

IRSA INVESTMENTS & REPRESENTATIONS INC
Form 6-K
May 24, 2010

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 6-K

REPORT OF FOREIGN ISSUER

PURSUANT TO RULE 13a-16 OR 15b-16 OF
THE SECURITIES EXCHANGE ACT OF 1934

For the month of May, 2010

Irsa Inversiones y Representaciones Sociedad Anónima

(Exact name of Registrant as specified in its charter)

Irsa Investments and Representations Inc.

(Translation of registrant's name into English)

Republic of Argentina

(Jurisdiction of incorporation or organization)

Bolívar 108

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(C1066AAB)

Buenos Aires, Argentina

(Address of principal executive offices)

Form 20-F Form 40-F

Indicate by check mark whether the registrant by furnishing the information contained in this Form is also thereby furnishing the information to the Commission pursuant to Rule 12g3-2(b) under the Securities Exchange Act of 1934.

Yes No

IRSA INVERSIONES Y REPRESENTACIONES SOCIEDAD ANÓNIMA

(THE COMPANY)

REPORT ON FORM 6-K

Attached is a copy of the English translation of the Financial Statements for the nine-month period ended on March 31, 2010 and on March 31, 2009 filed by the Company with the *Bolsa de Comercio de Buenos Aires* and the *Comisión Nacional de Valores*.

IRSA Inversiones y Representaciones

Sociedad Anónima and subsidiaries

Free translation of the Unaudited

Consolidated Financial Statements

For the nine-month periods

beginning on July 1, 2009 and 2008

and ended March 31, 2010 and 2009

IRSA Inversiones y Representaciones

Sociedad Anónima

Company

Corporate domicile: Bolívar 108 1° Floor Autonomous City of Buenos Aires

Principal activity: Real estate investment and development

Financial Statements as of March 31, 2010

Presented in comparative form

Stated in thousands of Pesos

Fiscal year No. 67 beginning July 1st, 2009

DATE OF REGISTRATION WITH THE PUBLIC REGISTRY OF COMMERCE

Of the By-laws: June 23, 1943

Of last amendment: February 12, 2008

Registration number with the
Superintendence of Corporations: 213,036

Duration of the Company: Until April 5, 2043

Controlling Company: Cresud Sociedad Anónima, Comercial,
Inmobiliaria, Financiera y Agropecuaria

Corporate Domicile: Moreno 877, floor 23th, Autonomous City of Buenos Aires

Principal Activity: Agricultural, livestock and real estate investment

Shareholding: 57.38%

Information related to subsidiaries is shown in Note 1.a.

CAPITAL COMPOSITION (Note 13 a. to the Unaudited Basic Financial Statements)

Type of share	Authorized for Public Offer	In thousands of pesos	
	of Shares (*)	Subscribed	Paid in
Common share, 1 vote each	578,676,460	578,676	578,676

(*) Company not included in the Optional Statutory System of Public Offer of Compulsory Acquisition.

IRSA Inversiones y Representaciones Sociedad Anónima**and subsidiaries****Unaudited Consolidated Balance Sheets as of March 31, 2010 and June 30, 2009**

In thousands of pesos (Notes 1, 2 and 3)

Free translation from the original prepared in Spanish for publication in Argentina

	March 31, 2010	June 30, 2009
<u>ASSETS</u>		
<u>CURRENT ASSETS</u>		
Cash and banks (Note 5)	72,818	66,562
Investments (Note 6)	232,132	335,234
Accounts receivable, net (Note 7)	327,829	263,471
Other receivables and prepaid expenses (Note 8)	219,315	201,703
Inventories (Note 9)	193,222	24,899
Total Current Assets	1,045,316	891,869
<u>NON-CURRENT ASSETS</u>		
Accounts receivable, net (Note 7)	25,333	6,626
Other receivables and prepaid expenses (Note 8)	185,458	196,766
Inventories (Note 9)	68,286	164,933
Investments (Note 6)	1,519,850	1,001,654
Fixed assets, net (Note 10)	2,624,345	2,720,506
Intangible assets, net	37,229	18,559
Subtotal Non-Current Assets	4,460,501	4,109,044
Negative goodwill, net (Note 11)	(41,682)	(64,926)
Total Non-Current Assets	4,418,819	4,044,118
Total Assets	5,464,135	4,935,987
<u>LIABILITIES</u>		
<u>CURRENT LIABILITIES</u>		
Trade accounts payable (Note 12)	281,675	229,542
Mortgages payable		1,930
Customer advances (Note 13)	191,127	96,843
Short-term debt (Note 14)	469,079	349,243
Salaries and social security payable (Note 15)	29,036	35,863
Tax payable (Note 16)	104,605	147,883
Other liabilities (Note 17)	87,895	110,992
Total debts	1,163,417	972,296
Provisions	2,421	2,594

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Total Current Liabilities	1,165,838	974,890
<u>NON-CURRENT LIABILITIES</u>		
Trade accounts payable (Note 12)	11,425	67,300
Customer advances (Note 13)	93,412	150,357
Long-term debt (Note 14)	1,125,900	1,044,725
Taxes payable (Note 16)	96,336	61,254
Other liabilities (Note 17)	69,919	71,881
Total debts	1,396,992	1,395,517
Provisions	7,507	5,537
Total Non-Current Liabilities	1,404,499	1,401,054
Total Liabilities	2,570,337	2,375,944
Minority interest	529,190	464,381
SHAREHOLDERS' EQUITY	2,364,608	2,095,662
Total Liabilities and Shareholders' Equity	5,464,135	4,935,987

The accompanying notes are an integral part of these Unaudited Consolidated Financial Statements.

Saúl Zang

Vice-President I

Acting as President

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Unaudited Consolidated Statements of Income

For the nine-month periods beginning on July 1, 2009 and 2008

and ended March 31, 2010 and 2009

In thousands of pesos, except earnings per share (Notes 1, 2 and 3)

Free translation from the original prepared in Spanish for publication in Argentina

	March 31, 2010	March 31, 2009
Revenues	952,052	831,960
Costs	(336,992)	(358,629)
Gross profit	615,060	473,331
Selling expenses	(133,820)	(185,462)
Administrative expenses	(141,633)	(110,231)
Subtotal	(275,453)	(295,693)
Gain from recognition of inventories at net realizable value	18,704	10,537
Net gain (loss) from retained interest in securitized receivables	34,824	(48,959)
Operating income (Note 4)	393,135	139,216
Amortization of negative goodwill, net	1,239	1,513
Financial results generated by assets:		
Interest income	13,255	7,205
Interest on discounting assets	3,584	(7,439)
Gain (loss) on financial operations	51,414	(45,762)
Gain on hedge operations		10,480
Foreign exchange gain	4,462	45,178
Subtotal	72,715	9,662
Financial results generated by liabilities:		
Interest on discounting liabilities	(55)	(83)
Foreign exchange loss	(21,701)	(178,167)
Gain on repurchase of debt (Note 23.A.2 and Note 18.1 Unaudited Basic Financial Statements)		66,804
Loss on hedge operations (Note 25)	(2,582)	
Interest expense and others	(117,396)	(105,544)
Subtotal	(141,734)	(216,990)
Financial results, net	(69,019)	(207,328)

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Gain (loss) on equity investees	146,103	(62,859)
Other expenses, net (Note 18)	(10,966)	(7,965)
Income (loss) before taxes and minority interest	460,492	(137,423)
Income tax and Minimum Presumed Income Tax (MPIT)	(111,915)	1,875
Minority interest	(48,844)	29,371
Net income (loss) for the period	299,733	(106,177)
Earnings (loss) per share		
Basic net income (loss) per share (Note 26)	0.518	(0.183)
Diluted net income (loss) per share (Note 26)	0.518	(0.183)

The accompanying notes are an integral part of these Unaudited Consolidated Financial Statements.

Saúl Zang

Vice-President I

Acting as President

IRSA Inversiones y Representaciones Sociedad Anónima**and subsidiaries****Unaudited Consolidated Statements of Cash Flows (1)**

For the nine-month periods beginning on July 1, 2009 and 2008

and ended March 31, 2010 and 2009

In thousands of pesos (Notes 1, 2 and 3)

Free translation from the original prepared in Spanish for publication in Argentina

	March 31, 2010	March 31, 2009
CHANGES IN CASH AND CASH EQUIVALENTS		
Cash and cash equivalents as of the beginning of the year	185,942	389,004
Cash and cash equivalents as of the end of the period	105,577	120,909
Net decrease in cash and cash equivalents	(80,365)	(268,095)
CAUSES OF CHANGES IN CASH AND CASH EQUIVALENTS		
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income (loss) for the period	299,733	(106,177)
Plus (less) income tax and MPIT	111,915	(1,875)
Adjustments to reconcile net income to cash flows from operating activities:		
Depreciation and amortization	120,574	99,402
Allowances and provision	58,122	99,028
Minority Interest	48,844	(29,371)
Loss on fixed assets retired	19,019	
(Gain) loss on equity investees	(146,103)	62,859
Net loss from retained interest in securitized receivables	(46,754)	224,284
Trust participation results, net	(34,824)	
Gain from recognition of inventories at net realizable value	(18,704)	(10,537)
Amortization of negative goodwill, net	(1,239)	(1,513)
Gain from barter of inventories		(2,867)
Gain for repurchase of debt		(66,804)
Changes in certain assets and liabilities net of non-cash transactions and effects of acquisitions:		
Decrease (increase) in current investments	10,670	(74,693)
Increase in accounts receivable, net	(79,059)	(82,101)
Increase in other receivables and prepaid expenses	(3,653)	(96,198)
(Increase) Decrease in inventories	(11,840)	27,637
Increase in intangible assets, net		(1,671)
Decrease in trade accounts payable	(11,870)	(94,887)
Increase in customer advances	33,614	63,108
(Decrease) Increase in accrued interest	(8,206)	310
(Decrease) Increase in taxes payable and social security payable	(134,808)	63,017
Increase (Decrease) in other liabilities and allowances	2,544	(25,356)
Net cash provided by operating activities	207,975	45,595
CASH FLOWS FROM INVESTING ACTIVITIES:		
Decrease (increase) in other investments	101,641	(908)

