
409A is Coming: Are You Ready?

Upcoming rule changes present significant challenges for your executive compensation and benefits plans, as well as opportunities to compete for top talent.

Please join us for a breakfast briefing as we explore:

- **Legal ramifications for your firm**, including how to avoid costly penalties for non-compliance
- **Ten things you need to do before year end** and other remedies to bring your plan into compliance
- **Best practices** in executive benefits and deferred compensation plans, and informal funding of NQP liabilities
- **Effective strategies** that can help you make the most of the new rules to attract, retain and reward key executives

WHEN: Thursday, July 26, 2007, 7:30AM – 9:30AM

PANELISTS: Gregory P. Giles, president and senior managing director
Mesirow Financial Compensation Strategies

Lynn S. Giles, managing director
Mesirow Financial Compensation Strategies

Jennifer M. Fabri, vice president
Mesirow Financial Compensation Strategies

Michael D. Karpeles, principal
Goldberg Kohn

Stephen J. Legatzke, principal
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LOCATION: Mesirow Financial Conference Center
350 N. Clark, Chicago, IL

Seating is limited. RSVP to

<http://rsvp.mesirowfinancial.com/CompensationStrategies/409Abreakfast>
to reserve your space for the event.

