



**WACABA is pleased to present:**

## ***Executive Compensation*** **an Executive Search Consultant Viewpoint**

**Thursday, January 19, 2012**

### ***Summary***

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Executive Compensation is never more closely considered than when an organization is looking to bring new C suite talent on board particularly considering today's economic and regulatory landscape. *What are Boards prepared to offer to attract executives? Do issues such as "transparency" enter into negotiations? What are top executives looking for in terms of a compensation package when considering a new assignment and has there been any change in emphasis over the past few years? Are Executives demanding more "golden parachute" protection? What current trends appear to be emerging in the Executive Compensation field as seen by Search Consultants?*

Our panel of highly experienced Executive Search consultants represent the broad Washington marketplace and will present their personal perspectives and experiences in order to provide some insight into these questions. Come and hear Executive Compensation discussed from a different perspective than that of the Compensation consultant, and gain some valuable intelligence on this critical topic.

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### ***About Our Panel***

**Cheryl Bedard**, a Principal with The McCormick Group, specializes in executive searches in operations, business development, accounting, finance and administration for global consulting firms, companies with revenues of \$100 million or more, public accounting firms, and international law firms. She understands the challenges particular to smaller companies, loves working with growing firms, and also represents candidates transitioning from federal government to management consulting firms. Cheryl joined The McCormick Group in 1999 after 15 years of experience in accounting and operations in the private and public sectors, and studied accounting and marketing at the University of Maryland

**Clarke Havener** is Global Sector Leader in the Aviation, Aerospace & Defense Practice of the Washington DC office of Korn/Ferry International. Mr Havener has more than 25 years of experience in executive search, and has led numerous board, CEO and functional leadership searches with clients both in the U.S. and abroad. He received a bachelor's degree from the College of William and Mary in Virginia, is a board member of the Wharton Aerospace & Defense Forum, and a member of the American Institute of Aeronautics and Astronautics, the Armed Forces Communications & Electronics Association, and the Experimental Aircraft Association

**Charles S. Ingersoll, Jr.** is Sector Leader in the Government Specialty Practice of the Washington DC office of Korn/Ferry International. Mr. Ingersoll specializes in the recruitment of senior-level executives for associations, federal and state governments, and nonprofit organizations nationwide. He is respected as a strong facilitator of association and nonprofit search committees and is accomplished in assisting search committees in defining their needs for new leadership. Mr. Ingersoll received a bachelor's degree in political science from Trinity College in Hartford, Connecticut. and is a principal of the Council for Excellence in Government and a member of the advisory group looking into the federal talent crisis.

# Washington Area Compensation and Benefits Association

## *Executive Compensation – an Executive Search Consultant Viewpoint*

### **Agenda**

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**Thursday, January 19, 2012**

8:30 – 9:00 am            Registration & Breakfast/Networking

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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#### **Reznik Group**

7501 Wisconsin Avenue, Suite 400E  
Bethesda, MD 20814-6583

#### Parking

There is parking in Reznick's building at 7501 Wisconsin Avenue, Bethesda, MD 20814-6583 for \$5/hour or \$10 per day. The County lot across the street (Waverly garage) has metered parking for \$1/hour for up to 4 hours and for \$0.75/hour for 4+ hours.

#### Directions

*From Virginia/Tysons' Corner*, take 495/Beltway toward Baltimore; take exit 39 to merge onto MD-190 E/River Rd toward Washington; turn left onto Wilson Lane; turn left to stay on Wilson Lane; turn right onto Old Georgetown Rd; take the 2nd right onto Woodmont Avenue; turn left onto Montgomery Lane; turn left onto Wisconsin Avenue, 7501 Wisconsin Ave #400E, Bethesda, MD 20814 will be on the right.

*From Maryland on 495/Beltway* take exit 33 for MD-185/Connecticut Avenue toward Kensington/Chevy Chase; turn left onto Connecticut Avenue; turn right onto MD-410 W (signs for State Hwy 410); turn right on Wisconsin Avenue, 7501 Wisconsin Ave #400E, Bethesda, MD 20814 will be on the right

### **Register!**

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Please register by **Monday, January 16**,  
You may register online at [www.wacaba.org](http://www.wacaba.org)

