

HERE'S WHAT YOUR COLLEAGUES ARE SAYING ABOUT HR GROUPS

"The informal setting of the meetings is great. I always feel very comfortable about discussing bank situations. The group e-mail chain is absolutely wonderful!"

PAULANN WASHABAUGH, CASHIER
BANK OF YATES CITY

"It's good to know what other banks are doing with the same issues as ours. Elaine does an excellent job of keeping everyone up-to-date on the different rules and regulations. If she does not know the answer to one of our specific questions she will find the answer and get back to us as soon as she is able."

LINDA KILLGROVE
STATE BANK OF WHITTINGTON, BENTON

"I love having access to other HR managers and Elaine as resources. The relaxed atmosphere and confidential discussions of day-to-day topics of the life of an HR manager is valuable. This group provides a wealth of knowledge, advice and understanding of current laws and requirements, as well as the ability to establish relationships with other HR managers."

TRACEY DANNEBERGER, AVP/ HR MANAGER
SHELBY COUNTY STATE BANK, SHELBYVILLE



HUMAN RESOURCES GROUP REGISTRATION

- Group A - CBAI Headquarters, Springfield
- Group B - CBAI Headquarters, Springfield
- Group C - Grizzly Jack's Grand Bear Resort, Utica
- Group D - Drury Hotel, Mt. Vernon
- Group E - CBAI Headquarters, Springfield
(Large Bank Group - Over 100 Employees)
- Group F - Chicago Marriott Naperville
(New Group!)

Name: _____

Title: _____

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Assets: _____

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City/Zip: _____

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Email: _____

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Mail it in:
CBAI Education
901 Community Dr.
Springfield, IL 62703



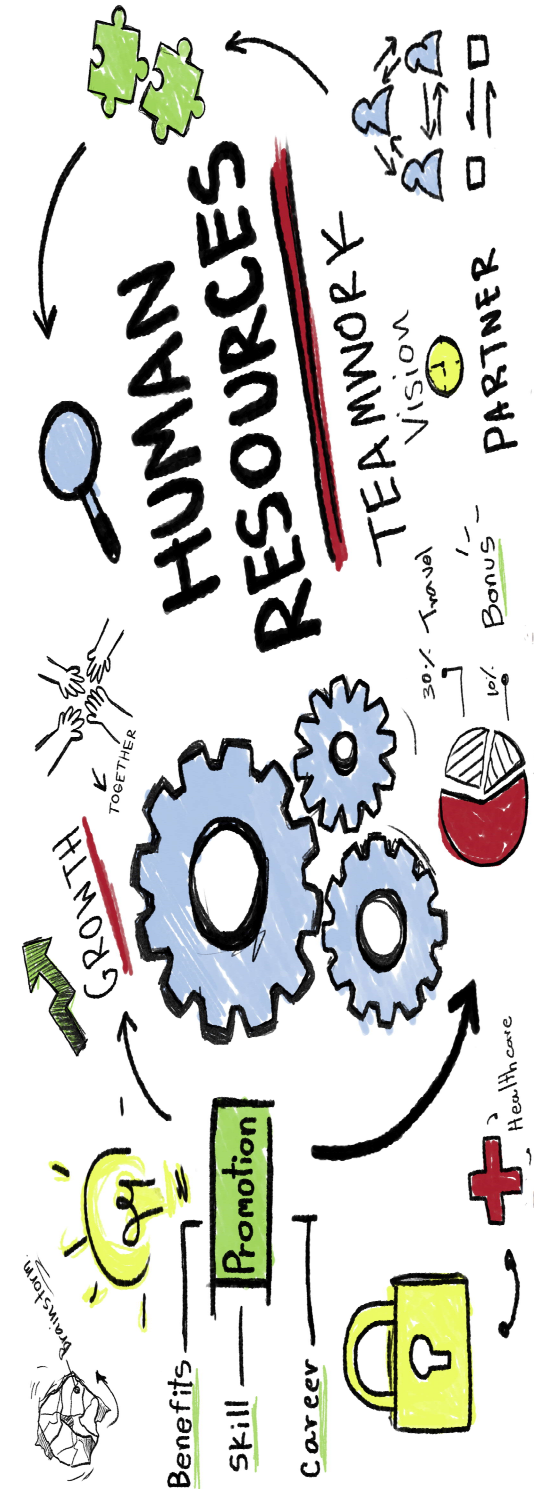
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Call it in:
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CBAI's Human Resources Groups - 2024

