations can be found at following web site:
www.nceo.org/handouts
- These presentations will remain online until June 30, 2016



- Speakers will also provide a limited amount of paper handouts. If there are any extra copies of printed handouts, speakers will place them on a table near registration

Visit the registration desk if you have any questions!

Registration Desk Hours:

Tues Apr 11: 8:00 a.m. - 5:00 p.m.

Weds Apr 12: 7:45 a.m. - 5:00 p.m.

Thurs Apr 13: 7:30 a.m. - 12:00 p.m.

Welcome...
and enjoy the conference!