

PRECONFERENCE AGENDA

Check registration desk for updates or changes in schedule.
See maps on inside back cover for location.

PRECONFERENCE: MONDAY, APRIL 11

1:00–5:00
Room 200 AB

Compensation Issues for Privately Held Companies

Sponsored by Polsinelli

This half-day session will provide an overview of issues and examples of best practices and decision-making strategies as well as an examination of many forms of compensation in privately held companies. Attendees will learn about building effective base and incentive pay systems for everyone at their companies, including executives.

1:00–1:15 **Overview: Compensation Issues for Privately Held Companies**

Hannah DeLuca, *Polsinelli*

1:15–2:00 **Key Issues in Executive Compensation: Forms of Compensation**

Joseph Marx, *Principal Financial Group*

2:00–2:45 **Key Issues in Executive Compensation:
Best Practices in Executive Compensation**

Matt Keene, *Chartwell*

2:45–3:00 **Executive Compensation Data**

Nancy Wiefek, *NCEO*

3:00–3:15 **Afternoon Break**

3:15–3:45 **Best Practices in Compensation Governance**

Jamie Zveitel Kwiatek, *Polsinelli*

3:45–4:10 **Key Issues in Staff Compensation: Incentive Pay Strategies**

Jon Carlson, *Braun Intertec*

4:10–4:30 **Key Issues in Staff Compensation: Innovative Techniques and Benefits**

Zach Jones, *West Monroe Partners, Inc.*

4:30–5:00 **Table Talks with All Speakers**

Hannah DeLuca, *Polsinelli*

1:00–5:00
Room 200 CD

Building a Culture of Ownership in an Employee-Owned Company

Sponsored by The Great Game of Business

An interactive, in-depth half-day session that will provide specific, take-home tools to make ownership culture work at your company. Attendees will learn about effective communications, open-book management, and how to generate more employee ideas.

1:00–1:15 **Overview: Building a Culture of Ownership in an Employee-Owned Company**

Steve Baker, *The Great Game of Business*

1:15–2:00 **Communicating ESOPs Effectively**

Victor N. Aspengren, *Prairie Capital Advisors, Inc.*; Kris Schell, *SRC Holdings Corporation*

2:00–3:00 **Opening the Books and Using the Numbers**

Rich Armstorng, *The Great Game of Business*

3:00–3:15 **Afternoon Break**

3:15–4:30 **Generating Ideas in an ESOP Setting and Making Them “Stick”**

John Williams, *Central States Manufacturing*

4:30–5:00 **Table Talks with All Speakers**

PRECONFERENCE: MONDAY, APRIL 11

<p>1:00–5:00 Room 200 IJ</p>	<p>Corporate Governance at ESOP Companies <i>Sponsored by The Beyster Institute, UCSD, Rady School of Management</i></p> <p>This half-day session will explore the collaboration between board, fiduciaries, and management that is the foundation of ESOP corporate governance. Through interactive presentations and audience participation, we will provide a comprehensive overview of the roles, responsibilities, strengths, and vulnerabilities of each of these members of the governance team.</p> <p>1:00–1:30 Overview: Corporate Governance at ESOP Companies <i>Anthony Mathews, The Beyster Institute</i></p> <p>1:30–3:00 The Governance Collaboration <i>Larry Goldberg, ESOP Law Group, LLP; Martin Staubus, The Beyster Institute</i> <i>Larry Varblow, Chatsworth Products</i></p> <p>3:00–3:15 Afternoon Break</p> <p>3:15–4:15 ESOP as the “Holder of Record”–Fiduciary Shareholder <i>Larry Goldberg, ESOP Law Group, LLP; Larry Varblow, Chatsworth Products</i> <i>Anthony Mathews and Martin Staubus, The Beyster Institute</i></p> <p>4:15–4:45 The Board of Directors: Outside Directors’ Perspective <i>Larry Goldberg, ESOP Law Group, LLP; Anthony Mathews, The Beyster Institute</i></p> <p>4:45–5:00 Questions and Answers</p>
<p>4:30–6:30 Ballroom Foyer, 1st floor</p>	<p>Early On-Site Main Conference Registration Opens Minneapolis Convention Center lobby in front of Ballroom A/B</p>
<p>5:15–7:15 Hyatt Regency Hotel Lobby Bar</p>	<p>Informal Conference Meet and Greet with Members of the Local Host Committee No-host happy hour in the Hyatt Regency’s Prairie Kitchen bar (lobby level) open to all conference attendees. Look for the 2016 Employee Ownership Conference sign.</p> <p style="text-align: right;">See Maps: inside back cover</p>