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May 15, 2008

Executive Compensation

Miller Brewing
4251 W. State Street
Milwaukee, WI 53208

Executive Compensation programs have had to change in recent years to comply with various regulatory and shareholder demands. In this session, RSM McGladrey will give you an overview of these changes and the emerging trends as they apply to both for-profit and not-for-profit organizations. Topics will include: 1) Elements of Executive Compensation, 2) Market Pricing/Proxy Analysis and 990 data, 3) Compensation Committees and Compliance, and 4) Aligning Pay and Performance.

Come prepared to ask questions or to share your personal experiences with the group.

Presented By: Rena Somersan and Michael Kraft of RSM McGladrey

Rena Somersan

Rena is a Director within RSM McGladrey's Strategy & Human Capital Consulting practice. Rena's background consists of over 16 years of consulting and industry experience in manufacturing, pharmaceutical and logistics industries. Her focus has been in workforce and executive compensation, performance management initiatives, leadership development, talent motivation, and retention.

Michael Kraft

Mike is a Senior Associate within RSM McGladrey's Strategy & Human Capital Consulting practice. Mike has experience across several industries including financial services, manufacturing, and wholesale/distribution. His focus has been in the areas of strategic planning and executive compensation. Mike has earned his Certification in Executive Compensation from WorldatWork.

RSM McGladrey's Strategy & Human Capital Practice

The Strategy & Human Capital Practice of RSM McGladrey assists clients in building their organizational and human capital capabilities through effective governance, strategic services, talent management, and total rewards solutions. Our goal is to be viewed by clients as long-term partners and trusted advisors. A summary of services include: Strategy and Governance, Compensation, Talent Management, Executive Search, Benchmarking, HR Function Enhancement, and Performance Management.

Schedule:

- 5:00 – 5:30pm: Refreshments & networking
- 5:30 – 5:45pm: MACA Business
- 5:45 – 7:00pm: Presentation & Drawing

Please join us at Miller Brewing as we learn more about executive compensation and celebrate the 2007/2008 MACA season. There will be a drawing at the meeting for items such as Brewer tickets, movie gift cards, and much more.

Parking is available at Miller Brewing Company Visitor Center and Girl in the Moon Gift Shop.

Please RSVP if you plan to attend to: maca@teamwi.com

There is no charge for attendance by MACA members. Non-members can join for the annual fee of \$50 or attend the program for a \$15 fee.