

## Director Series: Compensation Design & Practices For Directors & Executive Management

Thursday, January 21, 2010

11:00 am – 12:30 pm Eastern

**WEBINAR – ON-DEMAND WEB LINK – FREE CD ROM**

As the economy begins to improve, banks need to take a hard look at upper-level compensation practices. Congress and financial regulators have partially blamed bank executive compensation programs for causing executives to act in ways not in the best interest of their banks. Learn what banks should do in 2010 to incentivize executives to do the right thing when managing risk and creating effective compensation programs.

### HIGHLIGHTS

- Why the compensation committee of every bank needs to create and monitor executive pay programs so that compensation does not drive risky behavior
- The process for creating and monitoring executive incentive programs
- How to make 'pay for performance' work at a community bank
- Use of long-term incentive programs, including deferred compensation and BOLI
- Changes in executive and board pay in the community bank marketplace

### WHY SHOULD YOU PARTICIPATE?

This session is a cost-effective way to understand the key issues surrounding community banks' executive and board compensation. You may train as many individuals as you like for one set price. There will be no travel costs, time lost from work and no one will be required to leave the institution.

### WHO SHOULD ATTEND?

This informative session is designed for board members (particularly those directors who serve on the Compensation Committee), CEOs, chief financial officers, and senior human resource officers.

**PLEASE NOTE:** Your registration fee allows you to have **one telephone connection**. However, as many people as you like may listen from your office speaker phone. If you register for the webinar, your registration fee also includes **one internet connection** from a single computer terminal.

### ABOUT THE PRESENTER – Mike Lehr, Young & Associates, Inc.

Mike Lehr has over 20 years' experience with the practical application of human resource principles. At Young & Associates, Mike assists banks with compliance-related HR issues and implementation of policies that directly impact a bank's profitability and community standing. His experience includes five years at a national insurance/investment firm and 13 years at a large regional bank, where he helped develop the infrastructure to define, reward, manage, and coach a more revenue-oriented banker. Mike has expertise with training and coaching soft skills in a variety of disciplines, including the management of cross-selling and product rollouts.

