

# BankDirector® **BANK COMPENSATION & TALENT CONFERENCE**

Recruitment, Retention and  
**LEADERSHIP  
DEVELOPMENT**

## **Event Focus Includes:**

- Planning for Succession
- Attracting + Developing Talent
- Creating a Culture of Innovation
- Developing Growth Strategies
- Addressing Governance Expectations

October 24-25, 2017

**Amelia Island, FL** | *The Ritz-Carlton*

**Early Rate Expires August 31, 2017!**

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Stay on top of  
industry trends,  
regulations  
and committee  
issues.

*“One of the best conferences I have ever  
attended. Every session was informative  
and fabulous!”*

—Susan Lines, Southern States Bank

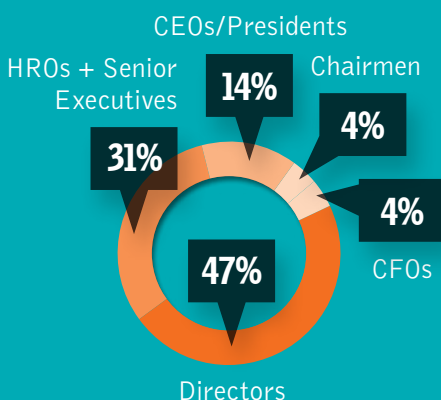
# BANK COMPENSATION & TALENT CONFERENCE

Recruitment, Retention and Leadership Development

## WHY YOU AND YOUR BOARD SHOULD ATTEND!

More than ever before, banks are faced with a need to adjust their recruitment, retention and leadership development strategies to match the ever-accelerating pace of change in today's financial industry. To assist bank officers and directors in staying abreast of these changes, this year's Bank Compensation & Talent Conference is focused on exploring the opportunities and challenges that growth-oriented banks face in terms of building the right teams for today... and the future.

### 2016 Attendees Included:



## DEVELOPED FOR BANK BOARDS & HUMAN RESOURCES OFFICERS

A must-attend event for bank CEOs, chairmen, presidents, CFOs, general counsel, corporate secretaries and senior management - with a specific focus on HROs and members of the compensation, nominating and governance committees of a bank's board.

## NETWORK WITH INDUSTRY LEADERS

Respected financial leaders and experienced advisers provide legitimate, practical approaches to help you, your board and your executive team tackle critical issues facing compensation committees, nominating/governance committees and human resources officers. During this event, you and your team can take away new approaches to finding new talent, developing existing talent and growing your bottom-line.

## PEER-TO-PEER LEARNING OPPORTUNITIES

In addition to the multiple topic breakout sessions held during the conference, on the day prior to the main event, Bank Director hosts two peer learning opportunities - the Bank Compensation & Nominating/Governance + HROs Peer Exchanges and, new this year, the Bank Compensation

& Nominating/Governance Committees Workshop. Both events provide context and detailed information to prepare participants for the conference that follows.

## CONTINUING EDUCATION



Continuing Professional Education credits are available for accountants – up to a maximum of 12 credit hours (total credits awarded based on specific sessions attended).

*“The variety of topics covered and the openness of the participants to share information was exceptional!”*

— Bonita Lindberg, Tompkins Financial Corp.

# BANK COMPENSATION & TALENT CONFERENCE

**Recruitment, Retention and Leadership Development**

## **PRE-CONFERENCE EVENT | Monday, October 23**

*(There is an additional fee for this program.)*

Pre-conference events run concurrently, so please select only one to attend.

### **Bank Compensation & Nominating/Governance Committees + Human Resources Officers Peer Exchanges**

We've found that a board that has its eye on the future – as well as the present – is better prepared to react to changing circumstances. Further, by exploring such issues with one's peers, individual directors will better appreciate the challenges and opportunities in front of them.

A main staple of this program, Bank Director hosts a series of exclusive peer exchanges – all geared around good governance. Small groups of Compensation Committee chairmen and members, Nominating/Governance Committee chairmen and members, and Human Resources Officers meet with their contemporaries in closed-door, off-the-record peer groups for candid discussions specific to their roles, responsibilities and interests.

