

10:05 – 10:50 a.m.

Breakout Sessions #1, choose one:

The Human Capital Connection

Booker Moore, CEBS, CMS, RPA | Chief Executive Officer, L. R. Webber; and M. Dean Lewis, Vice President, Chief Financial Officer, Taylor Bank

This session will take a look at banks' biggest asset – their people. We know of the importance of the human capital investment for banks of all sizes; we also recognize that our people walk out the door each and every night. Our discussion will position the HR professional within the C-Suite team and will examine the acquisition, management, and utilization of talent from the “up and coming” generation and what is important to them. It will also explore compensation trends and benefits strategies that make your institution an attractive place to work while acknowledging the strategic significance of the human capital investment on a bank's financial results and long term success.

Building a Culture of Wellness

Moderator: Beckie Beck, RHU, REBC, EVP, Chief Client Relations Officer, L.R. Webber

Panelists:

- *Cathy Coughlin, SVP, Director of Human Resources, Old Line Bank*
- *Alysson DuPont, Vice President & Director of Human Resources, Taylor Bank*
- *Chuck Olsson, Chief Human Resources Officer, First United Bank & Trust*

Most organizations offer wellness programs to their employees, but they fail to create a true culture of wellness. In this session, we will explore the components and value of a wellness program that can positively impact the health and well-being of your employees and their families. The session will include Q&A and experiences with member banks of the Maryland Bankers Association.

The Future is Now: Talent & Compensation Strategies that Drive Success

Flynt Gallagher, President, Compensation Advisors

Banks today can't afford to look back at the pay programs and talent needs of the past. Future success and growth will require a more strategic approach to compensation, leadership development and board succession. This session discusses best practice techniques for compensation and developing the executive and board leadership to execute unique business strategies.

10:50 – 11:10 a.m.

Networking Break

11:10 – 11:55 a.m.

Breakout Sessions #2, choose one:

Help Them Grow or Watch Them Go!

Facilitated by: Sandra D. Maxey, Senior Vice President, Training & Organizational Development, Sandy Spring Bank

Banks that support employee career development have an edge over the competition in the talent war. In this session, we'll share best practices for supporting career growth and explore tools and resources to help your employees reach their potential.

Diversity and Inclusion: Leveraging Diversity through Inclusive Leadership

Leslie Schreiner, Director of Diversity and Inclusion, Federal Home Loan Bank of Atlanta

Organizations of all shapes and sizes are taking intentional steps to support a diverse workplace and leverage the competitive advantage that diversity and inclusion can provide. Embracing diversity through an inclusive culture helps provide opportunities for employees, promotes effective leadership and innovation, and enhances operational and team effectiveness. Join Leslie Schreiner, Director of Diversity and Inclusion at the Federal Home Loan Bank of Atlanta, as she discusses the positive impact of inclusion in the workplace, and how inclusive leadership can create an environment in which all employees can thrive and contribute their best work.

Talent Management/ Recruitment/High Performance/Retention

Nicholas DeMedio, Senior Associate, Mosteller & Associates

This session will discuss:

- ◆ Recruiting trends/statistics
- ◆ Identify the “hot” positions and your recruiting approach for each
- ◆ Types of candidates – active, fringe, passive and super passive
- ◆ How to target and attract A talent
- ◆ What makes them stay/leave?

11:55 – 1:00 p.m.

Lunch | Networking



This program is valid for 3 PDCs for the SHRM-CP® or SHRM-SCP®



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1:00 – 1:45 p.m.

Breakout Sessions #3, choose one:

Employment Law Hot Topics

Donna M. Glover, Shareholder, Baker Donelson

This session will cover DOL's proposed changes to the salary threshold for exempt status (various provisions and options for employers); the DOL's PAID program (voluntary program for correcting misclassified workers); other DOL rulemaking related to the FLSA (e.g., proposed changes to the "regular rate") and the new Universal Paid Leave Act, one of the most generous paid leave laws in the country!

Medical Marijuana in the Workplace

Charles R. Bacharach, Attorney, Member, Gordon Feinblatt LLC

Since 1996, when California became the first state to permit the medical use of marijuana, more than two dozen states, including Maryland, have followed suit. Despite the emergence of these and other laws liberalizing the use of marijuana, the drug remains an illegal Schedule I controlled substance under federal law. Employers have been caught in the middle. Employers in several states have faced suits under state disability discrimination laws from applicants and employees. On the other hand, employers have a duty to provide a safe workplace and may be exposed to negligent hiring and retention claims. Employers may also have obligations under various federal laws regulating drug use in the workplace. This session will examine the interplay between Maryland's medical marijuana law and these workplace concerns and discuss how best to cope with the uncertainties of this developing area of law.

