



For Immediate Release

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Employers Discover Creative Programs that Attract and Motivate Top Executives

Intercare Seminar Explores the Latest Trends
in Executive Compensation

SAN DIEGO, June 12, 2008 — As the war for talent continues, employers are considering new ways to attract, retain and motivate the talented executives who lead their organizations, thanks to a seminar hosted by Intercare Insurance Solutions. Attendees gained important insights about how to integrate various elements of a total compensation and benefits solution into an effective plan for their key employees. Guest speaker William L. MacDonald, chairman, president and CEO for Retirement Capital Group (RCG), led the discussion attended by nearly 60 San Diego-based human resource and finance professionals.

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During the one-hour session titled “2008 Trends in Executive Compensation”, Mac Donald shared his thoughts about the most significant issues related to executive compensation. His discussion covered various types of executive compensation and benefits, including a wide range of retirement strategies, tax deferral strategies and wealth accumulation options. The focus was largely on non-qualified plans. These plans can be more alluring to executives because they offer more features and fewer restrictions. However, non-qualified plans can carry some inherent risks that are important for executives and organizations to understand and address.

“Compensation is certainly a leading factor in the way employers appeal to key talent,” said MacDonald. “But these days basic, core compensation is just the tip of the iceberg. When designed correctly, a total compensation package can be very effective in attracting, retaining and motivating the talented executives who lead today’s finest companies. I can’t overemphasize the importance of innovative and creative executive compensation solutions to all companies in the marketplace today, and I am committed to helping organizations meet this challenge.”

“2008 Trends in Executive Compensation” is part of an-ongoing series of complimentary, invitation-only, breakfast briefing sessions offered by Intercare. These educational seminars are designed to share the most current and most effective strategies in benefits management with human resources and other professionals.

“Attracting talented leaders to any company can be challenging, even for the most experienced human resource professionals,” said Mike Barone, president for Intercare. We’re certain those who attended came away with a deeper understanding of how they can design executive compensation programs that will help draw the best and the brightest into their organizations.”

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About Intercare Insurance Solutions

Intercare Insurance Solutions was founded in 1994 by a group of experienced insurance professionals who set out to establish a company that would bring an innovative approach to insurance brokerage and consulting. As a cutting-edge employee benefits broker, Intercare works with employers of all sizes to design employee benefits programs that improve bottom line results. Intercare uses a value-based approach that can increase employee productivity, satisfaction and retention. Headquartered in San Diego, California, the company provides customized solutions to more than 300 clients. For more information, please visit www.intercaresolutions.com.