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Advance sale of Tarshop S.A. s shares	20,422	
Collection of credits for Related parties	6,598	
Collection of dividends	1,779	
Charge (increase) in granted loans	309	(2,210)
Increase in goodwill	(470)	
Increase in intangible assets	(7,523)	
Outflow for the acquisition of shares, net of the cash collected	(8,622)	
Advance payments for the acquisition of shares	(23,028)	(984)
Acquisitions of undeveloped parcels of land	(29,937)	(2,587)
Loans granted to related parties	(30,585)	
Acquisitions and improvements of fixed assets	(66,040)	(215,834)
Payments for the acquisition of equity investees	(78,788)	
Increase in equity investees	(106,804)	(87,127)
Acquisitions of Hersha Hospitality Trust s shares	(176,068)	
Net cash used in investing activities	(396,846)	(309,650)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Increase in bank overdraft, net	166,289	
Increase in short-term and long-term debt	84,600	120,265
Proceeds from issuance of Negotiable Obligations, net of expenses	79,782	
Payment of short-term debt and long-term debt, and mortgages payables	(206,513)	(83,332)
Proceeds from issuance of short-term negotiable values	22,720	
Increase in loans to Related Parties	1,235	
Capital contribution from minority shareholders	25,807	36,164
Payments of dividends	(53,414)	(22,084)
Repurchase of debt	(12,000)	(55,053)
Net cash provided by (used in) financing activities	108,506	(4,040)
NET DECREASE IN CASH AND CASH EQUIVALENTS	(80,365)	(268,095)

(1) Includes cash, bank and investments with a realization term not exceeding three months.
The accompanying notes are an integral part of these Unaudited Consolidated Financial Statements.

Saúl Zang

Vice-President I

Acting as President

IRSA Inversiones y Representaciones Sociedad Anónima**and subsidiaries****Unaudited Consolidated Statements of Cash Flows (Continued)**

For the nine-month periods beginning on July 1, 2009 and 2008

and ended March 31, 2010 and 2009

In thousands of pesos (Notes 1, 2 and 3)

Free translation from the original prepared in Spanish for publication in Argentina

	March 31, 2010	March 31, 2009
Supplemental cash flow information		
Interest paid	122,148	124,072
Income tax paid	53,317	12,962
Non-cash activities:		
Increase in inventories through a decrease on fixed assets, net	39,144	25,410
Increase in minority interest, through a decrease in other liabilities	14,512	
Issuance of Trust Exchangeable Certificates	13,070	35,875
Increase in non-current investments through an increase in other liabilities	12,300	
Decrease in non-current investments through an increase in other receivables and prepaid expenses	6,359	
Increase in fixed assets, through an increase in trade accounts payable	5,623	9,802
Increase in inventories through an increase in customer advances	3,110	
Capitalization of financial costs		72,134
Transitory difference in conversion of investments	(940)	14,967
Increase in goodwill, through a decrease in minority interest		8,150
Decrease in accounts payable through a decrease in undeveloped parcels of land		5,445
Transfer of undeveloped parcels of land to inventories		4,878
Increase in other receivable and prepaid expenses through a decrease in undeveloped parcels of land		4,065
Composition of cash and cash equivalents at the period end		
Cash and Banks	72,818	53,310
Current investments	232,132	235,555
Total cash and banks and current investments as per balance sheet	304,950	288,865
Less: (items not considered cash and cash equivalents)		
Retained interest in securitized receivables of CPs	143,414	82,917
Mutual funds	56,619	61,364
TDFs	4,820	16,490
Public shares	2,552	6,483
Mortgage bonds issued by Banco Hipotecario S.A.	898	756
Other investments	54	49
Bonds		8,607
Allowance for impairment	(8,984)	(8,710)
Cash and cash equivalents	105,577	120,909
Acquisition of Subsidiaries		
- Intangible assets, net	11,278	
- Other receivable and prepaid expenses	1,022	
- Investment	395	

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- Fixed assets, net	289
- Accounts receivable, net	11
- Trade accounts payable	(2,718)
- Salaries and social security payable	(87)
- Tax payable	(27)
- Other liabilities	(5,294)
Net value of assets of non cash transaction	4,869
- Cash collected	13
Net value of assets	4,882
- Minority interest	(897)
- Goodwill	21,478
Company value	25,463
- Cash collected	(13)
- Amount funded by sellers	(14,574)
- Advanced amount	(2,254)
Outflow of funds for the adquisition of Subsidiaries	8,622

Saúl Zang

Vice-President I

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IRSA Inversiones y Representaciones Sociedad Anónima
and subsidiaries

Notes to Unaudited Consolidated Financial Statements

For the nine-month periods beginning on July 1, 2009 and 2008
and ended March 31, 2010 and 2009

Free translation from the original prepared in Spanish for publication in Argentina

NOTE 1: BASIS OF CONSOLIDATION CORPORATE CONTROL

a. Basis of consolidation

The Company has consolidated its unaudited balance sheets at March 31, 2010 and June 30, 2009 and the unaudited statements of income and cash flows for the nine-month periods ended March 31, 2010 and 2009 line by line with the unaudited financial statements of its subsidiaries, following the procedure established in Technical Resolution No. 21 of the Federación Argentina de Consejos Profesionales de Ciencias Económicas (F.A.C.P.C.E.) and approved by the Consejo Profesional de Ciencias Económicas de la Ciudad Autónoma de Buenos Aires and by the National Securities Commission.

All significant intercompany balances and transactions have been eliminated in consolidation.

The unaudited Consolidated Financial Statements include the assets, liabilities and results of operations of the following subsidiaries of which the Company holds a direct interest:

COMPANIES	March 31, 2010	June 30, 2009	March 31, 2010	June 30, 2009
	DIRECT AND INDIRECT % OF CAPITAL		DIRECT AND INDIRECT % OF VOTING SHARES	
Patagonian Investment S.A. (1)		100.00		100.00
Ritelco S.A.	100.00	100.00	100.00	100.00
Palermo Invest S.A. (1)	100.00	100.00	100.00	100.00
Pereiraola S.A.I.C.I.F.y A.	100.00	100.00	100.00	100.00
Inversora Bolívar S.A. (1)	100.00	100.00	100.00	100.00
Quality Invest S.A.	100.00	100.00	100.00	100.00
E-Commerce Latina S.A.	100.00	100.00	100.00	100.00
Solares de Santa María S.A.	90.00	90.00	90.00	90.00
Hoteles Argentinos S.A.	80.00	80.00	80.00	80.00
Alto Palermo S.A. (APSA)	63.35	63.34	63.35	63.34
Llao Llao Resorts S.A.	50.00	50.00	50.00	50.00
Tyrus S.A.	100.00	100.00	100.00	100.00
Nuevas Fronteras S.A. (1)	76.34		76.34	

(1) See Note 16 2. to the Unaudited Basic Financial Statement

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

Free translation from the original prepared in Spanish for publication in Argentina

NOTE 1: (Continued)

a. (Continued)

In addition, the assets, liabilities and results of operations of the Company subsidiaries (of which the Company holds a direct interest) that follow have been included in the Unaudited Consolidated Financial Statements, applying the proportionate consolidation method.

COMPANIES	March 31,	June 30,	March 31,	June 30,
	2010	2009	2010	2009
	DIRECT AND INDIRECT % OF CAPITAL		DIRECT AND INDIRECT % OF VOTING SHARES	
Rummaala S.A (2) (3)		50.00		50.00
Cyrsa S.A. (CYRSA) (2)	50.00	50.00	50.00	50.00
Canteras Natal Crespo S.A. (1)	50.00	50.00	50.00	50.00

- (1) The Company holds joint control of this company with Euromayor S.A.
- (2) The Company holds joint control with Cyrela Brazil Realty S.A. Empreendimentos y Participações (see Note 22 A.1.).
- (3) Merged with CYRSA as from October 1st, 2009.

b. Comparative Information

Balances items as of June 30, 2009 shown in these unaudited financial statements for comparative purposes arise from audited annual financial statements for the year then ended.

Balances for the nine-month period ended March 31, 2010 of income and cash flows statements are shown for comparative purposes with the same period of the previous fiscal year.

Figures as of June 30, 2009 and March 31, 2009 have been subject to certain reclassifications required in order to present these figures comparatively with those stated as of March 31, 2010.

NOTE 2: CONSIDERATION OF THE EFFECTS OF INFLATION

The unaudited financial statements have been prepared in constant monetary units, reflecting the overall effects of inflation through August 31, 1995. From that date and until December 31, 2001 the government discontinued the restatement of the financial statements due to a period of monetary stability. From January 1st, 2002 up to February 28, 2003 the effects of inflation were recognized due to the existence of an inflationary period. As from that date again, the restatement of the financial statements was discontinued.

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

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NOTE 2: (Continued)

This criterion is not in line with current professional accounting standards, which establish that the financial statements should be restated through September 30, 2003. However, due to the low level of inflation rates during the period from March to September 2003, this deviation has not had a material effect on the consolidated financial statements taken as a whole.

The rate used for restatement of items was the domestic whole revenue price index published by the National Institute of Statistics and Census.

