

Independent Bankers Association of New York State presents

Human Resources - Update

Live Webinar



Tuesday, December 5, 2023

8:30 a.m. - 11:30 a.m.

ZOOM Live Webinar

Who Should Attend

- ⇒ **HR Managers**
- ⇒ **Training Officers**
- ⇒ **Branch Managers**
- ⇒ **Hiring Managers**
- ⇒ **Supervisors**

About the Speakers



Ibrahim Tariq Esq.
Harris Beach

Ibrahim advises public and private employers in all areas of labor and employment law, and also assists in representing employers in litigation. Ibrahim was a Summer Associate at the firm in both 2014 and 2015.

During Ibrahim's final year of law school, he served as a Judicial Extern for Hon. William M. Skretny in the United States District Court for the Western District of New York. He also served as Executive Publications Editor for the Buffalo Human Rights Law Review. Before law school, Ibrahim interned at the New York State Division of Human Rights and the Monroe County District Attorney's Office.



Cameron Boyd, Managing Partner
Financial Services Practice
Smith & Wilkinson

Cameron Boyd is Managing Partner of S&W's Financial Services Practice, the firm's legacy industry vertical. As Managing Partner, Cameron is responsible for the leadership and strategic growth of the practice, supporting a tenured team of consultants and executive search practitioners. Additionally, his responsibilities include the oversight of key client and candidate relationships, business development initiatives, and thought leadership. Cameron is also actively involved in the running of some of the team's most highly visible engagements. Since joining the firm in 2010 he has successfully completed dozens of CEO searches and conducted hundreds of searches across a wide spectrum of functional areas within financial services. Cameron is a key member of S&W's leadership team, helping to shape the firm's overall strategic priorities and growth initiatives. Prior to joining S&W, Cameron began his executive search career with a firm specializing in attorney recruitment. He is a member of the Board of Directors of the Scarborough Land Trust and a graduate of Hartwick College in Oneonta, New York.



Brendan Saxon, Esq., Associate
Luse Gorman

Brendan Saxon represents publicly traded and privately held financial institutions in all aspects of employee benefits. Mr. Saxon works closely with companies' human resources departments to design and draft tax-qualified retirement plans, employment agreements, incentive compensation plans, and other employee benefits and compensation arrangements. Mr. Saxon also advises on a wide variety of matters including corporate governance, taxation, mergers and acquisitions, SEC executive compensation disclosure, general corporate regulatory matters, compliance with state and federal securities laws, bank regulations, and labor and employment.

Agenda

8:30 a.m. - Introduction

8:35 - 9:30 a.m. — **Labor Law Updates**

Speaker: Ibrahim Tariq, Esq., Harris Beach

This session will provide updates on federal, New York State and New York City employment laws. Topics will include New York's pay transparency requirements, updates to employee leave requirements and obligations, pay-and-recordkeeping compliance, and impacts for all employers based on guidance from the National Labor Relations Board.

9:30— 10:30 a.m. — **Knowing Your Bank's EVP**

Speaker: Cameron Boyd, Managing Partner, Financial Services Practice, Smith & Wilkinson

If your bank has recently tried to fill any key positions, you know that the struggle is real in attracting and retaining top talent. Economic and demographic data tells a very sobering tale about both the current state and likely future of US labor force participation. In this presentation, Cameron Boyd, Managing Partner of Smith & Wilkinson's Financial Services Practice, discusses the importance of knowing and preaching your bank's EVP (Employee Value Proposition) to gain a competitive advantage in your talent strategy.

10:30—10:40 a.m.—Break

10:40— 11:30 p.m. — **Diversity, Equity, and Inclusion**

Speaker: Brendan Saxon, Esq., Associate, Luse Gorman

While many companies have recently been implementing programs to promote diversity, equity, and inclusion (“DEI”), it is important to ensure that such initiatives do not run afoul of certain labor and employment laws. With the objective of assisting human resources departments, particularly at community banks, to successfully implement effective DEI initiatives, this presentation explores the intersection of certain DEI initiatives with employee benefits laws, including ERISA, as well as the most recent guidance issued by the Department of Labor in response to companies’ DEI programs.

Human Resources Registration Form

12/05/2023



Complete the form below email or mail to:

Mail: IBANYS

Email: lindag@ibanys.net

194 Washington Ave., Suite 420
Albany, NY 12210

Registration Deadline:

Friday, December 1, 2022

Questions:

Contact: Linda Gregware

lindag@ibanys.net or (518) 436-4646

Bank/Organization: _____

Contact Person: _____ **Email:** _____

Address: _____

City/State/Zip: _____

Phone: _____

Attendee Name & Title

Attendee Email (required)

Payment

My check (made payable to IBANYS) is enclosed

Member: \$125 per person

Charge **Please Invoice \$ _____**

Non-member: \$150 per person

Visa/Mastercard/AMEX number: _____

Cardholder Name: _____

Expiration Date: _____

Billing Address of Card (if different from above): _____

CVV (3 digits back of card/AMEX 4 digits on front of card): _____