

THE EXECUTIVE ADVISER

When it's time to talk

As 2008 drew to a close, the unfavorable trends that we had been watching during the previous 12 months turned from troubling to real trouble. As we move into the second quarter of 2009, challenging economic news continues on a daily basis. All of us are asking new questions and many of us are taking tough steps to guide our organizations in uncharted territory.

What are those critical areas in our industry and our individual markets? How are we working in today's environment with our employees, our suppliers, our existing customers, and our prospects? And what about our cash flow?

As a business owner or the leader of an organization, who do we talk to? Where do we turn when we just want to ask those "what if" questions?

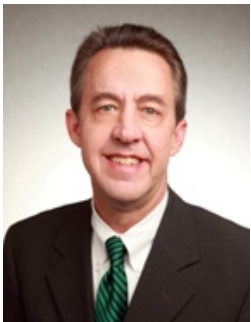
Most of us have a short list of advisers - our spouse, our tennis partners or our golfing buddies; but it is not always easy to talk about the tough issues when we are on the court or in a golf cart.

Our affiliated companies, NMG Advisers and Compass Executives, include an experienced team of business and professional leaders who have successfully managed business issues arising from many challenges. These seasoned leaders, pictured on the back of this page, have seen just about everything.

If you are looking for a chance to talk with an objective and experienced executive, give us a call.

We're pretty good listeners, and we drink a lot of coffee.

EXECUTIVE SPOTLIGHT



Brent Ballow has recently joined NMG to lead our consulting efforts in labor and employment practices. Brent provides assistance, planning, and counsel in all aspects of employment and labor related issues. With more than 30 years of experience as a professor, attorney and adviser to corporate officers, HR professionals and field management, he has developed a

good understanding of business needs.

Brent also offers web-based training through Avant Resources (www.avantresources.com), a firm that provides a wide range of training to executives, managers, business owners and human resource professionals throughout the United States.



Milt Capps provides consulting services for NMG clients who aim to strengthen their marketing, public affairs and communications, or accelerate technology ventures.

Milt is editor and publisher of Venture Nashville Connections (www.venturenashville.com), and has served as senior communications and public affairs counsel for United Press International, Vanderbilt, HCA, Blue

Cross Blue Shield, Monsanto Agriculture, Ford Aerospace, and other businesses, government agencies and institutions. His experience spans journalism, public policy, media relations and crisis communications, as well as advertising, branding and development.

Interim Management

NMG has provided Interim Executives to over 15 organizations since our start in 2001. Whether your organization needs a CEO, COO, CIO, CHRO or a team of C-Level executives for a short or long-term assignment, the Seasoned Leaders from NMG Advisers and Compass Executives can quickly and professionally step into any situation.



The Members of NMG Advisers and Compass Executives



Brent Ballow



Milt Capps



Harold Fogelberg



Marc Fortune



Wilford Fuqua



Jim Gray



Don Hillenmeyer



Henry Hillenmeyer



John Hilley



Jerry Kiefer



Gene Kirby



Mary Huston McLendon



Warren McPherson



Bob Patterson



Art Rebrovick



Linda Rebrovick



Bruce Trimble



Barbara Cannon Wall



Rich Warden



Jack Wickens



Don Williamson



Celeste Wilson

About NMG Advisers, Inc.

NMG Advisers, Inc. was founded in 2001 as Nashville Management Group and expanded to Memphis in 2004. NMG provides businesses and organizations with executive skills for business transition, project management, interim management and leadership development.

Guiding Businesses to Success

About Compass Executives

Founded in 2006, Compass Executives, LLC is a Nashville-based group of seasoned, C-Level executives providing management consulting services, leadership mentoring and management advisory services to businesses throughout the Southeast.

Seasoned Leaders. Trusted Advisers.

About Financial Solutions

Established in 2009, Compass Executives Financial Solutions is a Nashville-based group of executives providing independent, fact-based assessments, recommendations and solutions to clients on business and financial matters during uncertain times.

Solutions for Uncertain Times

NMG Advisers, Inc. • Nashville Management Group • Memphis Management Group • Compass Executives • Compass Executives Financial Solutions

© 2009 NMG Advisers, Inc.



Nashville Management Group
Memphis Management Group
Compass Executives
Compass Executives Financial Solutions
95 White Bridge Road, Suite 400
Nashville, Tennessee 37205