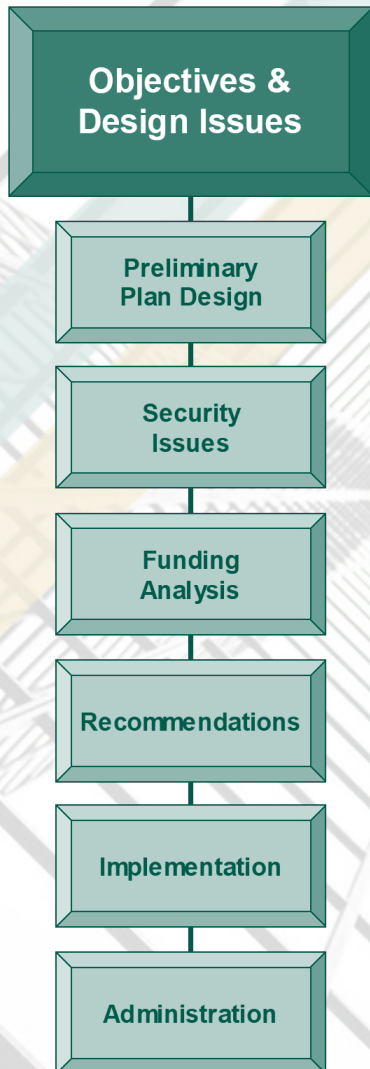




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The Consulting Process

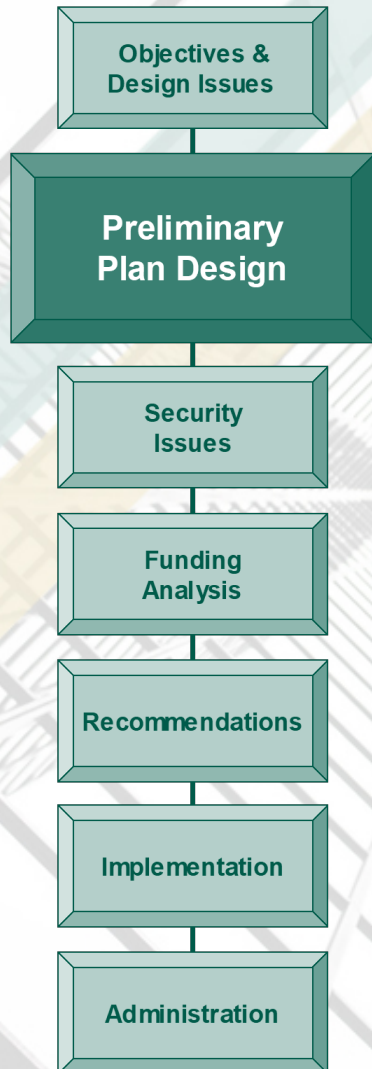
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STEP 1 - Discussion Of Objectives And Design Issues

- ▲ Background information on deferral plans:
 - ▶ What is most common
 - ▶ Legal issues
- ▲ Discussion of current objectives:
 - ▶ From the Company's perspective
 - ▶ From the executive's perspective
 - ▶ Executive interviews
- ▲ Discussion of preliminary design issues:
 - ▶ Index plans versus variable account plans
 - ▶ Payout options:
 - Retirement
 - In-Service Distribution
 - ▶ Participant security
- ▲ Determine eligible executives
- ▲ Impact on other benefit plans