NOTE 3: SIGNIFICANT ACCOUNTING POLICIES

The unaudited financial statements of the subsidiaries mentioned in Note 1 a., have been prepared on a consistent basis with those applied by the Company. The Note 1 to the Unaudited Basic Financial Statements details the most significant accounting policies. Below are the most relevant accounting policies adopted by the subsidiaries, which are not included in that note.

a. Revenue recognition

In addition to the description in the Unaudited Basic Financial Statements:

Revenues from admission rights, leases and services

Leases with tenants are accounted for as operating leases. Tenants are generally charged a rent, which consists of the higher of (i) a monthly base rent (the Base Rent) and (ii) a specified percentage of the tenant's monthly revenues (the Percentage Rent) (which generally ranges between 4% and 10% of tenant's gross revenues).

Furthermore, pursuant to the rent escalation clause in most leases, the tenant's Base Rent generally increases between 7% and 12% each year during the term of the lease. Minimum rental income is recognized on the accrued criteria.

Certain lease agreements contain provisions, which provide for rents based on a percentage of revenues or based on a percentage of revenues volume above a specified threshold. APSA determines the compliance with specific targets and calculates the additional rent on a monthly basis as provided for in the contracts.

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

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NOTE 3: (Continued)

a. (Continued)

Thus, these contingent rents are not recognized until the required thresholds are exceeded.

Generally, APSA's lease agreements vary from 36 to 120 months. Law No. 24,808 provides that tenants may rescind commercial lease agreements after the initial nine-months, upon not less than 60 days' written notice, subject to penalties which vary from one to one and a half months rent if the tenant rescinds during the first year of its lease, and one month of rent if the tenant rescinds after the first year of its lease.

Additionally, APSA charges its tenants a monthly administration fees related to the administration and maintenance of the common area and the administration of contributions made by tenants to finance promotional efforts for the overall shopping centers operations. The administration fee is prorated among the tenants according to their leases, which varies from shopping center to shopping center. Administration fees are recognized monthly when earned.

In addition to rent, tenants are generally charged admission rights, a non-refundable admission fee that tenants may be required to pay upon entering into a lease or upon lease renewal. Admission right is normally paid in one lump sum or in a small number of monthly installments. Admission rights are recognized using the straight-line method over the life of the respective lease agreements.

Lease agent operations

Fibesa S.A., company in which Alto Palermo S.A. has an interest of 99.99996%, act as the leasing agent for APSA bringing together the Company and potential lessees for the retail space available in certain of the APSA's shopping centers. Fibesa S.A.'s revenues are derived primarily from collected commissions calculated as a percentage of the final rental income value and admission rights. Revenues are recognized at the time that the transaction is successfully concluded.

Credit card operations Consumer Financing

Revenues derived from credit card transactions consist in commissions and financing income, charges to clients for life and disability insurance and for

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

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NOTE 3: (Continued)

a. (Continued)

statements of account, among other. Commissions are recognized at the time the merchants' transactions are processed, while the rest financial income is recognized when accrued. Income generated from granting consumer loans mainly includes financial interests, which are recognized by the accrued method during the period irrespective of whether collection has or has not been made.

Hotel operations

The Company recognizes revenues from its rooms, catering and restaurant facilities as accrued on the close of each business day.

b. Investments

Current Investments

Current investments include retained interests in securitized receivables pursuant to the securitization programs of Tarshop with a realization term not exceeding twelve months, which have been accounted for under the equity method, net of the allowances for impairment, if applicable. Mutual funds, government and mortgage bonds are carried at their market value at the end of the period/year and time deposits are carried at face value plus accrued interest at the end of the period/year.

Equity investees and other non-current investments

Include retained interests in securitized receivables, which have been accounted for under the equity method, net of the allowances for impairment, if applicable. In addition, the interests held in entities over which the Company does not exert control, common control or significant influence have been measured for accounting purposes at cost plus any declared dividends.

As regards the acquisition of the ownership interest in Arcos del Gourmet S.A. in the course of this fiscal year, according to the disclosure in Note 22 B.1.), APSA is presently analyzing the current value of the identifiable assets and liabilities acquired according to the Technical Resolution No. 21, Paragraph 1.3.1.

c. Intangible assets, net

Intangible assets are carried at cost restated as mentioned in Note 2, less accumulated amortization and corresponding allowances for impairment in value. Included in the Intangible Assets caption are the following:

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

Free translation from the original prepared in Spanish for publication in Argentina

NOTE 3: (Continued)

c. (Continued)

Trademarks

Trademarks include the expenses and fees related to their registration.

Pre-operating and organization expenses

Those expenses are amortized by the straight-line method in 3 years, beginning as from the date of opening.

The value of these assets does not exceed their estimated recoverable value at period/year end, respectively.

Non-compete agreement

Those expenses are amortized by the straight-line method in 28 months, beginning from December 1st, 2009.

The value of these assets does not exceed their estimated recoverable value at period/year end, respectively.

d. Goodwill

Amortizations were calculated through the straight line method on the basis of an estimated useful life considering the weight average of the remaining useful life of the assets acquired.

The residual value of goodwill arising from the acquisition of net assets and shares in companies has been shown in the Negative goodwill, net caption. Amortizations were classified in the Amortization of the Negative Goodwill caption of the statement of income. Goodwill related to the acquisition of interest in subsidiaries is included in non-current investments.

Values thus obtained do not exceed the respective estimated recoverable values at period/year end.

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

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NOTE 3: (Continued)

e. Liabilities in kind related to barter transactions

Liabilities in kind corresponding to obligations to deliver units to be built are valued considering the cost of the assets received. The Company estimates that this value exceed the cost of construction of the units to deliver plus additional costs to transfer the assets to the creditor. Liabilities in kind have been shown in the Trade account payables .

NOTE 4: NET OPERATING INCOME BY BUSINESS SEGMENT

The Company has determined that its reportable segments are those that are based on the Company's method of internal reporting. Accordingly, the Company has six reportable segments. These segments are Development and Sale of properties, Office and other Non-Shopping center Rental Properties, Shopping centers, Hotel Operations, Consumer financing, and financial operations and others. As mentioned in Note 1, the unaudited Consolidated Statements of Income were prepared following the guidelines of Technical Resolution No. 21 of the FACPCE.

A general description of each segment follows:

Development and Sale of properties

This segment includes the operating results of the Company's construction and sale of property business.

Office and other Non-Shopping center Rental Properties

This segment includes the operating results of the Company's lease and service revenues of office space and other building properties from tenants.

Shopping centers

This segment includes the operating results of the Company's shopping centers principally comprised of lease and service revenues from tenants.

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

Free translation from the original prepared in Spanish for publication in Argentina

NOTE 4: (Continued)

Hotel operations

This segment includes the operating results of the Company's hotels principally comprised of room, catering and restaurant revenues.

Consumer financing

This segment includes the origination of loans and credit card receivables and related securitization programs carried through Tarshop S.A., APSA's subsidiary.

Financial operations and others

This segment primarily includes revenues and associated costs generated from the sale of equity securities, other securities-related transactions and other non-core activities of the Company. This segment also includes gain/loss in equity investments of the Company.

The Company measures its reportable segments based on operating result. Inter-segment transactions, if any, are accounted for at current market prices. The Company evaluates performance of its segments and allocates resources to them based on operating result. The Company is not dependent on any single customer.

The accounting policies of the segments are the same as those described in Note 1 to the Unaudited Basic Financial Statements and in Note 3 to the Unaudited Consolidated Financial Statements.

IRSA Inversiones y Representaciones Sociedad Anónima

and subsidiaries

Notes to the Unaudited Consolidated Financial Statements (Continued)

In thousands of pesos

Free translation from the original prepared in Spanish for publication in Argentina

NOTE 4: (Continued)

The following information provides the operating results from each business segment:

As of March 31, 2010

	Development and Sale of Properties	Office and Other Non-Shopping center Rental Properties (a)	Shopping Centers	Hotel Operations	Consumer Financing	Financial Operations and Others	Total
Revenues	155,132	116,874	374,972	123,100	181,974		952,052
Costs			•	why we choose to pay each compensation element;			
	(50,182)	(23,423)					

- how we determine the amount to pay and, where applicable, the formula with respect to each compensation element; and
- how each compensation element and our decisions regarding that element relate to our overall compensation objectives and affect our decisions regarding other compensation elements.

The Compensation Committee of our Board of Directors has overall responsibility and authority for approving and evaluating the compensation programs and policies pertaining to our executives and Directors. Each year, the Compensation Committee reviews all elements of all of our executive officers' compensation and the internal pay equity of our Chief Executive Officer's compensation compared to our other executive officers' compensation. Based on its review of all of the elements of our executive officers' compensation, the Compensation Committee found the compensation paid to our executive officers in 2008 to be reasonable in light of market practices and performance, and to be effective in promoting the Committee's compensation objectives, as described below. See *Compensation Objectives.*"

The Compensation Committee directly retains consultants from independent compensation consulting firms to provide advice on aspects of our executive and Director compensation programs. The Committee requests written reports and holds meetings with such consultants which are not attended by any of our employees in order to obtain independent opinions on compensation proposals. The independent consultants help the Committee determine the amount and, where applicable, the formula for each element of the compensation program for each executive. The Compensation Committee retained the independent compensation consulting firm Mercer (US) Inc. to advise it on

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2008 compensation determinations. In 2008, the Committee conducted a rigorous request for proposal process in which it reviewed and evaluated a number of compensation consulting firms. As a result of that review and evaluation, in July 2008, the Compensation Committee retained the independent compensation consulting firm of Farient Advisors LLC. For additional information about the role of the compensation consultant, see “Proposal One: Election of Three Directors to Serve Until the 2012 Annual Meeting of Shareholders and Until Their Successors are Elected and have Qualified – Meetings, Independence and Committees of the Board of Directors *Committees – Compensation Committee.*”

When making executive compensation decisions, the Compensation Committee also considers, for all executives other than our Chief Executive Officer, the recommendation of our Chief Executive Officer. Our Chief Executive Officer’s compensation is determined solely by the Compensation Committee with the assistance of the independent compensation consultant. Our Chief Executive Officer plays a significant role in the process of determining the compensation elements and the value of those elements for our other executives by:

- evaluating executive performance;
- recommending financial and operating performance targets and goals; and
- recommending salary levels, non-equity incentive compensation awards (i.e., annual bonus awards), equity-based compensation awards and perquisites.