### **Below is a list of the type of questions discussed during the Peer Exchange sessions:**

- How often does the board review the CEO's performance?
- What compensation components are used to pay directors at your bank?
- What metrics have you built into your short- and long-term incentive plans?
- How do you keep current with changes in state corporate laws? How often do you review your articles and bylaws to ensure that you continue to conform to these laws?
- How are you addressing the limitations of liability and indemnification in your articles or bylaws?
- What is your process for removing directors from the board?
- Does your bank have a management succession plan, including one for the CEO, in place, and if so, what does it entail?

## Bank Compensation & Nominating/Governance Committees + Human Resources Officers Peer Exchanges

### AGENDA AT-A-GLANCE

*\*Agenda subject to change*

|                         |   |
|-------------------------|---|
| 9:00 a.m. - 10:00 a.m.  | <b>Registration + Refreshments</b>                |
| 10:00 a.m. - 10:15 a.m. | <b>Peer Exchange Welcome</b>                      |
| 10:15 a.m. - 12:45 p.m. | <b>Concurrent Peer Exchange Sessions Begin</b>    |
| 12:45 p.m. - 2:00 p.m.  | <b>Networking Lunch</b>                           |
| 2:00 p.m. - 3:30 p.m.   | <b>Concurrent Peer Exchange Sessions Resume</b>   |
| 3:30 p.m. - 3:45 p.m.   | <b>Refreshment Break</b>                          |
| 3:45 p.m. - 5:00 p.m.   | <b>Concurrent Peer Exchange Sessions Resume</b>   |
| 5:00 p.m. - 6:00 p.m.   | <b>Networking Peer + Guest Cocktail Reception</b> |

*“This is the third time I have participated in the Peer Exchange, and I always learn something new and leave with new ideas to consider.”*

— Thomas Lewis, Benchmark Bank

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Pre-conference events run concurrently, so please select only one to attend.

### Bank Compensation & Nominating/Governance Committees Workshop

Sponsored by: **Meridian Compensation Partners, LLC**

This workshop provides an up-to-the minute, hands-on, interactive overview for both newer bank compensation, nominating/governance committee members and chairs, as well as for those more seasoned members and chairs. The objectives of the pre-conference workshop are to demystify the roles of the compensation and nominating/governance committees, to equip participants to perform effectively and sustainably as a committee member or chair, to provide confidence in the execution of committee duties and to provide attendees with context in order to maximize their overall conference experience.

### AGENDA AT-A-GLANCE

*\*Agenda subject to change*

9:30 a.m. - 10:00 a.m.

#### **Registration + Refreshments**

10:00 a.m. - 10:15 a.m.

#### **Welcome**

Jack Milligan, Editor-in-Chief, Bank Director

10:15 a.m. - 11:15 a.m.

#### **Session I: Board Governance – Changing Expectations**

Jack Milligan, Editor-in-Chief, Bank Director

Board composition, diversity, tenure, age limits, independence and succession planning – these are some of the hot topics and key elements of effective board governance in today's environment. This session explores how governance expectations have changed and what today's boards and committees should see as current and emerging best practices.

11:15 a.m. - 11:30 a.m.

#### **Refreshment Break**

11:30 a.m. - 12:30 p.m.

#### **Session II: Common Executive Compensation Challenges & Hot Topics**

Dan Kaufman, Lead Consultant, Meridian

Compensation Partners, LLC

Susan O'Donnell, Partner, Meridian

Compensation Partners, LLC

What is a proper peer group? How should incentive goals be selected? How do you incorporate discretion? What differentiates a risk adjustment from a clawback or a forfeiture? This session touches upon these and other challenging topics boards and compensation committees need to understand relating to the compensation design and decision making process.

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12:30 p.m. - 1:30 p.m.

**Networking Lunch**

1:30 p.m. - 2:30 p.m.

**Session III: The Holy Grail: Pay & Performance Alignment**

**Dan Kaufman**, Lead Consultant, Meridian Compensation Partners, LLC

**Jim Kzirian**, Lead Consultant, Meridian Compensation Partners, LLC

Regulators, shareholders, executives and boards all agree that a key objective is to reward executives commensurate with performance. But that is easier said than done. Once programs are in place, how do you know if you have real alignment? How should programs be designed to ensure proper alignment? How do you know if there is appropriate pay and performance alignment? There are many perspectives, approaches and views on this topic generating many of challenges for banks today. This session provides practical methodologies participants can take back to monitor this important objective.

