

BIOGRAPHY



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Eric W. Hilgenberg joined Clark Consulting in 1996. For over a decade, Mr. Hilgenberg has focused exclusively on the needs of banks across the north central United States. He has gained extensive financial expertise while working closely with a large number of banking executives to design and implement benefit plans that help organizations attract, retain and reward key talent.

Mr. Hilgenberg leads a team of consultants in the north central United States in the design and implementation of compensation and nonqualified benefit plans for officers and directors of financial institutions. He works with banks to develop an understanding of current and long-term needs; provides an analysis of existing compensation and benefit practices; and then prepares recommendations that address impact on cash flows, earnings, shareholder value and other bank objectives to facilitate board approval. Mr. Hilgenberg also works with bank accountants, attorneys and consultants to provide a coordinated financial strategy utilizing bank-owned life insurance (BOLI) to minimize the impact of plan costs on earnings. Moreover, he serves as a liaison between bankers and industry trade organizations in the north central United States.

Mr. Hilgenberg has authored articles for a number of banking trade journals including *NorthWestern Financial Review*, as well as news publications for Minnesota Bankers Association, Independent Community Bankers of Minnesota and Iowa Independent Bankers Association. Mr. Hilgenberg earned a bachelor's degree in finance from the University of Iowa. He has passed the Series 7 and 63 qualifying exams with the Financial Industry Regulatory Authority (FINRA) and is a licensed insurance representative.