



AGENDA

Eligible for 4.25 SHRM PDCs, 4.25 HR (General), 1 CPE & 1 CLE

9:00 am – 9:30 am Registration and Breakfast

9:30 am – 9:35 am Welcome

9:35 am – 10:25 am Labor and Employment Update: 2024 and Beyond
Dina Mastellone, Esq., Principal, Jackson Lewis P.C.

Understand the challenging and dynamic workplace law landscape and learn how to comply with new requirements including: Pregnancy Accommodations and Compliance with the Pregnant Workers Fairness Act (PWFA) Final Regulations, the interactive process, religious and disability accommodation, and EEOC's Enforcement Guidance on Harassment in the Workplace.

10:25 am – 11:15 am A Human Resource Officer's Strategic Compensation Plan
Jeff Fairchild, Senior Vice President, Lead Consulting, Blanchard Consulting

Learn how to better position yourself at the strategic table of your bank with best market practices and new insights into salary structures and decisions, incentive plan design (both cash and equity) and employee/executive benefits.

11:15 am – 11:25 am Networking Break

11:25 am – 12:15 pm Employee Healthcare Benefits: Challenges and Trends
Matthew Cooney, President & CEO, Bankers Cooperative Group, Inc.
Deanna Critchley, Area Vice President, NY/NJ Market, Cigna Pharmacy Management
Mike DiPrenda, Engagement Director NY/NJ, Client and Customer Engagement US Markets, Cigna

Discover key trends in healthcare including increased medical costs, and learn how to balance costs while meeting employee needs as their expectations evolve.

12:15 pm – 1:05 pm How to Attract the Next Generation of Leaders
Carl Wilkinson, President and CEO, Smith & Wilkinson

With the rise of the millennial and Gen-Z workforce, companies are seeking new ways to attract and retain top talent. Attendees of this session will gain new insights into workforce trends, understand how to establish an Employee Value Proposition, and learn best practices for training programs.

1:05 pm – 1:45 pm Networking Lunch

1:45 pm – 2:35 pm Succession Planning: Set Your Bank Up for Success
Susan Pittman, Managing Director, Cherry Bekaert Advisory LLC

Learning how to build your succession plan will guide development plans to train and retain high-potential employees, which will ensure a seamless transition of leadership.