The Compensation Committee has met, and will continue to meet, in executive sessions which are not attended by any of our employees. The Committee regularly reports its activities to our Board of Directors.

The Compensation Committee met in executive session in January 2009 to review the overall performance of our Chief Executive Officer during 2008, particularly with respect to our long range strategies and the achievement of both financial and non-financial goals and objectives. Consideration was given to our Chief Executive Officer’s role in building shareholder value and improving our shareholders’ return on invested capital. The Compensation Committee also met with our Chief Executive Officer to review the overall performance of the other Named Executive Officers during 2008. The Committee reviewed a tally of the total compensation received by each of the Named Executive Officers in 2008 and information from its compensation consultant.

Compensation Objectives. The Compensation Committee is guided by the following objectives in determining the compensation of our executives:

- ***Competition.*** The Committee believes that compensation should reflect the competitive marketplace in order for us to attract, retain and motivate talented executives.
- ***Accountability for Business Performance.*** Compensation should be tied in part to our financial and operating results in order for us to hold our executives accountable, through their compensation, for our performance.
- ***Accountability for Individual Performance.*** Compensation should be tied in part to the executive’s individual performance to encourage and reflect individual contributions to our performance.
- ***Alignment with Shareholder Interests.*** Compensation should be tied in part to increases in the price of our common stock through equity-based compensation awards in order to align the executives’ interests with those of our shareholders.
- ***Focus.*** The Committee believes that certain elements of compensation should provide some security to our executives to allow them to continue to focus on our financial and operating results, their individual performance and their job responsibilities.

Design and Determinations. Our executive compensation program is designed to attract, retain and motivate skilled executives and to provide incentives which vary upon the attainment of short- and long-term performance goals. The goal of the compensation program for our executives is to reward each of our executives based on the short- and long-term performance of both the executive and us. Under this pay-for-performance philosophy, the better the performance, the greater the increase in shareholder value and compensation that should result.

The Compensation Committee believes that its goal for the compensation program can best be achieved by paying our executives:

- a reasonable amount of stable compensation (in the form of base salary, employee benefits, perquisites, qualified retirement savings and nonqualified deferred compensation) to help them maintain a reasonable standard of living and provide for their families, so that they can focus their energies and efforts on our financial and operating performance and increasing shareholder value; and

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- performance-based compensation (in the form of annual bonus awards and equity-based compensation awards) to help motivate them to achieve our financial and operating goals and increase shareholder value by conditioning a significant portion of their total compensation on producing the individual and company results that are necessary to achieve those goals.

In determining and recommending the compensation of our executives, the Compensation Committee and our Chief Executive Officer make subjective assessments after deliberate and thorough review and consideration of a number of factors. These factors include:

- the competitive marketplace and, in particular, how the level of an executive's compensation compares with the compensation paid to executives in the same or similar positions and with similar responsibilities at comparator companies;
- the level and area of job responsibilities of the executive;
- the executive's individual performance in his or her position and as it relates to his or her specific job responsibilities;
- the executive's contribution toward achieving our financial and operating results; and
- our overall financial and operating results.

The Committee considers these factors when determining both actual pay levels, such as salary increases, and targeted pay levels, such as annual bonus awards.

The Compensation Committee also annually reviews the tally of total compensation of our executives in order to determine that the amount of compensation is within appropriate competitive parameters. The tally information is not, however, a key factor in the Committee's current compensation decisions, because the tally information is reflective of past performance and past competitive market practice.

The Compensation Committee receives information on the value that could be realized by the Named Executive Officers from compensation paid to them in prior years, such as gains on prior stock option awards. The Compensation Committee recognizes, however, that the realization of the value from prior equity-based compensation is, in large part, a function of the personal investment decisions made by the Named Executive Officers. Therefore, the Committee does not factor in the value realized from prior equity-based compensation awards granted to the Named Executive Officers in setting any of the subsequent compensation to be paid to the Named Executive Officers.

Benchmarking. The Compensation Committee believes that compensation decisions are complex and should be made after a review of our performance and compensation levels paid to executives in the same or similar positions at other comparator companies.

In setting and administering the compensation program and policies for our executives, the Committee attempts to target the total direct compensation of our executives, which includes both the stable and performance-based elements, to the upper third of the range of compensation provided to executives of comparator companies. The upper third of the range is targeted in order to attract and retain a higher than average level of executive, who is tasked with producing financial and operational results that are higher than average. Consistent with our pay-for-performance philosophy:

- base salary levels for our executives, in the aggregate, have generally been targeted at the median of the range of compensation provided to executives of comparator companies;

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- annual bonus awards for our executives have generally been targeted at the median of the range; and
- equity incentive compensation for our executives has generally been targeted in the upper quarter of the range.

As a result, in order to reach the upper third of the range for total direct compensation, the incentive compensation portion must be payable at a higher level, which will only occur if the executive and the company achieve high levels of performance.

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The companies used for the comparisons vary from time to time. In 2008, the primary comparator companies within our industry that the Compensation Committee used to benchmark the appropriateness and competitiveness of our executive compensation program were as follows:

- Apollo Group, Inc.;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC;
- Laureate Education, Inc.;
- Learning Tree International, Inc.;
- Lincoln Educational Services Corporation;
- Strayer Education, Inc.; and
- Universal Technical Institute, Inc.

In 2008, the Compensation Committee also benchmarked our executive compensation against the following subset of six of the comparator companies that were selected due to their size, type of operations and longevity in the industry:

- Apollo Group, Inc.;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC; and
- Laureate Education, Inc.

To determine the range of compensation in 2008, the Compensation Committee supplemented the compensation data of the comparator companies within our industry with summary statistics of compensation data obtained from several published third-party compensation surveys of hundreds of companies in:

- the services industry that were comparable to us in terms of size (i.e., revenue); and
- the general industry, in a few instances, where there was insufficient data in the surveys of companies in our industry or the services industry.

In 2009, the Compensation Committee benchmarked the appropriateness and competitiveness of our executive compensation program against a market composite that consisted of ten companies in our industry and broad market surveys of companies with annual revenues of between \$500 million and \$2 billion. The ten companies in our industry that were used include:

- Apollo Group, Inc.;
- Capella Education Company;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC;
- Learning Tree International, Inc.;
- Lincoln Educational Services Corporation;
- Strayer Education, Inc.; and
- Universal Technical Institute, Inc.

In 2009, the Compensation Committee also reviewed compensation information of 14 high performing companies in the consumer services industry with similar size, growth and margin characteristics as us. The Committee did not benchmark our 2009 executive compensation against those companies, but instead used such information as a second check of the industry-specific data to ensure relevance. The 14 companies in the consumer services industry that were used include:

- Ameristar Casinos, Inc.;
- CEC Entertainment, Inc.;
- Chipotle Mexican Grill, Inc.;
- Choice Hotels International, Inc.;
- Gaylord Entertainment Company;
- Life Time Fitness, Inc.;
- Panera Bread Company;
- Service Corporation International;
- Sonic Corp.;
- Sotheby's;
- Stewart Enterprises, Inc.;
- Texas Roadhouse, Inc.;
- Vail Resorts, Inc.; and
- Weight Watchers International, Inc.

Pay-For-Performance. The total compensation paid to our executive officers depends on both the executive's individual performance and our financial and operating performance. Under the Compensation Committee's pay-for-performance philosophy with respect to executive compensation, there is a direct correlation between the Committee's subjective assessment of each executive officer and the amount of compensation that the Committee determines to pay to the executive officer. As a result, the higher the Compensation Committee's subjective assessment of an executive officer's performance, the higher the amount of compensation that the Committee will approve for that executive officer, relative to his or her level and area of responsibility, the competitive marketplace for the same or similar positions and his or her contribution toward achieving our results.

The Compensation Committee believes that performance-based compensation should provide our executives with an opportunity to earn an increasingly greater amount of compensation for increasingly better financial and operating results and higher shareholder value. The potential value of the performance-based compensation elements, such as annual bonus awards and equity-based compensation awards, is based entirely on improving our financial and operating results. See "*Compensation Elements*." For example, the four performance measures under our 2008 Executive Bonus Parameters were diluted earnings per share, total student enrollment, Free Cash Flow (as defined below) and graduate employment rate. These measures are the more significant measures on which our operational performance is reviewed by our management and our Board of Directors, and they are reflective of our overall financial and operational growth and, ultimately, return to shareholders. The Committee believes that, as a result, our executive compensation is closely aligned with company performance.

In addition, the Compensation Committee has selected nonqualified stock options as the principal form of equity-based compensation awards to be granted to our Named Executive Officers. The future value of the stock option awards are entirely dependent on our executives' ability to produce the financial and operating results necessary for the share price of our common stock to increase. Given the long-term nature of the equity-based compensation awards, they also correspond to our long-term financial and operating performance. The Compensation Committee believes that, over the long-term, the price of our common stock will not increase significantly, if we do not fulfill our long-term financial and operating goals. For this reason, the Compensation Committee also believes that the expense to us of the compensation paid to our executives correlates to the benefits we expect to receive in return for the compensation, because that expense is reflected in our financial results.