2:30 p.m. - 3:00 p.m.

**Refreshment Break**

3:00 p.m. - 4:00 p.m.

**Session IV: Charters, Calendars, Minutes, Evaluations & Program Documentation**

**Jim Kzirian**, Lead Consultant, Meridian Compensation Partners, LLC

**Susan O'Donnell**, Partner, Meridian Compensation Partners, LLC

While these topics may be seen as administrative tasks, when used correctly, they can enhance the effectiveness of committees and also provide protection for board members. This session shares pitfalls and best practices to help your committees function better while improving compensation governance.

4:00 p.m. - 5:00 p.m.

**Session V: Director's Panel**

**Speakers To Be Announced**

Moderated by: **Jack Milligan**, Editor-in-Chief, Bank Director

The pressure on bank directors to perform has never been greater thanks to the challenging economic and regulatory pressures that all banks are facing today. During this panel discussion, hear from Compensation Committee Chairmen who share their thoughts and experiences on meeting those challenges.

5:00 p.m. - 6:00 p.m.

**Networking Peer + Guest Cocktail Reception**

*“Absolutely helps in understanding how others approach common problems.”*

— **Danny Isaac**, CresCom Bank

# **BANK COMPENSATION & TALENT CONFERENCE**

**Recruitment, Retention and Leadership Development**



## CONFERENCE AGENDA

*\*Agenda subject to change*

*Join bank officers and directors at the 13th annual Bank Compensation & Talent Conference to take-away new approaches to discovering talent, developing existing team members and growing your bottom line. Respected financial leaders and experienced advisers provide legitimate, practical approaches to help you, your board and your executive team tackle the critical issues facing today's banks.*

### DAY ONE | Tuesday, October 24

7:00 a.m. - 8:00 a.m.

#### **Breakfast + Registration**

Sponsored by: **Bank Compensation Consulting**

8:00 a.m. - 8:30 a.m.

#### **The Dots You Will Need To Connect**

Al Dominick, CEO, Bank Director  
Mika Moser, Chief Operating Officer, Bank Director

Steve Jobs once mused, "You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future." Given the pace of consolidation taking place in banking today – coupled with newly emerging competitors and evolving regulatory expectations – we offer some of the "new dots" we believe bank executives and board members need to be aware of in order to compete in the future.

8:30 a.m. - 9:10 a.m.

#### **Culture Eats Compensation for Breakfast**

Todd Leone, Partner, McLagan  
**Additional Speakers To Be Announced**  
Moderated by: **Jack Milligan**, Editor-in-Chief, Bank Director

It has been said that culture eats

compensation for breakfast, lunch, dinner... and snacks in between. Regardless of size, bank executives and board members exert tremendous influence on the long-term culture and success of an institution. As such, we explore where banks thrive, get into trouble and have opportunities to change given the experiences of the session panelists.

9:10 a.m. - 9:50 a.m.

#### **Regulations, Politics & Crystal Ball Influences on Executive Compensation**

Susan O'Donnell, Partner, Meridian Compensation Partners, LLC  
**Additional Speakers To Be Announced**  
Moderated by: **Naomi Snyder**, Editor, Bank Director

One thing's for certain: change is constant in the banking industry. Pending regulations and a new government regime will continue to influence the future of executive compensation programs and practices. What should banks do during this period of uncertainty? What will the future hold? What are best practices regardless of pending regulations? The panelists on this session provide their perspectives on current and future compensation strategies.

9:50 a.m. - 10:05 a.m.

#### **Refreshment Break**

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10:05 a.m. - 10:45 a.m.

## **Breakout Sessions: Emerging Issues**

*(select one)*

In this first series of breakout sessions, we dive into emerging issues relating to shareholder expectations, compensation strategies and recruiting. These sessions prove valuable for members of a bank's board looking to become more aware of industry trends and senior executives keen to explore what's possible.

### **Breakout I: Keeping Pace with Shareholder Expectations**

**Daniel Rodda**, Lead Consultant, Meridian Compensation Partners, LLC

**John Willis**, Senior Vice President, State Bank and Trust Company

Moderated by: **Dan Kaufman**, Lead Consultant, Meridian Compensation Partners, LLC

Shareholders today have increased influence when it comes to executive compensation. Proxy advisory firms (i.e., ISS and Glass Lewis), Institutional Investors (i.e., Blackrock and Vanguard) and even private equity firms all have expectations that continue to evolve and impact compensation philosophy, incentive program design and even governance practices. This session shares and contrasts some of these perspectives, discuss how their influence increases as the banks grow and mature, discuss effective engagement strategies and provide practical ideas for everyone to take back to your institution.

