

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; and
- Creating policies and agreements that accomplish your compensation goals in a compliant manner.

Audience

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

CE Applied: 2.5 hours CRCM with the ICB and 2 hours HRCI credit.

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. She 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. She is a frequent speaker, including appearances on CNBC and Fox News. She is a graduate of the London School of Economics and obtained her J.D. with distinction from Emory University of Law.

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September 14, 2010

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