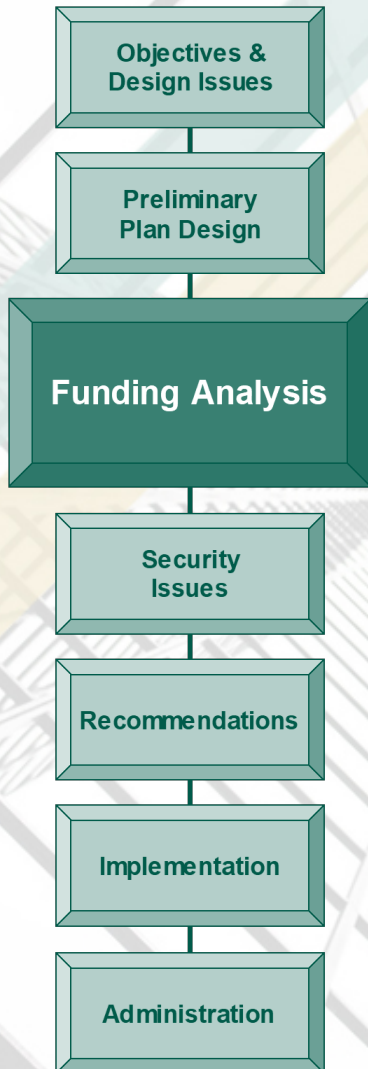
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STEP 2 - Preliminary Design Of Plan

- ▲ Evaluation of current agreements
- ▲ Initial plan design based on discussion in Step 1
- ▲ Investment choice analysis:
 - ▶ Determine fund classes appropriate for Deferred Compensation Plan (DCP)
 - ▶ Analysis of funds:
 - Fund histories
 - Investment risk
 - ▶ Compare to current 401(k) funds
- ▲ Financial impact from deferral plan (unfunded):
 - ▶ Cash Flow
 - ▶ P&L Impact
 - ▶ Balance Sheet

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STEP 3 - Funding Analysis

- ▲ Review of funding approaches:
 - ▶ Tax-free versus taxable investments
- ▲ Cost efficiency of funding approaches using:
 - ▶ A variety of crediting rates for the deferred compensation plan
 - ▶ A variety of investment rates of return
 - ▶ Corporate tax bracket
 - ▶ Discount rates
- ▲ Financial impact:
 - ▶ Cash flow, net present value, internal rate of return
 - ▶ P&L impact
 - ▶ Balance sheet

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STEP 4 - Benefit Security Issues

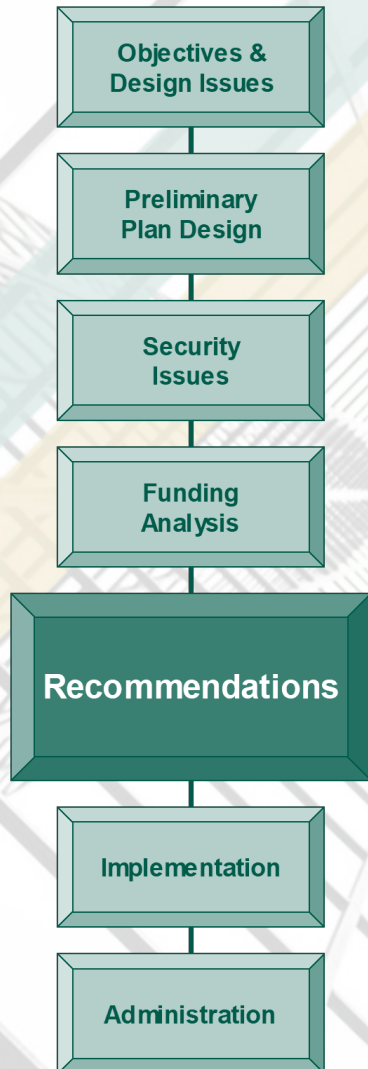
▲ What level of protection is desired?