### **Breakout II: Emerging Issues Boards Need to Know for 2018**

**Lois W. Colbert**, Partner, Kilpatrick Townsend & Stockton LLP

**Todd Leone**, Partner, McLagan

It has been said that a role on a compensation committee is similar to the expectations for those on audit. Since the Great Recession, the expectations for the compensation committee have consistently increased each year. With the experience of Wells Fargo being the most recent example, this session explores what committee members should be expected to know as well as what they should expect to challenge management on.

### **Breakout III: The Workforce of the Future: Compensating for Critical Skills**

**Lynne Mapes-Riordan**, Partner, Barack Ferrazzano Kirschbaum & Nagelberg LLP  
**Kristine Oliver**, Managing Director, Pearl Meyer

The skill sets required to remain competitive are evolving at a rapid pace. How do banks identify those skills, evaluate current employees and recruit new talent? What does compensation need to look like to attract and retain critical talent? How should incentives be designed to optimize revenues? Please join us for a robust discussion on these and other similar topics.

10:55 a.m. - 11:45 a.m.

## **A Look Around the Corner**

**Gayle Appelbaum**, Partner, McLagan

**Eric Hosken**, Partner, Compensation Advisory Partners

**Donald L. Norman, Jr.**, Partner, Barack Ferrazzano Kirschbaum & Nagelberg LLP

**Suzanne A. Walker**, Counsel, Kilpatrick Townsend & Stockton LLP

Moderated by: **Al Dominick**, CEO, Bank Director

In this session, two expert compensation consultants and two leading attorneys in

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*“Everyone participated in a meaningful way.  
I learned a great deal.”*

—David Nimmo, Landmark Bank



the space share their most relevant, prized advice and counsel to the audience, during a moderated discussion with Bank Director's CEO, Al Dominick. Topics include, but are not limited to, the following:

- Where should a Human Resources Officer focus his/her attention to be pre-positioned for what's next?
- What issue should dominate the next compensation committee meeting?
- What are the issues that no one wants to address even though we absolutely know that one day, it will have vast consequences?

11:45 a.m. - 12:45 p.m.

### **Networking Lunch**

Sponsored by: **Compensation Advisors, A Member of Meyer-Chatfield Group**

12:45 p.m. - 1:00 p.m.

### **Taking Stock of Where We Stand Today**

Flynt Gallagher, President, Compensation Advisors, A Member of Meyer-Chatfield Group  
Mika Moser, Chief Operating Officer, Bank Director

During this interactive session, we gauge the audience's opinions regarding compensation practices, leadership development, growth plans and talent acquisition.

1:00 p.m. - 1:40 p.m.

### **Creating a Company That Scales**

Matt Brei, President, Blanchard Consulting Group

David Ghegan, Partner, Troutman Sanders LLP

Francis J. Leto, President & CEO, Bryn Mawr Trust

Moderated by: **Mika Moser**, Chief Operating Officer, Bank Director

One of the biggest issues in an M&A

transaction is the successful integration of two cultures. In this moderated panel discussion, we explore how successful acquirers developed a culture, at the board-level, that allowed for the bank to grow through acquisition. Next, we look at how they foster a culture within the combined bank that results in the successful pairings of teams, brands, customers and communities.

1:40 p.m. - 2:20 p.m.

### **The Board's Role in Leadership Development**

Laura Hay, Managing Director, Pearl Meyer  
Alan Kaplan, Founder & CEO, Kaplan Partners

Boards consistently indicate that developing a strong bench of leadership talent is a priority. This session discusses key questions boards and Compensation Committees should be asking. What is the board's role beyond CEO succession planning? How are innovative boards identifying and mentoring the development of next-generation leaders? What is the impact of leadership development and culture business strategy and execution? What role does compensation play?

2:20 p.m. - 2:35 p.m.

### **Refreshment Break**

2:35 p.m. - 3:15 p.m.

