

Monday, September 26, 2022

Start Time	End Time	Session Name	Location
1:45 PM	2:45 PM	Basics of ESOP Accounting	Grandsuites 2 &3
		ESOP Communications	Gateway 2
		ESOP Resiliency: Anticipating and Overcoming the Common ESOP Challenges	Gateway 3/4
3:30 PM	4:30 PM	Evolving Executive Compensation: Design Challenges and Opportunities at Every Stage of Your ESOP	Gateway 1
		Recent ESOP Research and How to Use It	Gateway 5

Tuesday, September 27, 2022

Start Time	End Time	Session Name	Location
9:10 AM	10:10 AM	Balancing the Culture Scales: Aligning Leadership and Committees in a Changing or Growing Business	Gateway 2
		A Roadmap for your first year as an ESOP	Gateway 3
		A Mock ESOP Summit on Sustainability	Gateway 4
		Capital Planning Through the Life Cycle of an ESOP Company	Gateway 1
		Legislative Breakthroughs? Employee Ownership and Local Governments	Broadway
		What Do You Need to Know as an ESOP Board Member?	Gateway 5
		Repurchase Study Assumptions and Results - A Practical review	Grand Suites 2 & 3
10:25 AM	11:25 AM	Debt Restructuring for ESOP Companies	Broadway
		Building a Company of Owners	Gateway 2
		Executing Your Quarterly Rocks	Gateway 1
		Creative ways to teach employees about stock value	Gateway 3
		Preparing for a CEO or other Executive Transition	Gateway 4
11:35 AM	12:35 PM	Board Fiduciary Duties and Risk Mitigation	Gateway 5
		Captive Health Insurance for ESOPs: More Than Just Cost Savings	Grand suites 2 & 3
		Perfecting the Process for Trustee Review of a Valuation Report	Gateway 4
		Goal-Setting: Leverage Motivation Science to Achieve Your Goals	Gateway 2
		ESOP Basics	Gateway 1
		Ownership Culture Overview	Gateway 3
		Put the Success in Succession Planning	Broadway
2:35 PM	3:35 PM	Continuous Improvement: Ownership Culture in Action	Gateway 2
		They asked WHAT? The Best Answers to the Most Common Questions about your ESOP	Grand suites 2 & 3
		Strategic Planning for Boards in ESOP Companies	Broadway
		Communicating the Annual ESOP Valuation to Your Employees	Gateway 3
		Forecasting ESOP Repurchase Obligation	Gateway 5
		Open-book Management vs. open-book reporting: Why Every Employee-Owned Company Must Go Beyond Opening the Books to Create an Ownership Culture	Gateway 4
		What is impacting Valuations in 2022	Gateway 1
		Culture Driven Cybersecurity - How to leverage the power of your employee owners to reduce cybersecurity risk	Gateway 4
Best Practices for ESOP Fiduciary Committees	Gateway 1		
4:00 PM	5:00 PM	Building a Board that is Right for You: A View from Different Angles	Grand Suites 2 & 3
		Psychologically Safe Teams: Improving the Quality of Your Outcomes by Changing the Nature of Your Conversations	Gateway 3
		Single Entity ESOP vs Holding Company ESOP: A Two Case-Study Comparison	Broadway
		The Basics of a Distribution Policy	Gateway 5

Wednesday, September 28, 2022

Start Time	End Time	Session Name	Location
9:10 AM	10:10 AM	Oops - I Found A Mistake; Now What?	Gateway 4
		How a Rising Interest Rate Environment Can Affect Company Valuations and Access to Capital	Gateway 5
		What's in a Valuation Report? How to Read and Understand Goes into a Valuation	Gateway 3
		Executive Compensation at ESOP Companies	Broadway
		ESOP Plan Design	Gateway 1
10:40 AM	11:40 AM	Second-Stage Financing Options	Broadway
		Continued Qualification: Does it matter and what to do if something goes wrong?	Gateway 1
		Think like an Owner: Developing Employees to Drive Company Improvements	Gateway 2
		Creating an Employee Stock Ownership Plan to Improve Engagement with Employees from Day One!	Gateway 3
		The Role of an ESOP Trustee	Gateway 5
1:20 PM	2:20 PM	Reviewing the Accuracy of your Plan Administration	Broadway
		Building Team Resilience	Gateway 1
		Employee ownership in Recruiting and Retaining Employees	Gateway 3
		Communicating During Your First 5 Years as an ESOP	Gateway 4