



Washington Area Compensation and Benefits Association

Your Compensation and Benefits Networking Resource

*WACABA is pleased to present:*

## **Executive Compensation Trends**

**Thursday, March 17, 2011**

**Location: Sallie Mae, Reston, VA**

**Presented by**

**John Moran Jr., Principal, Aon Hewitt**

**Kip M. Powell, Senior Consultant, Aon Hewitt**

**And**

**Marc Locco, Director of Compensation and Total Rewards, SRA International**

### ***Summary***

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Please join us for an update of regulatory issues and market trends in Executive Compensation, as well as a corporate perspective on how SRA International is reacting and preparing for the future. We will look back at events that affected executive compensation in 2010 and share early proxy filing information to set the stage for 2012 and beyond. To complete the picture, we will learn how SRA International is responding to these trends and applying practical implementation.

### ***About Our Presenters***

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Jack Moran is the South Region Leader of Executive Compensation with Aon Hewitt. He is a Principal and a member of the Aon Hewitt Leadership Group. He leads the Executive Compensation Practice in the Southeast Region (based in Atlanta, GA), consulting in all areas of executive compensation, including:

- Competitive benchmarking for executives and directors;
- Total compensation strategy and structure for executives and directors;
- Incentive program design (short- and long-term; cash and equity);
- Executive retention program design;
- Change-in-control and general severance design;
- Tax, accounting, and SEC technical issues related to program design; and
- Board and compensation committee governance.

Jack has 20 years of experience in the executive compensation field. He works closely with Boards, compensation committees, and senior management to develop executive compensation programs linking business strategies and leadership rewards.

He graduated from the University of Notre Dame and was a C.P.A. at Arthur Andersen & Co. in both the audit and tax departments. His twenty years in the executive compensation field include eighteen in Hewitt leadership and two as the managing director of an executive compensation boutique firm.



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Kip M. Powell is a Senior Executive Compensation Consultant with Aon Hewitt.

He is a senior executive compensation consultant in Aon Hewitt's Atlanta office. Kip has over 12 years of experience working with senior management teams in all areas of executive and board of director compensation such as: compensation strategy development, total compensation benchmarking, short-term and long-term incentive plan design, pay-for-performance analyses, compensation risk assessments, and change-in-control and severance issues.

Throughout his career, Kip has worked with a wide variety of companies from start-up internet ventures to members of the Fortune 100. His experience covers a broad range of industries including: aerospace/defense; retail; manufacturing; public sector; healthcare; and gaming/entertainment. Kip began his career as compensation consultant at Coopers & Lybrand and has gained corporate experience with small and large companies along the way. He holds a BS in Management from the Georgia Institute of Technology and an MBA from Georgia State University.

Marc Locco is the Director of Compensation and Total Rewards for SRA International

Marc has over 15 years' experience administering all facets of compensation programs including executive compensation, base pay administration, risk analysis and overall compensation strategy.

Throughout his career, Marc has worked within a variety of industries including IT Services, Healthcare, Banking and consumer products.

Marc began his career as a compensation analyst for AMS in Fairfax, VA.

## Agenda

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March 17, 2011	8:30–9:00 am	Registration & Breakfast
	9:00–11:00 am	Program

## Cost

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- Included in annual dues for members and non-members who join prior to the program or at the door – annual WACABA membership is \$100.
- \$45 for non-joining non-members

## Location

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Sallie Mae, 12061 Bluemont Way, Reston, VA 20190, Room C402 on level P3

**"Please Register!"**

Register online at [www.wacaba.org](http://www.wacaba.org).



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## **Driving Directions:**

### **From Capital Beltway (I-495)**

- Take Capital Beltway I-495 Outer Loop.
- Exit via ramp onto VA-267 West.
- Merge onto Reston Parkway / VA-602 North via exit 12.
- Turn left onto Bluemont Way.
- Turn left into the Sallie Mae Plaza and proceed to the front entrance of the building. Continue around the circle (fountain) and proceed to Visitor parking

## **Parking & Greeting**

Please park in the visitor parking spots on the Plaza level in front of the building (If visitor parking is full, feel free to use public parking across the street (Bluemont) at the Reston Town Center - walking distance)

Enter through the main entrance (glass doors) and check in at the security desk. The meeting will be held in **room C402 on level P3**, which is down 1 flight of stairs located across from the security desk.