### **Breakout Sessions: Developing Strategies For Growth & Excellence** *(select one)*

We designed these breakout sessions to help board members and senior executives develop strategies to help their bank grow, while demonstrating excellence in corporate governance that shareholders and customers deserve and today's regulators demand.

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## **Breakout I: The New World of Commercial Lending**

**Katrina Gerenz**, Associate Partner, McLagan

Commercial lending is still the bread and butter of the community bank, but lender compensation has evolved dramatically since the Great Recession. This session focuses on both pay levels and pay designs for today's commercial lenders. In addition, learn how regulatory guidance has impacted plan designs for the commercial lender.

## **Breakout II: Exploring Your Financial Growth Opportunities**

## **Breakout III: Strategies To Developing An Integrated Compensation & Succession Plan**

**Kelly W. Earls**, Principal, Bank Compensation Consulting

Employee compensation and succession planning clearly relate to one another. But the question is how. How can we have confidence our successors will remain with the bank without simply opening our checkbooks? This panel explores approaches you can use to create a cohesive plan.

**3:25 p.m. - 4:05 p.m.**

## **All Business Models Are Not Created Equal**

**Flynt Gallagher**, President, Compensation Advisors, A Member of Meyer-Chatfield Group

## **Additional Speakers To Be Announced**

How a bank operates – that is, how work gets done, the pricing and design of financial products and an institution's compensation system – continues to receive significant attention from analysts, investors, regulators and employees. This session focuses on three

business models and the pros and cons for each in practical matters.

**4:05 p.m. - 4:55 p.m.**

## **The CEO's Perspective**

**David P. Mansfield**, CEO, The Provident Bank  
**Additional Speakers To Be Announced**

Moderated by: **Jack Milligan**, Editor-in-Chief, Bank Director

As the industry transitions, where are the opportunities – both to help others and to grow one's business? While some simply focus their CEO's evaluation on whether the bank made its numbers that year, doing so is insufficient. This session looks at the panelists' opinions on a variety of topics such as strategy and vision, leadership, innovation and technology, operating metrics, risk management, people management and external relationships.

**4:55 p.m. - 5:00 p.m.**

## **Closing Remarks**

**Jack Milligan**, Editor-in-Chief, Bank Director

**5:00 p.m. - 6:00 p.m.**

## **Networking Peer + Guest Cocktail Reception**

Sponsored by: **Hovde Group, LLC**

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## DAY TWO | Wednesday, October 25

7:00 a.m. - 8:00 a.m.

### Breakfast

8:00 a.m. - 8:15 a.m.

### Only The Strong Survive

Jack Milligan, Editor-in-Chief, Bank Director

One of the biggest challenges for a bank's leadership team today is creating a workplace environment for innovation, creativity and collaboration. Those that successfully adapt to changing customer expectations and employee aspirations stand to benefit significantly in the years to come. To kick off the second day of this annual event, we highlight how some banks are embedding new cultures and behaviors to stand out in our highly competitive industry.

8:15 a.m. - 8:55 a.m.

### It Is A Great Time To Be A Banker

Steven D. Hovde, Chairman & CEO, Hovde Group, LLC

In this session, we focus on industry trends, operating conditions and areas of potential opportunity for those banks attending this annual event.

9:05 a.m. - 9:45 a.m.

### Breakout Sessions *(select one)*

Day Two's breakout sessions focus on motivating top talent, diversity and an update on regulations.

### Breakout I: New Techniques to Motivate Top Talent

Flynt Gallagher, President, Compensation Advisors, A Member of Meyer-Chatfield Group

As the art of motivating talent continues to be a topic of discussion at a number of institutions, this session explores how to

engage your employees on a different level, why this is important and how to structure compensation to complement the bank's objectives. We will also look at the most common compensation strategies to recruit for your next talent acquisition.

### Breakout II: Diversity & Inclusion – More Than Just a “Check the Box” Initiative

Mary F. Allen, SVP & Director, Employee Relations, New York Community Bancorp, Inc.

Anthony J. Rose, Chief Administrative Officer & Executive Vice President, Dime Community Bancshares, Inc.

Suzanne A. Walker, Counsel, Kilpatrick Townsend & Stockton LLP

This session addresses WHY diversity is good for business and HOW banks can implement an impactful diversity and inclusion initiative. In addition, the panelists share the good, the bad and the ugly of the “voluntary” self-assessment process.