The Compensation Committee recognizes that unforeseen circumstances may arise in the future after targets associated with performance-based compensation have been established. As a result, the Compensation Committee has reserved the discretion to adjust performance targets and awards in the event any unforeseen situation arises. The Compensation Committee believes that talented executives cannot be recruited, retained or motivated if the executives perceive the performance targets to be unreasonable or unachievable. The Compensation Committee monitors and evaluates the Named Executive Officer's progress in achieving the targets of our performance-based compensation. If an unforeseen situation were to arise that could jeopardize all or part of the Named Executive Officers' achievement of the targets notwithstanding the Named Executive Officers' individual performance, the Compensation Committee may decide to adjust the targets, grant additional awards or provide the Named Executive Officer with a different financial incentive. In January 2009, the Compensation Committee adjusted the target levels in the Free Cash Flow category under our 2008 Executive Bonus Parameters due to circumstances that negatively affected our cash flows in 2008. Those circumstances were unforeseen at the time the Free Cash Flow target levels were originally established in January 2008, and they were not a result of any actions or the performance of us or any of the Named Executive Officers. See "*Compensation Elements - Annual Bonus Awards*." The Compensation Committee did not make any other adjustments to the targets or awards of any of the performance-based compensation granted to our Named Executive Officers related to 2008.

The Compensation Committee also believes that performance-based compensation should represent an increasingly greater percentage of an executive's total compensation the higher the executive's position within the organization. The Compensation Committee recognizes that our executives face a commensurate downside risk from performance-based compensation, such that the level of compensation paid corresponds directly to the level of results achieved.

The Compensation Committee applies the same pay-for-performance philosophy for executive compensation in determining our Chief Executive Officer's compensation that it applies in determining the compensation of the other executive officers. The Compensation Committee has established a higher level of compensation for our Chief Executive Officer than the levels for our other executive officers, due to:

- the high level of responsibility that he has with us;
- the substantial duties and responsibilities that he has to us; and
- the fact that the market and comparator compensation information demonstrates higher levels of compensation for chief executive officers both within and outside of our industry.

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Certain Policies. We do not have any policies regarding automatic adjustment or recovery of compensation paid or awarded to our executives in the event any of the performance measures upon which that compensation was paid or awarded are restated or adjusted, such that the compensation paid or awarded would have been less under the

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restated or adjusted performance measures. The Compensation Committee believes that the cause of any subsequent restatement or adjustment to the results of the performance measure(s) used to trigger compensation should be thoroughly examined to assess each executive's culpability for the restatement or adjustment, instead of establishing a policy that requires an automatic adjustment or recovery of compensation. We did not experience any restatement or adjustment in 2008 to the results of any performance measures upon which our executives were compensated, so no consideration was given by the Compensation Committee in 2008 whether to adjust or recover any compensation payments or awards to our executives.

We do not impose any specific equity or security ownership requirements on our executives. We believe that the equity-based compensation paid to our executives serves to align their interests with those of our shareholders. We believe that it is improper and inappropriate for any employee or Director to engage in short-term or speculative transactions involving our securities. It is our policy that our executives and Directors are prohibited from purchasing or selling any publicly traded options for our securities, including the trading of any call or put, the writing of any call or put, hedging or the use of collars.

Compensation Elements. The elements of our compensation program, a description of the purpose of each element and the objectives that each element supports are shown in the table below. See "*Compensation Objectives.*" We believe that each element is a typical component of an executive's compensation and is, therefore, necessary for us to attract, retain and motivate talented executives.

Compensation Element	Purpose	Link to Compensation Objectives
Base Salary	Fixed component used to help us motivate and hold accountable our executives for our financial and operating results and their individual performance.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
Annual Bonus Awards	Variable component used to help us incentivize, motivate and hold accountable our executives for our financial and operating results and their individual performance.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
Equity-Based Compensation (i.e., Time-Based Stock Options and/or Restricted Stock Unit Awards)	Used to create performance incentives and promote equity ownership in us by our executives.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
	Aligns the executives' interests with those of our shareholders.	<ul style="list-style-type: none"> • Alignment with Shareholder Interests
Qualified Retirement Savings (i.e., 401(k) Plan Contributions)	Used to help us provide stable compensation and some security to our executives, in order to help them save for retirement on a tax-deferred basis.	<ul style="list-style-type: none"> • Competition • Accountability for Individual Performance • Focus

Nonqualified Deferred Compensation

Provides some security to our executives and helps them save a portion of their compensation for retirement on a tax-deferred basis.

- Competition
- Accountability for Individual Performance
- Focus

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Compensation Element	Purpose	Link to Compensation Objectives
Pension Benefits (i.e., Qualified and Nonqualified Retirement Plan Earnings)	Allows executives to focus on their job responsibilities while employed and provides some security upon retirement.	<ul style="list-style-type: none"> • Benefit accruals under our pension plans were frozen as of March 31, 2006.
Employee Benefits	Provides stable compensation and some security to our executives, in order to allow them to focus on their individual performance and achieving our financial and operating results.	<ul style="list-style-type: none"> • Competition • Focus
Perquisites	Used to recognize and reward our executives based on their responsibilities and efforts to achieve our financial and operating results and increase shareholder value.	<ul style="list-style-type: none"> • Competition • Focus
	Helps our executives focus on their job responsibilities.	
Potential Payments Upon Termination of Employment or a Change in Control of Us	<p>Provides for payments in connection with a change in control and/or involuntary termination of employment.</p> <p>Provides some security to our executives to help them focus on their job responsibilities and to encourage them to remain employed with us during a critical time of a potential change in control.</p>	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance • Alignment with Shareholder Interests • Focus

Base Salary. Salaries provide a necessary element of stability in the total compensation program and, as such, are not subject to significant variability. Salaries are set and administered to reflect the value of the job in the marketplace and individual contribution and performance over time. Increases in base salary are based on individual and company performance, as well as a comparison of the base salaries of executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking. Each executive's performance is evaluated annually based on his or her achievement of specific goals. The specified goals pertain to the executive's areas of responsibility and, depending on the goal, the results may be measured by the performance of the individual or the entire company. The executive's overall performance rating is reduced to one of five levels that are either at, above or below satisfactory performance. The Compensation Committee believes that it is progressively more challenging for an executive to achieve a higher overall performance rating.

The Compensation Committee authorized a salary increase for the Named Executive Officers in:

- January 2008 that became effective on March 31, 2008; and
- January 2009 that becomes effective on March 30, 2009.

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The following table sets forth the annualized base salary information for each of the Named Executive Officers as of March 31, 2008 and March 30, 2009.

<u>Named Executive Officer</u>	<u>Annualized Base Salary</u>	<u>Dollar Increase</u>	<u>Percentage Increase Over Prior Year</u>	<u>Interval From Last Increase</u>
Kevin M. Modany				
2008	\$675,000	\$45,000	7.1%	12 months
2009	\$725,000	\$50,000	7.4%	12 months
Daniel M. Fitzpatrick				
2008	\$285,000	\$21,700	8.2%	12 months
2009	\$305,000	\$20,000	7.0%	12 months
Clark D. Elwood				
2008	\$280,000	\$19,900	7.7%	12 months
2009	\$300,000	\$20,000	7.1%	12 months
Eugene W. Feichtner				
2008	\$245,000	\$15,000	6.5%	12 months
2009	\$275,000	\$30,000	12.2%	12 months
Glenn E. Tanner				
2008	\$185,000	\$13,300	7.7%	12 months
2009	\$230,000	\$45,000	24.3%	12 months

Annual Bonus Awards. The annual bonus award to our executives is intended to serve as an incentive to achieve performance targets established by the Compensation Committee for a specified fiscal year. The outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to our executives. Annual bonuses are a form of performance-based compensation for our executives. The amount of the annual bonus payout opportunity is based on the total bonus amounts available to executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking.

Pursuant to the SEC's regulations, our annual bonus awards are typically classified in the tables in our proxy statements as non-equity incentive plan compensation, instead of bonus compensation, due to the annual bonus awards being based on pre-established performance targets. For our 2008 bonus awards, however, an additional amount was awarded by our Compensation Committee as a result of an adjustment to the target levels in the Free Cash Flow category, which additional amount is classified in the tables in this Proxy Statement as bonus compensation. We refer to the non-equity incentive plan compensation as our "bonus" compensation internally and in previous filings with the SEC. Throughout this Proxy Statement in the narrative and in the footnotes to the tables, when we refer to "annual bonus awards" and related items, we mean the non-equity incentive plan and bonus compensation and related items shown in the columns in the tables in this Proxy Statement. See "-- Summary Compensation Table."

The annual bonus parameters are typically based on our primary financial and operating goals for the ensuing year. While the bonus parameters reflect our financial and operating goals, as opposed to the individual executive's performance goals, achievement of our financial and operating goals depends on, and is affected by, each executive's performance with respect to his or her individual goals. The Compensation Committee may, in its sole discretion, modify the bonus parameters at any time prior to the payment of the annual bonus awards under the parameters.

