

Independent Bankers Association of NYS Presents:

# HUMAN RESOURCES

## Live Zoom Webinar

Tuesday, December 9, 2025

8:30 – 12:30 p.m.



Who Should Attend

- HR Managers
- Training Officers
- Branch Managers
- Hiring Managers
- Supervisors
- IT

## ABOUT THE SPEAKERS



**Wade Connor** leads Pentegra’s business development efforts across the Southeast. Wade enjoys working with financial advisors who are either retirement plan specialists or looking to make retirement plans a growing part of their practice. He guides advisors and plan sponsors on how best to design retirement programs that produce better outcomes for participants while mitigating risk for the sponsor.

With more than 20 years of experience, Wade is an accomplished industry veteran. Prior to joining Pentegra, Wade worked as an advisor for Regions/Morgan Keegan Trust where he consulted with both financial advisors and plan sponsors to help clients find the best solutions to meet their goals and objectives.

Wade earned a B.S. in Marketing, with a Minor in Finance, from Clemson University. Additionally, Wade holds FINRA Series 6 and 63 securities licenses.



**Wade Shows** is the Director of Learning and Organizational Effectiveness within Kaiser Permanente’s National Sales & Account Management lines of business. Wade’s first career was in leading business development teams in local, regional and national markets, achieving mutual success through dynamic teaming and high trust client engagement.

Wade works with key business partners in Human Resources, Workforce Development and other Learning and Organizational Effectiveness leaders across the organization to align, coordinate, and advance key initiatives that enhance the talent, skills, readiness, mindsets, and engagement needed for sustainable performance.

Outside of Kaiser, Wade is an experienced executive coach who helps his clients identify roadblocks, see new perspectives, and build on their strengths to reach new levels of personal and professional growth. He works with both individuals and teams.

Wade received his B.A in History and Russian from University of California, Irvine, and his Masters of Science in Organization Development from Pepperdine University. He is also certified in Leadership Circle 360, DiSC, Facilitation, Organizational Diagnosis and Multi-Stakeholder Collaboration.



**Richard Glaser, Co-Founder, Pentester**

Richard "Rick" Glaser, Co-Founder, is an OSINT specialist, and served as the CEO of ZenCharts, LLC, a medical records SaaS platform for nearly a decade.



**Ryan Montgomery, Co-Founder, Pentester**

Ryan Montgomery is a distinguished cybersecurity leader with a track record of enhancing organizational security through Red Team engagements. Recently, he has dedicated his efforts towards improving the online safety of children.



**Chris Kelley** is the Executive Director & President of the Barret School of Banking since 2003. He is a graduate of the Barret Class of 2000, and served as the Alumni Association President. Chris was a Board member prior to becoming the Executive Director. He began his banking career in 1995 in a management trainee position with National Bank of Commerce in Memphis. His final role was Senior VP in Branch Administration. Prior to starting his banking career, Chris played professional baseball for the Texas Rangers. Chris has an undergraduate degree in finance from the University of Tennessee, where he played baseball, and received his MBA from Christian Brothers University. He was born and raised in Andalusia, Alabama, and moved to Memphis in 1995. He is married with two children. Chris has served for a number of civic organizations in the Memphis area, including board member of Leadership Memphis and the Community Foundation of Greater Memphis. He has served on the PTA of his childrens' schools for more than 10 years. He has been a volunteer youth sports coach for the past 15 years.

# AGENDA

8:30 – 8:45 a.m.	<b>Opening Remark – John Witkowski, President &amp; CEO, IBANYS</b>
8:45 – 9:35 a.m.	<p><b>Ensuring Operational Compliance While Improving Participant Outcomes in Your Retirement Plan</b>  <i>Wade Connor, Regional Director, Pentegra</i>            Exploring ways to mitigate risk and ensure operational compliance while delivering the best possible outcomes for retirement plan participants.</p>
9:35 – 10:45 a.m.	<p><b>From Compliance Cop to Culture Catalyst: Transforming the HR Mandate</b>  <i>Wade Shows, MSOD, CPCC, Executive Coach &amp; Leadership Consultant, Smith &amp; Wilkinson</i></p> <ul style="list-style-type: none"> <li>• In this highly interactive session, we will explore both conceptual and practical approaches to optimizing HR growth functions such as talent acquisition and development, leadership capabilities, org culture, structure and rewards – while preserving mission-critical compliance protections of payroll, risk and regulatory functions.</li> <li>• Your perspectives and priorities will be incorporated in this session with both a brief pre-summit survey and a participatory agenda. If you find this topic compelling, please show your enthusiasm by responding to the questionnaire and joining 5 minutes early with your camera and microphone on! We will strive to make it the best 75 minutes of your day!</li> </ul>
10:45 – 10:55 a.m.	<b>Refreshment Break</b>
10:55 – 11:45 a.m.	<p><b>“How to Mitigate Hacker Vulnerabilities and Reduce Hiring Risks for Community Banks and Your Customers”</b>            Security. Compliance. Protection.  <i>Ryan Montgomery, Chief Technology Officer, Rick Glaser, CEO, Kevin Gill, Chief Revenue Officer, Pentester</i>            Pentester was born of a need to take back the peace of mind hackers have stolen. Co-founded by Ryan Montgomery the world’s foremost ethical hacker will show that Pentester can:</p> <ul style="list-style-type: none"> <li>• Reduce executive hiring risk</li> <li>• Expose your corporate malware and ransomware vulnerabilities</li> <li>• Monitor employee breaches and personal malware</li> <li>• Automated data broker removals</li> <li>• Provide cost effective CISO partnering</li> </ul>
11:45 – 12:30 p.m.	<p><b>Leadership is Hard Balancing Engagement, Culture and Well-Being</b>  <i>Chris Kelley, Executive Director, Barret School of Banking</i>            Leadership comes with its challenges—especially when balancing employee engagement, work-life balance, and fostering a positive work culture. In this session, explore the complexities of modern leadership and discover practical strategies for creating an environment where employees feel valued, motivated, and supported. Learn how to enhance engagement, promote a healthy work-life balance, and cultivate a culture that drives both individual and organizational success.</p>



**Human Resources  
REGISTRATION FORM**

<b>Date:</b> December 9, 2025	<b>Registration Deadline:</b> Thursday, December 4, 2025
Make checks payable & mail: IBANYS 194 Washington Avenue, Suite 420 Albany, NY 12210	<b>Questions:</b> Contact: Linda Gregware <a href="mailto:lindag@ibanys.net">lindag@ibanys.net</a> or (518) 436-4646

**Registration Fees:**

\_\_\_\_\_ Member: \$150 per person      \_\_\_\_\_ Non-member: \$225 per person

Bank/Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone: \_\_\_\_\_

Attendee Name \_\_\_\_\_ Title \_\_\_\_\_

Email (required) \_\_\_\_\_

Attendee Name \_\_\_\_\_ Title \_\_\_\_\_

Email (required) \_\_\_\_\_

Attendee Name \_\_\_\_\_ Title \_\_\_\_\_

Email (required) \_\_\_\_\_

**Payment:**

\_\_\_\_\_ Check is enclosed      Charge \_\_\_\_\_      Invoice: \_\_\_\_\_

Visa/Mastercard/AMEX: \_\_\_\_\_

Card holder name: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ CVV(3 digits on back/AMEX 4 digits on front) \_\_\_\_\_

Bill address of card if different than above: \_\_\_\_\_