



Super Regional Board of Directors/Trustee Conference Program

June 7 - 8, 2016

Renaissance Hotel – Providence, RI

TUESDAY, JUNE 7, 2016	
7:00 am to 8:00 am	Registration and Continental Breakfast
8:00 am to 10:00 am	<p>Basic Duties of Board Members & Trustees</p> <p>Tabitha Croscut; Steiker, Greenapple & Croscut Rich Heeter; Capital Trustees</p> <p>This session is designed as an introduction for new Board Members and Trustees, or as a refresher for ongoing Board Members and Trustees. The session will address basic board functions, basic trustee duties and the interaction between the Board and Trustees.</p>
9:45 am to 10:15 am	Break & Registration for those who did not attend Basic Duties Session
10:15 am to 10:30 am	<p>Attendee Demographics and Introduction of Round Table Format</p> <p>Alex Moss; Praxis Consulting Group, Inc.</p>
10:30 am to 11:00 am	<p>Keynote Presentation</p> <p>Cindy Turcot; Gardener's Supply Company</p> <p>Cindy Turcot, Chair of the ESOP Association and COO of Gardener's Supply Company will be our keynote speaker for the conference. She will speak about her connection to employee ownership both nationally and within her company. She will also discuss why she believes we will see growth in employee ownership, why it matters and what our role can be in that change.</p>

11:00 am – 12:00 pm	<p>Developing an ESOP Repurchase Obligation Strategy: A Case Study</p> <p>Judy Kornfeld; ESOP Economics, Inc. Donald Romine; Web Industries, Inc.</p> <p>Developing a strategy for managing and funding repurchase obligations requires balancing many considerations:</p> <ul style="list-style-type: none"> ▪ Financial considerations for the company ▪ Balancing benefit levels versus return to shareholders ▪ Fairness to participants <p>We'll explore how Web Industries has thought about these issues, the strategy they adopted, and the process through which they got there, including the roles that the Board and the Trustee played in the process.</p>
12:00 pm – 12:30 pm	Roundtable Discussion on Developing a Repurchase Strategy
12:30 pm – 1:30 pm	<p>Lunch</p> <p>Introduction of Case Studies - Alex Moss; Praxis Consulting Group, Inc.</p>
1:40 pm – 2:10 pm	<p>Case Study #1</p> <p>Mick Lamond; Newport Harbor Corporation</p>
2:10 pm – 2:40 pm	Roundtable Discussion on Case Study #1
2:40 pm to 2:45 pm	Break
2:45 pm to 3:45 pm	<p>Understanding Your Financial Statements – Independent Review vs. Audit</p> <p>Sandra Pappajohn; BerryDunn Chuck Coyne; Empire Valuation Consultants</p> <p>This session will provide a basic overview of the ESOPs impact on the Company's financial statements and how financial statements are utilized for the Company's annual valuation. We will also discuss the key differences between audited, reviewed and compiled financial statements, as well qualities that make a company a good candidate for one or another in order to give you a better understanding of why your valuation firm may require a certain level of assurance over the Company's financial statements.</p>
3:45 pm to 4:15 pm	Roundtable Discussion on Understanding Your Financial Statements
4:15 pm to 5:15 pm	Expert Round Table Discussions
6:00 pm – 7:00 pm	Cocktail Reception
7:00 pm – 9:00 pm	Dinner with Sponsors

WEDNESDAY, JUNE 8, 2016

6:30 am – 7:30 am	Breakfast & Recognition of Sponsors
7:45 am to 8:45 am	Strategic Planning for Leadership, Trustee and Board Succession Ginny Vanderslice ; Praxis Consulting Group
8:45 am to 9:15 am	Roundtable Discussion of Leadership, Trustee and Board Succession
9:15 am to 9:45 am	Case Study #2 Randy Bishop ; Neese Industries Merri Ash ; First Bankers Trust Services
9:45 am to 10:15 am	Roundtable Discuss of Case Study #2
10:15 am - 10:30 am	Break
10:30 am to 11:00 am	Case Study #3 TBD
11:00 am to 11:30 am	Roundtable Discussion of Case Study #3
11:30 am to 12:00 pm	Final Discussion & Wrap-Up
12:00 pm	Adjourn

Thank you for your participation!