

**FOR IMMEDIATE RELEASE**

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**For Further Information, Contact:**

Betty Spining, Publicist  
Spining Productions, Inc. | 3707 Gilbert Avenue #5 | Dallas, TX 75205  
214.632.3355 | [bspining@spiningproductions.com](mailto:bspining@spiningproductions.com)

**NIP-RCG ANNOUNCES INNOVATIVE COMPENSATION SOLUTION**

**Enables Corporations to meet requirements while offering comprehensive compensation advisory services**

**Austin, Texas, March 18, 2010** – NIP-RCG, a professional advisory firm offering consulting services to directors and management of many of America's public corporations, today announced the merging of its executive compensation and executive benefits groups, RCG Executive Compensation Group [RCG|ECG] and RCG Benefits Group to form RCG Compensation and Benefits Group. With greater scrutiny over executive compensation issues faced by boards and companies in the aftermath of the recent financial meltdown, NIP-RCG has responded by developing comprehensive solutions to the increasingly complex challenge of creating executive compensation plans that meet all the requirements of management, board of directors and shareholders.

This approach to executive compensation will allow directors and management to develop an integrated solution combining all elements including deferred compensation.

David Leach is the Managing Principal of RCG|ECG. He has over 30 years of executive compensation consulting experience, including building and managing numerous executive compensation practices [Towers Perrin, Compensation Resource Group, and Buck Consultants]. Two new principals are joining the RCG San Diego office, Larry Robinson and Ken Wechsler.

Larry Robinson has extensive corporate human resources management experience (GE, PepsiCo, Xerox and Dell) and comprehensive executive compensation consulting expertise (Towers Perrin and Steven Hall & Partners) advising both boards and senior management .

Ken Wechsler also brings a combination of corporate leadership expertise (Science Applications International and Gateway Computers) as well as extensive board and management compensation consulting advisory (Watson Wyatt, Mercer and Remedy Compensation).

NIP-RCG's Chairman and Founder, C. William Pollock, views the innovative approach that the firm is taking to executive compensation consulting as a necessary move to address directors' needs for total compensation advisory services. "I have never seen a time when insightful, innovative and independent advice and analytical assistance is not just needed, but absolutely required, for board members to meet their responsibilities" states Pollock. "Again, due to the recent financial meltdown of some of our country's leading corporations and financial institutions, greater scrutiny on executive compensation is forcing directors and boards to demonstrate new and creative alternatives in dealing with this critical issue. The NIP-RCG professionals bring unique expertise having been both independent board consultants as well as having functioned in the lead compensation role for a number of major corporations."

This new offering was developed under the leadership of William L. MacDonald, Chairman, President and Chief Executive Officer of RCG. MacDonald is one of the top executive benefits professionals in the country and has consulted on executive compensation and benefit issues for more than 25 years for numerous public and privately-held firms across a variety of industries, including a large number of Fortune 500 companies.

"Combining the talents of our executive benefits and executive compensation consultants, RCG Compensation and Benefits Group sets this firm apart with their deep technical expertise, broad industry experience and resulting innovative approach," remarks MacDonald. "Our true differentiator is our total holistic and sophisticated approach, which takes into account all executive compensation and executive benefits as 'one program' of total compensation. This total approach differs from those multi-service human resources consulting firms and compensation consultants who typically focus only on the pay issues and not the entire package."

NIP-RCG has offices in Austin, Atlanta, Boston, Chicago, Dallas, Denver, Houston, Los Angeles, Milwaukee, New York, and San Diego.

### **About NIP-RCG**

NIP-RCG is an executive compensation|benefits, risk management and corporate governance firm assisting directors in developing a greater understanding of the business by helping them to fulfill their roles and responsibilities. NIP-RCG is an independent and neutral resource for directors in their efforts to create and protect shareholder value.

NIP-RCG offers nonqualified executive benefit consulting services on plan structure, design, benefit security, funding, implementation, and administration. NIP-RCG's unbundled approach provides companies access to proprietary solutions, top-tier advice and exemplary plan administration serving leading public and private corporations and non-profits nationwide.

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