In January 2008, the Compensation Committee approved the 2008 Executive Bonus Parameters for participation by our executives, including the Named Executive Officers. In January 2009, the Compensation Committee considered the fact that the disruption in the student financing market in 2008 as a result of the general economic turmoil and credit crisis caused the target levels in the Free Cash Flow category under the 2008 Executive Bonus Parameters to be unachievable. The Compensation Committee noted that the target levels in the Free Cash Flow category were set at a time when the full effect of the credit crisis could not accurately be foreseen, and that the fact that those levels were unachievable was in

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no way related to the performance of our executives. Based on the Compensation Committee's pay-for-performance philosophy and its recognition that executives are less likely to be retained or motivated if performance targets are set at a level that are not achievable, the Committee determined to adjust the target levels in the Free Cash Flow category of the 2008 Executive Bonus Parameters to levels that were challenging but achievable.

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The annual bonus awards payable to individual participants under the 2008 Executive Bonus Parameters were based on a formula that took into account our ability to achieve specified targets in 2008 in each of four performance categories, each weighted equally, as shown in the following table:

Performance Points ⁽¹⁾	<u>2008 Performance Category</u>			<u>Graduate Employment Percentage ⁽⁵⁾</u>
	<u>EPS ⁽²⁾</u>	<u>Percentage Increase in Total Student Enrollment ⁽³⁾</u>	<u>Free Cash Flow ⁽⁴⁾</u>	
5	≥ \$4.62	≥ 10.00%	≥ \$111.0 million	≥ 84.00%
4	\$4.56 to \$4.61	9.00% to 9.99%	\$108.0 million to \$110.9 million	82.00% to 83.99%
3	\$4.50 to \$4.55	8.00% to 8.99%	\$105.0 million to \$107.9 million	80.00% to 81.99%
2	\$4.44 to \$4.49	7.00% to 7.99%	\$102.0 million to \$104.9 million	78.00% to 79.99%
1	≤ \$4.43	≤ 6.99%	≤ \$101.9 million	≤ 77.99%

- (1) Under the formula, each performance category is assigned the performance points associated with our actual 2008 performance in that category.
- (2) Represents our diluted earnings per share (“EPS”) in 2008.
- (3) Represents the percentage increase in total student enrollment at our institutes as of December 31, 2008 compared to the total student enrollment at our institutes as of December 31, 2007.
- (4) Defined as our net cash flows from operating activities, less:
 - capital expenditures, net (excluding facility purchases); and
 - any change in restricted cash

(“Free Cash Flow”) in 2008. This is a Non-GAAP financial measure. The Compensation Committee believes that the Non-GAAP Free Cash Flow measure improves its ability to measure the amount of cash that is generated from our operations and, therefore, is a better measure to assess our performance for purposes of performance-based bonus compensation. The target levels shown for the Free Cash Flow category are the adjusted target levels approved by the Compensation Committee in January 2009.

- (5) Represents the percentage of Employable Graduates (as defined below) from our institutes’ programs of study in the third and fourth calendar quarters of 2007 and first and second calendar quarters of 2008 who either obtained employment by December 31, 2008, or were already employed, in positions that required the direct or indirect use of skills taught in their programs of study. Employable Graduates include all of the graduates from our institutes, except for those graduates who:
 - have been admitted into other programs of study at postsecondary educational institutions that are scheduled to begin within one academic year following their graduation;
 - possessed visas that did not permit them to work in the United States following their graduation;
 - were personally suffering from a health condition that prevented them from working;
 - were actively engaged in U.S. military service; or
 - moved out of the Continental United States with a spouse or parent who was actively engaged in U.S. military service.

The 2008 Executive Bonus Parameters established for each participant a standard bonus target percentage of annualized base salary as of December 31, 2008, ranging from 10% to 100%, with the percentage depending on the participant’s position. The following table sets forth the standard bonus target percentage of annualized base salary as of December 31, 2008 for each of the Named Executive Officers under the 2008 Executive Bonus Parameters.

2008 Standard Bonus

<u>Named Executive Officer</u>	<u>Target Percentage of Annualized Base Salary</u>
Kevin M. Modany	100%
Daniel M. Fitzpatrick	60%
Clark D. Elwood	55%
Eugene W. Feichtner	55%
Glenn E. Tanner	45%

The maximum bonus percentage under the 2008 Executive Bonus Parameters ranged from 25% to 200% of the standard bonus target percentage of annualized base salary as of December 31, 2008, depending on the weighted average performance points associated with the actual results achieved with respect to each performance category. To determine the weighted average performance points, the sum of the performance points associated with the actual

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performance in the four performance categories was divided by four. The following table sets forth the maximum bonus percentage associated with each range of weighted average performance points under the 2008 Executive Bonus Parameters.

<u>Weighted Average Performance Points</u>	<u>Maximum Bonus Percentage</u>
4.76 – 5.00	200.0%
4.51 – 4.75	187.5%
4.26 – 4.50	175.0%
4.01 – 4.25	162.5%
3.76 – 4.00	150.0%
3.51 – 3.75	137.5%
3.26 – 3.50	125.0%
3.01 – 3.25	112.5%
2.76 – 3.00	100.0%
2.51 – 2.75	87.5%
2.26 – 2.50	75.0%
2.01 – 2.25	62.5%
1.76 – 2.00	50.0%
1.51 – 1.75	41.7%
1.26 – 1.50	33.3%
1.01 – 1.25	25.0%

The following table sets forth the actual results achieved and the resulting performance points associated with each performance category under the 2008 Executive Bonus Parameters.

EPS		Percentage Increase in Total Student Enrollment		Free Cash Flow		Graduate Employment Percentage	
<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>
	<u>Points</u>		<u>Points</u>		<u>Points</u>		<u>Points</u>
\$5.17	5	16.9%	5	\$159.8 million	5	81.4%	3

The weighted average performance points associated with the actual results achieved with respect to the 2008 performance categories were 4.50, which resulted in a maximum bonus percentage of 175.0% under the 2008 Executive Bonus Parameters. The Compensation Committee's adjustment to the target levels in the Free Cash Flow category caused the maximum bonus percentage to increase from 125.0% to 175.0%. The additional amount received by each Named Executive Officer as a result of such increase is shown in the Bonus column of the Summary Compensation Table. See "– Summary Compensation Table."

A participant's annual bonus award may be more or less than the participant's potential award as calculated under the formula. A participant's actual annual bonus award is based on a discretionary assessment of the participant's individual performance and contribution toward achieving the specified targets in the four performance categories that is made by the Compensation Committee upon the recommendation of our Chief Executive Officer, except for our Chief Executive Officer's annual bonus award, which is made by the Committee without a recommendation from our Chief Executive Officer. The total amount available for the payment of bonuses for each year is capped at an amount equal to the cumulative sum of the products of each participant's bonus percentage multiplied by each participant's annualized base salary as of the end of the

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year. The Committee also took into consideration the individual performance of each participant in determining the amount of the participant's 2008 annual bonus award.

On January 19, 2009, the Compensation Committee approved the payment of a 2008 annual bonus award in cash to each of the Named Executive Officers, as follows:

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<u>Named Executive Officer</u>	<u>2008 Annual Bonus Award</u>	<u>2008 Bonus Percentage of 2008 Annualized Base Salary</u> ⁽¹⁾	<u>Percentage Increase over 2007 Bonus Award</u>
Kevin M. Modany	\$1,181,250	175.0%	18.7%
Daniel M. Fitzpatrick	\$299,250	105.0%	1.0%
Clark D. Elwood	\$269,500	96.3%	0.5%
Eugene W. Feichtner	\$235,813	96.3%	(0.6)%
Glenn E. Tanner	\$145,688	78.8%	0.6%

(1) As of March 31, 2008.

In January 2009, the Compensation Committee also approved the 2009 Executive Bonus Parameters for participation by our executives, including the Named Executive Officers. Bonuses payable to individual participants will be paid in cash and based on a formula that takes into account our ability to achieve specified targets in 2009 in each of the following four performance categories, each weighted equally:

- Our EPS in 2009.
- The percentage increase in total student enrollment at our institutes as of December 31, 2009 compared to the total student enrollment at our institutes as of December 31, 2008.
- Our Free Cash Flow in 2009.
- The percentage of Employable Graduates from our institutes' programs of study in the third and fourth calendar quarters of 2008 and first and second calendar quarters of 2009 who either obtain employment by December 31, 2009, or are already employed, in positions that require the direct or indirect use of skills taught in their programs of study.

Each target level associated with each incremental bonus percentage is progressively higher and, therefore, more of a challenge to achieve. If we applied the actual results that we achieved in 2008 with respect to each of the four performance factors to the 2009 performance categories, the weighted average performance points under the 2009 performance categories would be 3.00, for a maximum bonus percentage of 100.0%, compared to 4.50 under the 2008 performance categories, for a maximum bonus percentage of 175.0%. At the time that the Compensation Committee approved the target levels under the 2009 Executive Bonus Parameters, we publicly disclosed that the range of \$6.25 to \$6.45 was our internal goal for our 2009 earnings per share. The mid-point of that range was the basis for the target level associated with 2.00 performance points in the earnings per share performance category of the 2009 Executive Bonus Parameters. We subsequently announced that we have revised our internal goal for our 2009 earnings per share to a range of \$6.50 to \$6.75. The Compensation Committee has not adjusted, however, the target levels in the earnings per share performance category of the 2009 Executive Bonus Parameters.

The 2009 Executive Bonus Parameters establish for each participant a standard bonus target percentage of annualized base salary as of December 31, 2009, ranging from 10% to 100%, with the percentage depending on the participant's position. The following table sets forth the standard bonus target percentage of annualized base salary as of December 31, 2009 for each of the Named Executive Officers under the 2009 Executive Bonus Parameters.