### Breakout III: Regulatory Update

Christian Chandler, Partner, Hogan Lovells

Bryan Lemke, Principal, McLagan

Compensation regulations for the banking industry have been ever-present and ever-changing in recent years, and many boards have been challenged to stay abreast of how and when their bank is likely to be impacted. This session educates attendees on the current state of various proposed regulations as well as any possible changes on the horizon. We also discuss the finalized CEO Pay Ratio rules, which will impact public banks beginning with 2018 proxy statements. What does HR need to know in order to complete the calculation and disclosure, and what are the key awareness points for directors?

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9:45 a.m. - 10:00 a.m.

## Refreshment Break

10:00 a.m. - 10:40 a.m.

## Managing Disruption & Compensating for Innovation

David Seitz, Managing Director, Pearl Meyer

### Additional Speakers To Be Announced

Moderated by: Naomi Snyder, Editor, Bank Director

Banks are experiencing disruptive market forces which are fundamentally changing how they interact and attract customers and recruit talent. How are banks addressing new competitors, technologies and a changing workforce? How do banks move from reacting to disruption to innovating and creating new market opportunities? How can compensation play a role in supporting these solutions? This panel of distinguished professionals shares their vision and insights into key strategies for banks.

10:40 a.m. - 11:20 a.m.

## Insight from Bank Chairmen

Anthony J. LeVecchio, Chairman,  
LegacyTexas Bank

### Additional Speakers To Be Announced

Moderated by: Jack Milligan, Editor-in-Chief,  
Bank Director

The role of a chairman varies from bank to bank. Some grew up in the institution while others bring in an outsider's perspective.

To wrap up this year's event, we invite the perspectives of several chairmen from strong performing banks to share what they've learned over their careers, reflect on what's been discussed during this year's conference and provide a platform for them to offer practical advice to strengthen the dynamic between members of a bank's board and the institution's key personnel.

11:20 a.m. - 11:25 a.m.

## Closing Remarks

Jack Milligan, Editor-in-Chief, Bank Director

*"This was excellent!  
The open discussion covered many topics and  
gave me much to take back to my team.  
Thanks to all!"*

—2016 Past Attendee



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## **VENUE**

### *The Ritz-Carlton, Amelia Island*

4750 Amelia Island Parkway

Amelia Island, FL 32034

Reservations: (888) 239-1217

A barrier island on the East Coast that provided a safe anchor for seafaring souls, Amelia Island has been discovered and rediscovered many times over – by pirates and colonists and those who love how the sea can touch their soul. The island reveals many treasures, including The Ritz-Carlton, Amelia Island, a sanctuary among luxury beach hotels that provides a welcome barrier between you and the world beyond. With miles of pristine beaches to explore, you'll find yourself basking in the glow of the sun as you swim, relax or walk along the sandy shore.

## **DISCOUNTED HOTEL RATE**

There is a discounted hotel room rate available for conference attendees at The Ritz-Carlton, Amelia Island until September 20, 2017. For room availability, please contact the hotel directly at (888) 239-1217 and mention "Bank Director" to receive the discounted rate of \$309/night for a coastal view room. Rooms are limited, so book early!

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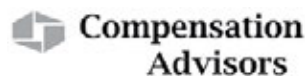
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As thought leaders since 2005, Compensation Advisors has served the financial industry across the nation providing guidance on the latest compensation and hiring developments. As industry experts, they convey insightful strategies and solutions. Finding solutions others miss, they deliver executive and director compensation reviews, pay-for-performance incentive plan structures, equity allocation plans, benefit plan design structures, base salary reviews (company-wide), risk assessments, regulatory updates and compensation committee governance.

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# BANK COMPENSATION & TALENT CONFERENCE

**Recruitment, Retention and Leadership Development**



**Kaplan Partners** | Kaplan Partners is a retained executive search and talent advisory firm headquartered in Philadelphia. The firm advises bank clients on the dynamics of CEO and executive succession and provides board advisory services to enhance director succession, performance, diversity and recruitment. Kaplan Partners also delivers management assessment and succession planning services for banks.

