



ICBA/NM's 2021 HR & Management Virtual Conference

March 24 & 25, 2021

Wednesday, March 24, 2021

9:15 – 10:45 a.m. Session #1 **“Employment Law, including FMLA and how it relates to COVID”**
Benjamin E. Thomas, President/CEO - Sutin, Thayer & Brown

Description: Ben will cover the latest changes to employment law, including the impact COVID has made on the Family and Medical Leave Act.



About our Speaker: Benjamin Thomas is the President and CEO of Sutin, Thayer & Browne, one of New Mexico's oldest and largest law firms. Ben practices in Albuquerque and Santa Fe, primarily in commercial litigation, employment law, creditor rights and civil rights litigation, representing businesses and individuals in a broad range of litigation and disputes. In his employment practice, Ben advises businesses with respect to employment relations and represents companies before the Human Rights Commission, the EEOC and in employment discrimination, sexual harassment and civil rights lawsuits. As a proactive strategy for keeping his clients out of litigation, he frequently presents anti-harassment and antidiscrimination training seminars for employers and prepares policies and employment contracts for businesses. Ben is recognized by Chambers USA, Best Lawyers, Benchmark Litigation, Super Lawyers, and has been awarded an AV Preeminent rating by peer review through Martindale-Hubbell.

10:45 – 10:50 a.m. **Virtual Hallway**

10:50 – 11:50 a.m. Session #2 **“A Human Resource Officer's Strategic Compensation Plan”**
Speakers: Mike Blanchard, CEO, Blanchard Consulting
Harry L “Trey” Deupree III, Sr. Consultant, NFP
Executive Benefits

Description: This session focuses on strategic base salary, performance-based incentives, and deferred compensation approaches that community banks should consider when trying to attract and motivate staff level employees and officers. We discuss the keys to an effective salary administration program (salary grades/methodologies, salary increase matrixes, etc.). We also share what banks are doing with respect to cash-based incentive programs. This will cover plan design(s), goals being used, and award levels for various positions, and the use of deferred compensation to retain key employees. Additionally, we will highlight applicable regulatory guidelines and updates.



About our Speaker: Mr. Michael Blanchard is the CEO of Blanchard Consulting Group. He has extensive experience in the human resources field and has conducted or supported over 500 compensation planning, market research, and organizational development projects over the past twenty-five years, with over nineteen years specific to the banking industry. Mike has presented to various national and state banking associations including the American Bankers Association, the Bank Director Annual Compensation Conference, and the Western Independent Bankers association on a variety of compensation and board governance topics. With a masters degree in advanced industrial and organizational psychology, Mr. Blanchard's experience includes advising clients on assessing total compensation, incentive planning, and performance appraisals.



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About our Speaker: Trey brings over 20 years of experience in designing customized benefit and BOLI programs. Trey works with accountants, attorneys and other professional advisors to ensure proper implementation and administration of nonqualified benefit plans. Trey previously served as a National Bank Examiner with the Comptroller of the Currency for 10 years and 2 years with the Federal Reserve Bank. He is a strong advocate for community banking and is a regular speaker at national and state banking meetings in the areas of compensation programs and utilizing BOLI as a strategic funding source. Trey has authored numerous articles on executive and director compensation that have appeared in several trade group publications. He graduated from Oklahoma State University with a bachelor's degree in finance.

Thursday, March 25, 2021

9:15 – 10:45 a.m. Session #3 **“HR & Management Hot Topics Discussion”**

Roberta Edwards, SPHR & SHRM-SCP, Founder & President -
Edwards HR Consulting, LLC. (Speaker provided by PayDay HCM)

Description: *This interactive session is your opportunity to not only hear from a HR Consultant with almost 20 years of experience, it is also where you can share how your bank is working through HR issues brought about by the Pandemic and ask for suggestions on what your bank is facing. (Remote working, lobby logistics, limited staffing due to COVID, branch closures, what bank policies are for vaccinations, exposure, returning to work after COVID, etc.) Other items we hope to discuss include interview questions that can and can't be asked, PTO, and childcare as well as questions and topics that may be brought up during the discussion. Plan to be an active participant in this extended discussion on Bank HR & Management Hot Topics.*



About our Speaker: Roberta Edwards is the Founder and President of Edwards HR Consulting, LLC. During her tenure working for a local Albuquerque restaurant chain, she honed her skills in the areas of recruiting and retention, employee relations, policy development, legal compliance, employee engagement, performance management, training and staff development. Roberta utilizes her arsenal of knowledge and skilled to guide employers through complex relations dilemmas. She recommends strategies to reduce future issues, such as communication tactics, employee engagement initiatives and structure compliance practices. Roberta earned two undergraduate degrees from the University of New Mexico. She also holds both the Senior Professional in Human Resources (SPHR) and the Society of Human Resources Senior Certified Professional (SHRM-SCP) certifications and is a Gallup Certified Strengths Coach. Roberta's true passion is helping employers address employment issues, streamline processes, promote employee engagement in the workplace and coaching others to success.

10:45 – 10:50 a.m. **Virtual Hallway**

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10:50 – 11:50 a.m. Session #4 **“Taking the Guesswork Out of Hiring”**
Michael Strati, Executive Advisor, Culture Index
Jason Kos, Board Member, Culture Index

Description: *This session you will learn the importance and practical applications of using pre-employment and team diagnostic tools. **Pre-Session Work:** Registered attendees will be given the opportunity to complete a complimentary 5-7 minute survey as well as send the survey to key leadership or employees within your bank. The survey will provide results centered around seven work related traits, which will be discussed during the session. Participating in the survey is strongly encouraged by March 18th so your results can be emailed to you to review while they talk about the 7 traits during this session of the HR & Management Virtual Conference.*



About our Speaker: Mike Strati, is an Executive Advisor for Culture Index. In his highly interactive sessions, he uses information taken from each participant and their executives or key employees to discuss specific challenges or problems they are encountering with personnel. Mike specializes in helping CEO's create clarity and efficiency in the activation of people talent, which leads to increased speed and few obstacles when attaining and exceeding growth goals. Strati is a Husband and Dad, Soccer Fan (Go Man U), Former USA National Team Player, Entrepreneur and Business Speaker.



About our Speaker: Jason Kos, Business Speaker, Executive Consultant and Entrepreneur who is a Board Member for Culture Index. Kos' specialties includes: Hiring, Benchmarking, Talent Management, Effective Team Building, Business Leadership Coaching, Business and Corporate Consulting, and Team Development. Jason is an approved Vistage Speaker who has access to resources to help you better understand your people.

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