<u>Named Executive Officer</u>	<u>2009 Standard Bonus Target Percentage of Annualized Base Salary</u>
Kevin M. Modany	100%
Daniel M. Fitzpatrick	65%
Clark D. Elwood	65%
Eugene W. Feichtner	60%
Glenn E. Tanner	60%

The maximum bonus percentage under the 2009 Executive Bonus Parameters ranges from 25% to 200% of the standard bonus target percentage of annualized base salary as of December 31, 2009 and is based on the weighted average performance points associated with the actual results achieved with respect to each performance category. The maximum bonus percentage associated with each range of weighted average performance points under the 2009 Executive Bonus Parameters is the same as the range under the 2008 Executive Bonus Parameters.

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Equity-Based Compensation. The Compensation Committee believes that equity-based compensation related to our long-term performance should be a major component of the total compensation for executives. The Committee believes that the use of our common stock in the payment of this compensation will enhance our executives' commitment to our long-term performance because equity-based compensation awards, such as time-based stock options, restricted stock and restricted stock units ("RSUs"), are directly related to the performance of our common stock. The type and value of the equity-based compensation awards vary based on the executive's level and individual performance.

In 2008, as a guideline for determining the amount (based on fair value, determined by using a Black-Scholes pricing model) of the annual equity-based compensation award to grant to our executives, the Compensation Committee used a percentage of the executive's annualized base salary, ranging from 33% to 425%, with the percentage depending on market comparisons and the executive's responsibilities, performance and contributions. The percentage applicable to each of the Named Executive Officers in 2008 was as follows:

<u>Named Executive Officer</u>	<u>Percentage of 2008 Annualized Base Salary</u> ⁽¹⁾
Kevin M. Modany	425%
Daniel M. Fitzpatrick	211%
Clark D. Elwood	214%
Eugene W. Feichtner	245%
Glenn E. Tanner	195%

(1) As of March 31, 2008.

On January 21, 2008, the Compensation Committee authorized the grant of nonqualified stock options to purchase shares of our common stock under the 2006 ITT Educational Services, Inc. Equity Compensation Plan ("2006 Equity Compensation Plan") to the Named Executive Officers effective on January 30, 2008. See "-- Grants of Plan-Based Awards Table." The amounts of the equity awards in 2008 to the Named Executive Officers were based on the percentage of base salary set forth above.

In 2009, the Compensation Committee decided to change its method of determining the amount of equity-based compensation grants to our executive officers, as a result of its review of its previous method and the recommendation of Fariant. Instead of the previous value-based method, the Committee has moved to a fixed share range method. The Compensation Committee made this change after determining that the volatility component of the valuation method can cause the value of the equity-based compensation to be non-reflective of our performance. Higher stock volatility, as has been the case with our common stock in recent periods, leads to higher relative option values under the valuation method, which is not always indicative of actual stock price performance. By establishing a fixed number of shares for equity grants, those grants will have a higher intrinsic value when the market price of our common stock is higher and a lower intrinsic value when the market price of our common stock is lower. As a result, the Compensation Committee believes that the intrinsic value of the equity-based compensation is tied more closely to company and individual performance, since our executives will need to produce the financial and operating results necessary for the share price of our common stock to increase, which is the only way that the stock options will have value to the executive.

The Compensation Committee determined the ranges of the fixed share amounts to be granted to our executives as a percentage of our outstanding common stock. The Compensation Committee reviewed equity compensation awards in the previous two years granted to executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking, and calculated the percentage that those awards bore to the applicable company's outstanding common shares in order to develop fixed share grant guidelines for the Committee's use in making future equity compensation awards. The Committee intends for the fixed share grant guidelines to provide an equity compensation opportunity to our executives in the upper quartile of peer practices over time based on the percentage of common shares outstanding, although it is not the intent of the Committee to make adjustments on an annual basis to achieve this positioning, and actual pay opportunity will vary with performance from year-to-year. The Compensation Committee currently intends to utilize those fixed share grant guidelines for the next three to five years, but it retains the discretion to modify the guidelines, or the entire grant method, at any time. The Committee also expects that it would reset the guidelines, if the market price of our common stock substantially increases or decreases from its current level and is sustained at that different level for an extended period of time.

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For the stock option grants to executives in 2009, the Compensation Committee utilized the applicable ranges determined as described above, and set the exact number of stock options to grant to each executive based on the executive's individual performance in 2008 and, for all executives other than our Chief Executive Officer, the recommendation of our Chief Executive Officer. Specifically, on January 19, 2009, the Compensation Committee authorized the grant of nonqualified stock options to purchase shares of our common stock under the 2006 Equity Compensation Plan to the Named Executive Officers, effective on January 28, 2009, as follows:

<u>Named Executive Officer</u>	<u>Number of Securities Underlying Option Granted</u>	<u>Exercise Price</u>	<u>Expiration Date</u>	<u>Grant Date ⁽¹⁾</u>	<u>Date Compensation Committee Took Action</u>
Kevin M. Modany	100,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Daniel M. Fitzpatrick	20,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Clark D. Elwood	20,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Eugene W. Feichtner	17,500	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Glenn E. Tanner	17,500	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾

-
- (1) The effective date of the stock option grant.
 - (2) Nonqualified stock option granted at 100% of the closing market price of a share of our common stock on January 28, 2009, the effective date of the grant. One-third of the option is exercisable on the anniversary date of the grant in each of the years 2010, 2011 and 2012.
 - (3) The stock option was granted by the Compensation Committee during a Committee meeting on January 19, 2009, and became effective on January 28, 2009, which was the fourth business day following the date we publicly disclosed our financial and operating results for the fiscal quarter and year ended December 31, 2008.

The Compensation Committee is responsible for determining equity-based compensation paid to our executives. All equity-based compensation awards to our executive officers are granted exclusively by our Compensation Committee. The Compensation Committee has delegated limited authority to our Chief Executive Officer to grant equity-based compensation awards to our newly-hired executives (excluding our executive officers) and other key employees.

Equity-based compensation is granted to our executives and other key employees under the following circumstances:

- the Compensation Committee has typically made grants to our executives and other key employees annually during its first regularly scheduled meeting of the calendar year, which grants become effective prospectively on the fourth business day following the public disclosure of our financial and operating results for our prior fiscal year;
- the Compensation Committee has typically made grants to our newly-hired executive officers at a Committee meeting occurring either:
 - prior to the date that the executive officer's employment with us begins, in which case the effective date of the grant is typically the executive officer's first day of employment with us but, if the markets are closed on that day, is the next subsequent day that the markets are open; or
 - after the executive officer's employment with us begins, in which case the effective date of the grant is the date of the Committee meeting or a subsequent date specified by the Committee at its meeting; and
- pursuant to authority delegated to him by the Compensation Committee, our Chief Executive Officer typically grants equity-based compensation to our newly-hired executives (excluding our executive officers) and other key employees on the newly-hired

employee's first day of employment with us.

In each of the above circumstances, the exercise price of any stock option granted is the closing market price of a share of our common stock on the effective date of the stock option grant. In addition, the number of any RSUs or shares of restricted stock is based on the closing market price of a share of our common stock on the effective date of the RSU or restricted stock grant.

We do not time our release of material non-public information for the purpose of affecting the value of our executives' compensation, nor do we time our grants of equity-based compensation to take advantage of material non-public information. Nevertheless, our process for granting equity-based compensation (as described above) may

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result in equity-based compensation, including stock options, being granted to our executives and other key employees at times when our Board of Directors or the Compensation Committee is in possession of material non-public information about us. This possibility is not taken into account in determining whether to make the equity-based compensation awards or the amount or value of those awards.

Retirement Plans.

Qualified Retirement Savings. Our executives participate in our ESI 401(k) Plan, a qualified defined contribution plan, that is designed to provide substantially all of our employees with a tax-deferred, long-term savings vehicle. See “– Equity Compensation and Qualified Savings Plans –*ESI 401(k) Plan.*”

Nonqualified Deferred Compensation. Due to federal limitations that preclude our highly-compensated employees from fully participating in the ESI 401(k) Plan, we established the ESI Excess Savings Plan, an unfunded, nonqualified deferred compensation plan for a select group of our management, including the Named Executive Officers. We froze the ESI Excess Savings Plan, effective for plan years beginning on and after January 1, 2008, such that executives may no longer make elective deferrals and we no longer make contributions under the ESI Excess Savings Plan. Amounts previously credited to an executive under the ESI Excess Savings Plan will, however, continue to accrue interest in accordance with the terms of the ESI Excess Savings Plan until those amounts are distributed pursuant to the plan’s terms. See “– Nonqualified Deferred Compensation Plans –*ESI Excess Savings Plan.*”

In addition, we have established the ESI Executive Deferred Bonus Compensation Plan (the “Deferred Bonus Plan”), an unfunded, nonqualified deferred compensation plan, for a select group of our management and highly-compensated employees, including the Named Executive Officers. The Deferred Bonus Plan allows eligible employees to defer payment of all or a portion of his or her annual bonus compensation and to earn interest on any annual bonus compensation in the form of cash that is deferred. See “– Nonqualified Deferred Compensation Plan –*Deferred Bonus Plan.*”

The terms of the ESI Excess Savings Plan and the Deferred Bonus Plan, including the interest rate on the earnings on the Named Executive Officers’ account balances under each plan, are based on common and typical terms and types of nonqualified deferred compensation plans that had been adopted by other publicly traded companies at the time that we adopted those plans.

Pension Benefits. Pension benefits provide retirement compensation which is based on the salary and bonus compensation paid to the employee during his or her employment. We froze the benefit accruals under the ESI Pension Plan and ESI Excess Pension Plan for all participants in the plans on March 31, 2006, such that no further benefits accrue under those plans after March 31, 2006. Participants do, however, continue to be credited with vesting service and interest according to the terms of those plans. See “– Pension Plan –*ESI Pension Plan*” and *ESI Excess Pension Plan.*”

Employee Benefits and Perquisites.

