

2025 SENIOR LEADERS & DIRECTORS FORUM

MAY 21 | 8:00 AM - 2:00 PM | HILTON GARDEN INN, AUBURN

AGENDA

8:00 AM **Registration, Light Morning Refreshments & Networking**

8:25 AM **Welcome & Opening Remarks**

8:30 AM ***D&O 101 for Bank Executives and Directors: What You Need to Know Now***

Dennis Gustafson, The Baldwin Group

In today's heightened risk environment, understanding the scope and limitations of your Directors & Officers (D&O) and Cyber Liability coverage is not optional — it's essential. This executive-level session is designed specifically for bank leadership and board members who want clarity on how their policies protect them, and where the gaps may lie. Walk away with the right questions to ask, the red flags to watch for, and the strategic insights to protect your leadership team and institution.

9:30 AM **Refreshments & Stretch Break**

9:45 AM ***2025 State of Banking: M&A, Technology, and Building the Future***

Sara Circosta, Wipfli

As banks embrace digital transformation through AI, cloud adoption, and open banking, they face heightened cybersecurity risks, regulatory complexities, and operational challenges. Join us to explore the key findings from Wipfli's fourth annual "State of the Banking Industry" report, which surveyed nearly 350 C-level banking executives across the United States.

The rapid pace of M&A activity in the industry introduces additional layers of integration risk and governance concerns. Yet, these shifts also represent enormous opportunities for innovation, growth, and customer-centric evolution—when navigated strategically. Banks can seize this moment by adopting a proactive, customer-first mindset. Prioritizing cybersecurity alongside reimagining the customer experience ensures growth and trust. By embedding security into every step of their digital journey, leveraging M&A to drive innovation, and aligning technology investments with customer needs, banks can turn these challenges into strategic opportunities.

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AGENDA CONT.

10:45 AM ***Beyond Non-Competes: Strengthening Trade Secret Protection in a Changing Legal Landscape***

Nolan Reichl, Pierce Atwood

As businesses navigate evolving restrictions on noncompete agreements, protecting trade secrets has never been more critical for banks and businesses. With the Federal Trade Commission's (FTC) noncompete ban currently in legal limbo, companies must proactively safeguard proprietary information through alternative strategies.

This session, led by Pierce Atwood attorney Nolan Reichl, will explore best practices for trade secret protection without overreliance on non-competes. Attendees will gain insights into lessons from recent federal and state trade secret cases, the impact of the Defend Trade Secrets Act (DTSA), and practical approaches to mitigate legal risks when recruiting from competitors. Stay ahead of the curve by strengthening your company's intellectual property defenses in today's shifting regulatory environment.

11:45 AM **Lunch**

12:45 PM ***Compliance Management in Times of Transition***

Connie Reed, M&M Consulting

In today's rapidly evolving regulatory and economic environment, effective compliance management is not just a legal necessity—it is a strategic imperative. This session will provide a high-level exploration of how bank executives and board members can strengthen their institution's compliance posture during periods of change and uncertainty.

Connie Reed of M&M Consulting will offer practical insights on how to maintain a resilient compliance strategy. This session is designed to equip executive leadership and directors with the tools to provide effective oversight, ask the right questions, and ensure that compliance efforts remain both proactive and purpose-driven—even in the face of transition.

1:45 PM **Closing Remarks & Adjournment**