- ▶ Change in Control
- ▶ Change of Heart
- ▶ Bankruptcy

▲ Review of Security Devices:

- ▶ Rabbi Trusts
- ▶ Rabbicular Trusts
- ▶ “Haircut” Provisions
- ▶ Secured Trust
- ▶ Split-Dollar
- ▶ Indemnity Insurance

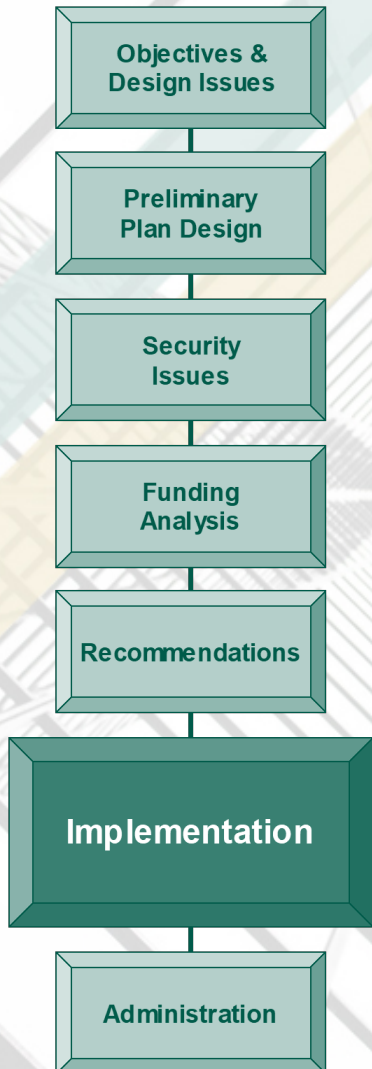
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STEP 5 - Develop And Process Recommendations

- ▲ Final report
- ▲ Prepare Board overview
- ▲ Board presentation (if desired)

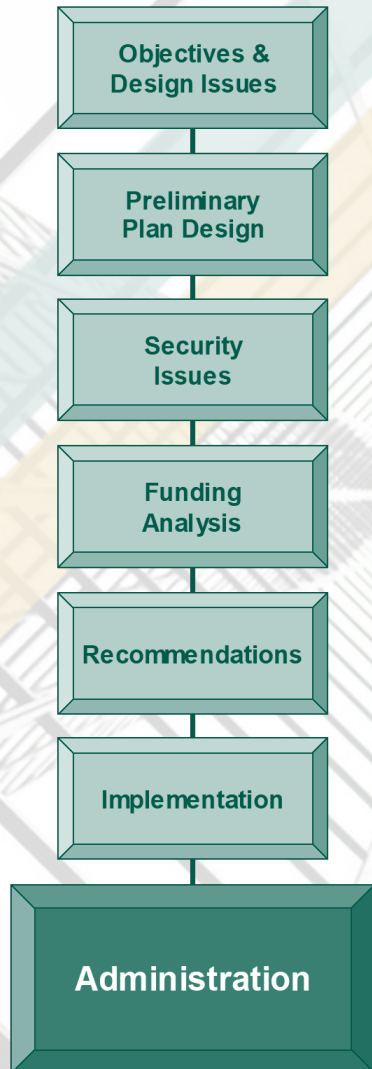
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STEP 6 - Implementation

- ▲ Specimen documents
- ▲ Enrollment materials:
 - ▶ Plan Summary
 - ▶ Question and Answer Section
 - ▶ Directions for Enrollment
 - ▶ Election Forms
 - ▶ Beneficiary Designation
 - ▶ Spousal Consent
 - ▶ Notice of Non-Participation
 - ▶ Plan Document
 - ▶ Prospectus for Benchmark Funds
 - ▶ Sample benefit statements
- ▲ Enrollment meetings:
 - ▶ Onsite
 - ▶ Tele-conference
 - ▶ Personal phone calls

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STEP 7 - Plan Administration

Account Teams:

- ▶ Account Manager
- ▶ Benefit Analyst
- ▶ Financial Analyst

Participant Benefit Statement

Account History

Investment Changes

Company Financial Information

Participant Questions

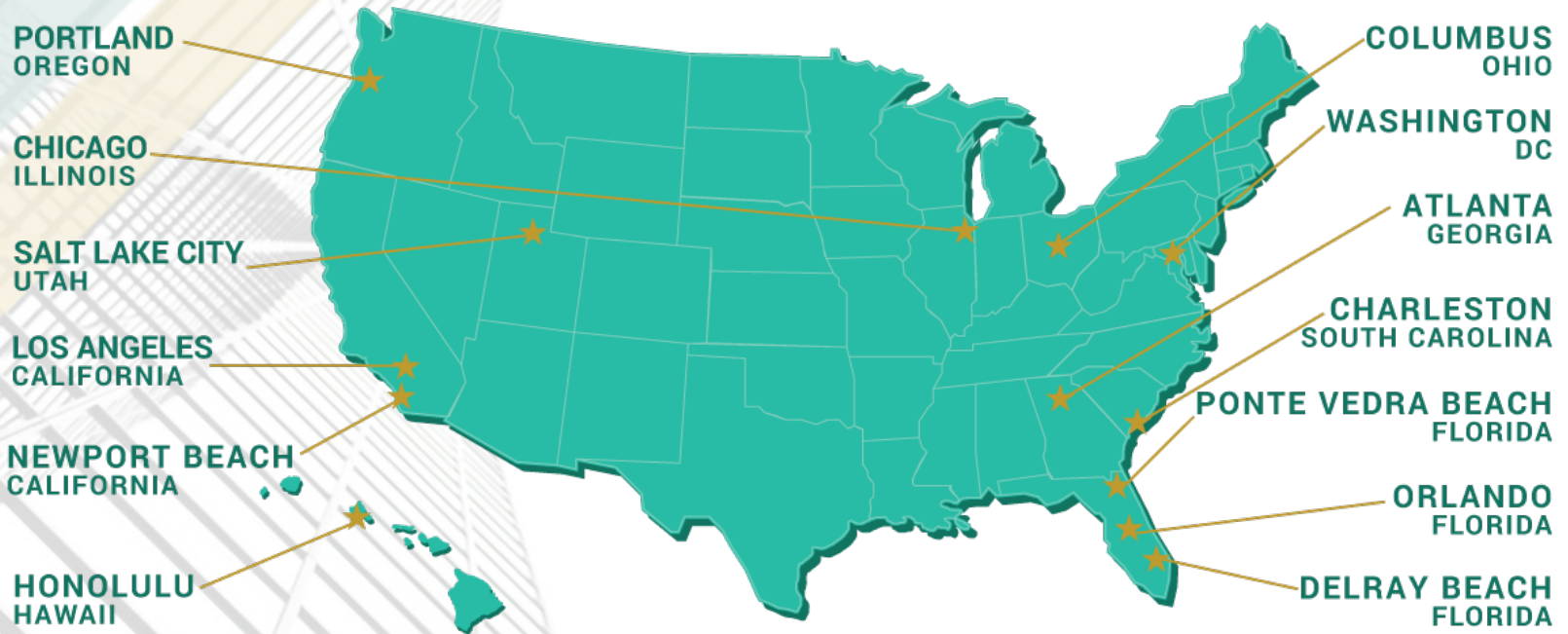
Plan Changes

Monitor legislative and regulatory issues affecting plan

Our Focus

Fulcrum Partners Expertise				
CASH COMPENSATION	QUALIFIED PLANS	NONQUALIFIED PLANS	EQUITY PLANS	GROUP BENEFIT PLANS
<ul style="list-style-type: none"> • Base Salary • Annual Bonus • Annual Incentive Bonuses • Long-Term Incentives • Pay for Performance 	<ul style="list-style-type: none"> • Defined Benefit Pension • 401(k) • ESOP Profit Sharing 	<ul style="list-style-type: none"> • SERPs • Deferred Compensation Plans • Long-Term Incentive Plans • Supplemental Disability • Long-Term Care • Life Insurance 	<ul style="list-style-type: none"> • Stock Options • Restricted stock • Phantom Stock • Stock Appreciation Rights 	<ul style="list-style-type: none"> • Qualified Group Benefits • Survivor Income • Employment Agreements • Change In Control

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