



Announcing our newest Principal: Ian Haring, Esquire

Dear Friends and Clients,

We are thrilled to announce that Ian Haring has been promoted to Principal at our firm.

Ian began his career with MMG in 1996 upon graduation from Drexel University. Ian's first role within the firm was as a Plan Analyst where he was responsible for all of the trust accounting for many of our clients. Ian's quick mastery of the foundational elements led to his assumption of a Case Manager role within a year, where he eventually managed a client population of over 300; so many of you have had the opportunity to collaborate with Ian!

Ian progressed into a management role as we re-organized our technical staff into teams to create stability and efficiency for all of our clients. Simultaneously, Ian attended law school at Temple University while working full time at MMG, graduating in 2004. Prior to his promotion to Principal, Ian held the position of Executive Director, responsible for oversight of all of MMG's technical staff.

Ian has made many contributions to MMG during his 13 year tenure. Ian's leadership and support to all of our staff allows the firm to continue to grow without sacrificing quality, and with the ability to plan for the future. As an attorney, Ian enables us to continue our unique tradition of combining in-house legal expertise with exceptional staff experience in complex plan design and annual consulting on the best options for each client.

We are very proud to have Ian continue his career with our firm, and we ask you to please join us in congratulating Ian and celebrating this impressive achievement!

Bob, Ken & Lori

If you'd like to discuss how we might help you, call or e-mail Bob Mand, Ken Marblestone, Lori Gordon or Ian Haring at MandMarblestone. 215-222-5000, or email us at:

rmand@mand.com, marblestone@mand.com, lgordon@mand.com, iharing@mand.com

We also remediate problematic plans to full IRS compliance.

  You also may reach us through our website: www.mand.com.

If you do not wish to receive future copies of our Qualified Planning Ideas email, please reply to info@mand.com and type the word unsubscribe in the subject line. This email is sent in order to share general planning concepts. It is not intended to constitute legal advice. © February, 2010. All rights reserved.

IRS Circular 230 Disclosure: Unless expressly stated otherwise, any tax advice contained in this communication (including any attachments) was Not written and is not intended to be used, **and cannot be used by you, the taxpayer, or any advisor for the purpose of** (i) avoiding penalties Imposed by the Internal Revenue Code or (ii) promoting, marketing, or recommending any transaction or matter addressed herein to any other party.