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**Kilpatrick Townsend & Stockton LLP** | Kilpatrick Townsend & Stockton LLP is a multi-practice, international law firm with 650 attorneys across 18 offices. The lawyers in their financial services practice group represent banks and other financial institutions on a wide variety of matters. They offer a great depth of knowledge and experience in the areas of employee benefits and director and executive compensation, mergers and acquisitions, equity and debt offerings, holding company reorganizations, enforcement and director/officer liability matters, consumer law issues, financial privacy and electronic banking. Their lawyers understand the business impact of their clients' legal matters and work with them to develop solution-oriented approaches.

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**Meridian Compensation Partners, LLC** | Meridian Compensation Partners, LLC is one of the largest independent consulting firms with a dedicated banking team serving hundreds of institutions across North America. Their team "lives and breathes" the issues facing the banking industry, consulting exclusively on executive and board compensation and governance matters. They understand the regulations and pressures facing the industry.

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**Pearl Meyer** | Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Through knowledgeable consultants focused exclusively on the financial sector, their Banking Industry Group has helped hundreds of financial institutions achieve their objectives. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles and San Francisco.

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***Early Rate Expires August 31, 2017!***

Register by visiting [BankDirector.com](http://BankDirector.com) or  
calling our events department at (877) 397-7595.

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## RATES & REGISTRATION

**Phone:** (877) 397-7595

**Fax:** (615) 777-8449

**Website:** BankDirector.com

**E-mail:** events@bankdirector.com

**Mail:** Bank Director, 201 Summit View Drive, Suite 250, Brentwood, TN 37027

|                                      |                |                |
|--------------------------------------|----------------|----------------|
| NAME                                 |                | NAME FOR BADGE |
| COMPANY                              |                | TITLE          |
| BANK REPRESENTING                    | PUBLIC/PRIVATE | BOARD TITLE    |
| NUMBER OF YEARS SERVING ON THE BOARD |                | EMAIL ADDRESS  |
| ADDRESS                              |                | PHONE          |
| CITY                                 | STATE          | ZIP            |

☐ **YES, Register Me for the 2017 Bank Compensation & Talent Conference!**

**Early Individual Rate: \$1,495** (*Expires August 31, 2017*) **Standard Individual Rate: \$1,695**

☐ **YES, Register My Group for the 2017 Bank Compensation & Talent Conference!**

**Standard Group Rate: \$1,395** (*Per person for three or more attendees from the same financial institution; please submit a separate form for each group member.*)

### SELECT ONE OF THE FOLLOWING PRE-CONFERENCE ADD-ONS:

☐ **YES, Register Me for the 2017 Bank Compensation Committee, Bank Nominating/Governance Committee & HR Officers Peer Exchanges on Monday, October 23, 2017!**

**Rate: \$495** (*Exclusive to Compensation and Nominating/Governance Committee Chairmen and Human Resources Officers*)

☐ **YES, Register Me for the 2017 Bank Compensation & Nominating/Governance Committees Workshop on Monday, October 23, 2017!**

**Rate: \$795**

☐ **YES, Enroll My Guest in the Guest Program.**

**Guest Name:** \_\_\_\_\_ \$100 fee includes all evening cocktail receptions and breakfast on Tuesday and Wednesday during the event. Your guest cannot attend sessions. If a guest wants to attend sessions, they must register as an attendee. *(A guest is a spouse, significant other or friend who is not in a financial services occupation. A co-worker (even a spouse co-worker) or an associate within the financial services industry is not considered a guest and should register as an attendee.)*

☐ **I am unable to attend the Bank Compensation & Talent Conference, but would like access to the Online Training Series.** *Please email or call me with additional information.*

*I may be reached at:*

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CONTACT NAME

E-MAIL ADDRESS AND/OR PHONE NUMBER

### Payment Information

*Please make all checks payable to DirectorCorps, Inc.*

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ENCLOSED \$ \_\_\_\_\_

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NAME ON CARD

CARD NUMBER

EXP. DATE

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BILLING ADDRESS IF DIFFERENT FROM PREVIOUS PAGE

### Conference Cancellation Policy:

Due to commitments and expenses, all cancellations after September 12, 2017 will be subject to a \$200 processing fee. We regret that no refunds will be given after October 3, 2017; however, substitute participants are welcomed. DirectorCorps, Inc. assumes no liability for any nonrefundable travel, hotel or related expenses incurred by registrants.

**Early Rate Expires August 31, 2017!**

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