2024 Dates

Group A — CBAI Headquarters, Springfield
February 9, 2024
April 5, 2024
August 9, 2024
November 8, 2024

Group B — CBAI Headquarters, Springfield
January 19, 2024
April 12, 2024
July 26, 2024
October 11, 2024

Group C — Grizzly Jack's Grand Bear Resort, Utica
February 7, 2024
April 3, 2024
August 7, 2024
November 6, 2024

Group D — Drury Hotel, Mt. Vernon
January 18, 2024
April 11, 2024
July 25, 2024
October 10, 2024

Group E — CBAI Headquarters, Springfield
Large Bank Group (Over 100 Employees)
January 17, 2024
April 10, 2024
July 24, 2024
October 9, 2024

Group F — Chicago Marriott Naperville
(New Group!)
February 8, 2024
April 4, 2024
August 8, 2024
November 7, 2024

HOW DO THE HUMAN RESOURCES GROUPS WORK?

- ▶ CBAI organizes the Groups based on bank size and market to ensure that participants have as much in common as possible without being competitors.
- ▶ The groups remain small (no more than 12 participants). Because each participant must trust other Group members.
- ▶ Other consultants from a variety of firms may be invited to address the group. This expertise would cost thousands of dollars if you paid for it on a “real-time” basis.
- ▶ Eight to ten issues are usually discussed at each session. Participants are contacted for agenda items approximately two weeks prior to each meeting.
- ▶ A manual based on Group topics is compiled.
- ▶ CBAI is responsible for correspondence, meeting details, some speaker resources, and other expertise.

BENEFITS OF THE HUMAN RESOURCES GROUP

CBAI's Human Resources Group provide an opportunity for community-bank personnel to discuss important issues with non-competing community bankers. The Human Resources Group are designed to occasion a rewarding experience where you can grow professionally, as well as personally.

- ▶ Form lasting relationships with other non-competing human-resources personnel
- ▶ Solve your most pressing problems
- ▶ Obtain access to highly respected HR experts
- ▶ Discuss HR-related topics and issues with other bank HR directors
- ▶ Keeps bankers up-to-date on current and proposed legislation and regulations
- ▶ Gain ideas and sample documents from peers regarding items such as performance reviews, evaluations, employee handbooks, etc.

MEET YOUR FACILITATOR

The Community Bankers Association of Illinois has selected Elaine Hand with InnerView Inc. to facilitate this meeting. Hand is a facilitator, trainer, speaker, leader, and planner. Prior to creating Innerview, Inc., Hand worked in banking for 20 years. Her job responsibilities included recruitment and retention of employees, training, assessments, benefit planning, government regulations, retail and commercial development, marketing, sales, and management. Innerview Inc. has proven over and over again the philosophy that companies have two types of concerns: systems and people. No matter how much money an organization spends on top-of-the-line, high-quality systems, the organization is only as good as the people who own, operate, manage, and work for it. It is for that reason that Hand has focused her business on helping people find solutions to the people concerns and strategically plan through the systems concerns. Hand has strategically aligned her company with key solutions providers in order to ensure the fast-and-efficient resolution to the people concerns that her clients face. She is continuously striving to find ways to maximize the process of finding, recruiting, developing, motivating, coaching, and retaining top performers.

HOW TO REGISTER FOR THE HUMAN RESOURCES GROUP

Return the registration form on the back of this brochure with your check for \$1,099 for the four quarterly meetings. Please make the check payable to CBAI. If you have questions regarding the Human Resources Group, please contact Melinda McClelland, vice president of education and special events, at 800/736-2224 or via e-mail at melindam@cbaicom.