Maryland Healthy Working Families Act

Douglas W. Desmarais, Attorney, Smith & Downey, P.A.

The Maryland Healthy Working Families Act ("MHWFA") went into effect in February 2018, requiring all Maryland employers to provide their employees with sick and safe leave—which in most cases, must be paid. Close to a year later, employers are still struggling to understand the nuances and complexities of the law. Moreover, adherence to the often-confusing MHWFA is only the start of full compliance with applicable federal and state laws that govern sick and safe leave-related events. Doug Desmarais, of Smith & Downey, P.A., will provide an overview of MHWFA, and explain how it intersects with the Family and Medical Leave Act, Americans with Disabilities Act, Maryland Flexible Leave Act, workers compensation, and various other federal and state laws and regulations.

1:45 – 2:05 p.m.

Networking Break

2:05 – 2:50 p.m.

People Analytics and Business Impact

Ishita Sengupta, Ph.D., Principal, Mercer|Workforce Strategy and Analytics Group

Statistics show that a thriving workforce generate more sales, thus increasing the revenue of a company. Effect on sales can be determined by examining the relationship between productivity across various groups of employees over time. Right talent at the right place drives more results and increases the profitability of a company. Business impact quantifies the link between people management and business results. The idea is to look into the marriage of three factors –external factors, organizational factors and individual attributes to maximize productivity with the right costs. Maximizing revenue at optimal costs- that is the mantra and people analytics is just the tool to achieve that.

2:50 – 3:50 p.m.

The Advantage: How to Make a Difference in Your Life and the Lives of Those Around You

Dennis Budinich, Senior Vice President, Chief Culture Officer, Investors Bank

Organizations and individuals who want to succeed in today's ultra-competitive world must prepare themselves and their colleagues to perform in a marketplace that will not accept mediocrity. Relying on yesterday's methods and performing to dated standards can be a hindrance and spell failure. Today, it is necessary to learn proven principles that develop effective mental skills and spark new ideas in order to reach the highest levels of success.

In this high-energy and interactive program, he shares the information he acquired in the fields of positive psychology and self-science, as well as his personal experiences as a successful financial professional and entrepreneur. You will discover new ways to break through mental barriers and stagnant thinking. Also included are important strategies that are essential to increase productivity and positively impact others. In addition, you will learn powerful activities and effective skills that you can use immediately to stimulate creative thinking and unlock the potential in yourself and your team.

3:50 – 4:00 p.m.

Closing Remarks | Adjourn

Group Pricing

A group discount is available when sending 3 or more individuals. Contact Cindy Gentilcore at 443-837-1602 | cgentilcore@mdbankers.com.

Sponsorship Opportunities or Questions?

Cindy Gentilcore (cgentilcore@mdbankers.com | 443-837-1602) or Nancy Fisher (nfisher@mdbankers.com | 443-837-1605)

Hotel Reservations

DoubleTree by Hilton Baltimore — BWI Airport
890 Elkridge Landing Road | Linthicum Heights, MD 21090

Provide group code: "Human Capital Management Forum" for your overnight stay on September 17, 2019 to receive the special room rate of \$109++. Room block ends on August 10, 2019.

Register your hotel stay online at: <https://tinyurl.com/HCMF2019> | or call (410) 859-8400.



Registration and Sponsorship Form

Inaugural Human Capital Management Forum

Wednesday, September 18, 2019 | 8:30 a.m. - 4:00 p.m.
DoubleTree by Hilton Baltimore — BWI Airport

\$295/person (MBA Members) | \$395/person (Non-MBA Members)

Registration

Name: _____
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Customize your Forum experience and choose your Breakout Sessions. Sessions will be reserved on a first come, first served basis.

Breakout Session #1 (Choose One)

- The Human Capital Connection
- Building a Culture of Wellness
- The Future is Now: Talent & Compensation Strategies that Drive Success

Breakout Session #2 (Choose One)

- Help Them Grow or Watch Them Go!
- Diversity and Inclusion: Leveraging Diversity through Inclusive Leadership
- Talent Management/ Recruitment/High Performance/Retention

Breakout Session #3 (Choose One)

- Employment Law Hot Topics
- Medical Marijuana in the Workplace
- Maryland Healthy Working Families Act

Cancellation Policy: Due to necessary commitments, no refunds will be issued, however, substitutions are welcome.

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- Note: Limited Speaking opportunities are available*

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