

# New Compensation Rules

## How to Create Effective Performance Incentives while Maintaining Compliance

Webinar • September 14, 2010, 1:30-3:30 CT

The Federal Reserve has issued final guidance on incentive compensation arrangements. While the real target is the high-risk activities of large banking organizations (LBOs), the new rules apply to banks of all sizes and will be enforced through regular banking examinations. At the same time, regulators are tightening the interpretation of wage and hour law, requiring many banks to rethink how they pay employees. And the IRS is joining forces with the Department of Labor to crack down on "independent contractor" arrangements.

### Why Participate

The challenge for community and regional banks is to devise compensation plans that create effective financial incentives for top performance and production while discouraging undue risk-taking and keeping within the legal and regulatory parameters.

### Highlights

In this webinar, you will learn about:

- The Federal Reserve final guidance on incentive compensation arrangements
- A new DOL interpretation requiring overtime pay for lenders
- Other government action that affects compensation
- Evaluating your current compensation plan
- Creating policies and agreements that accomplish your compensation goals in a compliant manner

### Presenter

**Marian Exall** practiced law in Atlanta before becoming Home Depot's senior employment counsel, where she served until 1999. She has handled every kind of employment dispute from internal grievances to major class actions. Exall is an arbitrator on the American Arbitration Association's employment panel and is certified as a senior professional in human resources. A co-founder of Employment Law Compliance, Inc, she now devotes herself to preventive practice, concentrating on HR policy, program development, training, investigations, and dispute resolution. Exall is a frequent speaker, including appearances on CNBC and Fox News. She is a graduate of the London School of Economics and obtained her JD degree with distinction from Emory University of Law.

### Audience

Human resource staff; bank counsel, compliance personnel, risk managers, and senior bank management.

**CE Applied:** 2.5 hours of CRCM credit with the Institute of Certified Bankers and 2 hours of HRCI credit

**CE Awarded:** 2 hours of credit with the Texas State Board of Public Accountancy

### What Is a Webinar

A webinar is an online seminar featuring live audio and PowerPoint slides. **Everything is delivered through your PC.** No special hardware is needed; however, **speakers or headphones are required.** The program consists of 90 minutes of instruction and 30 minutes of live Q&A. Each webinar registration provides one connection to the live webinar, written materials, and access to the On-Demand Webinar for 30 days following

the broadcast. You may have unlimited listeners on your connection by PC. You will receive a PIN, written materials, and instructions prior to the seminar. **If you do not receive a confirmation at least 2 days prior to the event call 888-262-7701.**

An **On-Demand Webinar** is a live webinar that has been recorded and then streamed to your computer to watch at your convenience. The program can be viewed any time 24/7. You can watch a portion of the program, come back, and pick up where you left off! You also may review the program at will if you need a refresher. Anyone at your branch may access the program from a computer using the login and password. When you purchase an On-Demand Webinar, you have unlimited access to the program for six months from date of purchase.

**Transmission, retransmission, or republishing of the audio portion of the seminar is prohibited. Your registration entitles you to one connection at one location with permission to copy materials for participants. Complete one registration per location.**

**Please check all appropriate boxes** SW2-1296  
**New Compensation Rules** September 14, 2010

Webinar/materials (live webinar)  \$260 mem  \$510 nonmem  
 On-demand webinar/materials\*  \$275 mem  \$545 nonmem

*\*Unlimited online access to a copy of the webinar for 6 months from purchase date*

**We cannot guarantee registration for incomplete and/or illegible registration forms received. Please complete the form and type or write carefully.**

Name \_\_\_\_\_

Title \_\_\_\_\_

Bank \_\_\_\_\_

Mailing Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

E-mail \_\_\_\_\_

**Preferred Payment Method: Online or E-Check**  
**Payment Must Accompany Registration - Invoices Are Not Provided**

### Three Ways to Register

**Online:** Visit [TNBankers.org](http://TNBankers.org) (Professional Development Calendar) or [bankersed.com/TNBANKERS/catalog.asp](http://bankersed.com/TNBANKERS/catalog.asp)

**Mail:** Mail completed form with check **at least 10 days** prior to the event to Bankers Ed, 5700 S Mopac, #C310, Austin, TX 78749

**Phone:** Call Bankers Ed at 888-262-7701

**Late Registration:** Please register online when registering **2 days prior** to the event (credit cards & E-checks accepted). Call 888-262-7701 for assistance.

### Method of Payment (check one):

Check payable to Bankers Ed (must be accompanied by registration form)  
 Discover Card  MasterCard  VISA  AMEX

Card Number \_\_\_\_\_ Security Code \_\_\_\_\_

Signature \_\_\_\_\_ Exp Date \_\_\_\_\_

Contact TBA only for general information about webinars.  
 Please route this brochure.