Employee Benefits. All of our executives are eligible to participate in our employee benefits, which include medical and dental benefits, vision insurance, life insurance, flexible spending account, tuition reimbursement, business travel and accident insurance, disability insurance, vacation leave, sick leave, bereavement leave, ITT Technical Institute tuition discounts and an employee assistance program that can help employees find answers to various kinds of personal concerns by offering consultation, support, information, planning and referrals. The employee benefits are generally available on a non-discriminatory basis to all full-time and part-time regular employees.

Perquisites. We also provide limited perquisites to our executives, including the Named Executive Officers, that vary based on the executive's level. The perquisites include use of a company car for our Chief Executive Officer only, a tax return preparation and financial planning allowance, tickets to sporting, theater and other events, enhanced disability benefits, an annual physical examination and, for newly-hired executive officers from outside the Indianapolis metropolitan area whom we ask to relocate, relocation assistance. The value and type of perquisites made available to our executives are based on the value and type of perquisites that had been made available to executives at other publicly-traded companies at the time that we began making those perquisites available, and at the time of each subsequent annual review by the Compensation Committee of those perquisites. The Compensation

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Committee believes that our executives value the perquisites provided to them and, given that the cost to us of the perquisites is not significant, the Committee has determined to continue providing these perquisites to our executives.

The perquisites that we provided to our Named Executive Officers in 2008 are disclosed in the Summary Compensation Table and footnotes thereto in this Proxy Statement. See “– Summary Compensation Table.” In January 2009, the Compensation Committee approved the value and type of perquisites in 2009 for the Named Executive Officers, which are consistent with the value and type of perquisites provided to them in 2008. The aggregate incremental cost to us in 2009 for providing all of the 2009 perquisites to the Named Executive Officers is not expected to exceed \$125,000.

Potential Payments Upon Termination of Employment or a Change In Control of Us. Our executive officers, including the Named Executive Officers, participate in the ITT Educational Services, Inc. Senior Executive Severance Plan (the “Senior Executive Severance Plan”), which provides for severance benefits if:

- we terminate the executive’s employment, other than for cause, or when the executive terminates his or her employment for good reason, in each case within two years after the occurrence of a change in control of us;
- we terminate the executive’s employment, other than for cause, if a change in control is imminent.

The benefits vary depending on the executive’s level and include, among other things, two or three times the executive’s base salary and bonus and a stipend equal to two or three times the annual cost of certain employee benefits. See “– Potential Payments Upon Termination or Change in Control –*Senior Executive Severance Plan.*”

The Compensation Committee believes that a change in control transaction, or potential change in control transaction, would create uncertainty regarding the continued employment of our executives. This is because many change in control transactions result in significant organizational changes, particularly at the senior executive level. In order to encourage our executives to remain employed with us during an important time when their continued employment in connection with or following a transaction is often uncertain and to help keep our executives focused on our business rather than on their personal financial security, we believe that providing certain of our executives with severance benefits upon the specified terminations of employment is in the best interests of our company and our shareholders. The Committee also believes that severance benefits are even more effective in achieving those purposes at companies, like ours, where executives do not have significant amounts of wealth accumulation from previous compensation awards.

The benefits under the Senior Executive Severance Plan are not payable merely because a change in control transaction occurs or is imminent. Instead, payment of the severance benefits is only triggered if a change in control has occurred or is imminent and certain types of termination of employment occur within certain limited time periods. The Compensation Committee has determined that this “double trigger” requirement is appropriate and reasonable.

If benefits are triggered under the Senior Executive Severance Plan, our Chief Executive Officer would be entitled to payments under the “three times” multiplier and the other covered executives would be entitled to payments under the “two times” multiplier. Our Chief Executive Officer would also be entitled to certain benefits that would not be available to the other covered executives, including that our Chief Executive Officer would receive a tax gross-up payment on any excise taxes and that his severance benefits would not be limited in the event of the imposition of an excise tax. The Compensation Committee believes that our Chief Executive Officer should receive the higher multiplier and the enhanced benefits given his high level of responsibility and the substantial duties that he has with us, as well as the fact that it is common market practice for a chief executive officer to receive a higher level of severance benefits than other executive officers.

The amount and type of severance pay made available to our executive officers are based on common and typical amounts and types of severance pay that are made available to executives by other publicly traded companies at the time that these benefits were determined.

In addition, some of the awards granted under our equity compensation plans and all or a portion of the contributions, benefits and earnings under our qualified savings plan, nonqualified deferred compensation plans and pension plans may vest and/or become payable to the participating employees, including the Named Executive Officers, if the participating employee's employment terminates in certain situations or we undergo a change in control. See "– Potential Payments Upon Termination or Change In Control." The accelerated vesting and payments

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are useful in providing security to our executives and helps them to focus on their job responsibilities, instead of the safety of compensation that they have previously been awarded or paid. Further, the accelerated vesting of equity compensation awards upon a change in control:

- provides employees with the same opportunities as shareholders, who are free to sell their equity at the time of the change in control event and thereby realize the value created at the time of the transaction;
- ensures that employees do not have the fate of their outstanding equity tied to the future success of the new and different company that results from the change in control;
- can be a strong retention device during change in control discussions, particularly for those employees whose equity represents a significant portion of their total pay package; and
- treats all employees the same regardless of their employment status after the transaction.

The Impact of Accounting and Tax Treatments on the Compensation. Section 162(m) of the IRC limits the allowable deduction for compensation paid or accrued with respect to the chief executive officer and each of the three other most highly compensated executive officers (other than the chief financial officer) of a publicly held corporation to no more than \$1 million per year. Certain compensation is exempt from this deduction limitation, including performance-based compensation paid under a plan administered by a committee of outside directors, the material terms of which have been approved by our shareholders.

In light of Section 162(m), it is the policy of the Compensation Committee to modify, where necessary, our executive compensation program to maximize the tax deductibility of compensation paid to our executive officers. Accordingly, our equity incentive compensation plans include a fixed limit on the awards that may be granted to any individual in any given year. Any future gains that may be realized upon the stock options granted under our equity incentive compensation plans will qualify as “performance-based compensation” and will be fully deductible by us.

At the same time, the Compensation Committee also believes that the overall performance of our senior executives cannot in all cases be reduced to a fixed formula and that the prudent use of discretion in determining pay levels is in our best interests and those of our shareholders. Under some circumstances (other than in the context of our employee incentive stock plans), the Committee’s use of discretion in determining appropriate amounts of compensation may be essential. In those situations where discretion is or can be used by the Compensation Committee, compensation may not be fully deductible. The Committee does not believe that such loss of deductibility will have any material impact on our financial condition.

Section 409A of the IRC provides certain requirements for deferred compensation arrangements. Those requirements, among other things, limit flexibility with respect to the time and form of payment of deferred compensation. If a payment or award constitutes deferred compensation subject to Section 409A and the applicable requirements are not satisfied, the recipient could be subject to tax on the award and all other deferred compensation of the same type, and an additional 20% tax and interest at the underpayment rate plus 1%, at the time the legally binding right to the payment or award arises or, if later, when that right ceases to be subject to a substantial risk of forfeiture. We have made modifications to our plans and arrangements such that payments or awards under those arrangements either are intended to not constitute “deferred compensation” for Section 409A purposes (and will thereby be exempt from Section 409A’s requirements) or, if they constitute “deferred compensation,” are intended to comply with the Section 409A statutory provisions and final regulations.

Compensation Committee Report

The Compensation Committee has reviewed and discussed the Compensation Discussion and Analysis required by Item 402(b) of Regulation S-K under the 1934 Act with our management. Based on that review and discussions, the Compensation Committee recommended to our Board of Directors that the Compensation Discussion and Analysis be included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 and in our Proxy Statement for our 2009 Annual Meeting of Shareholders for filing with the U.S. Securities and Exchange Commission

("SEC").

Compensation Committee

James D. Fowler, Jr.

Samuel L. Odle, Chair

Vin Weber

John A. Yena

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Summary Compensation Table

The following table sets forth information regarding the compensation of the Named Executive Officers for each of our last three completed fiscal years.

Summary Compensation Table for Fiscal Years 2008, 2007 and 2006

Name and Principal Position (a)	Year Salary ⁽¹⁾		Bonus ⁽²⁾	Stock Awards ⁽³⁾	Option Awards ⁽⁴⁾	Non-Equity Incentive Plan Compensation ⁽⁵⁾	Change in Pension Value and Non-qualified Deferred Compensation Earnings ⁽⁶⁾	All Other Compensation ⁽⁷⁾	Total ⁽⁸⁾
	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
	2008	\$663,750	\$337,500	\$300,056	\$1,957,325	\$843,750	\$ 3,032	\$49,574	\$4,154,987
Kevin M. Modany	2007	\$555,625	\$ 0	\$225,042	\$ 879,474	\$995,039	\$ 8,979	\$66,522	\$2,730,681
	2006	\$326,878	\$ 0	\$ 0	\$ 71,802	\$436,400	\$13,426	\$31,244	\$ 879,750
Chairman, Chief Executive Officer and President	2008	\$279,575	\$ 85,500	\$ 0	\$ 430,393	\$213,750	\$ 0	\$16,094	\$1,025,312
Daniel M. Fitzpatrick	2007	\$259,350	\$ 0	\$ 0	\$ 190,290	\$296,213	\$ 0	\$14,369	\$ 760,222
	2006	\$244,377	\$ 0	\$ 0	\$ 106,855	\$278,500	\$ 0	\$37,361	\$ 667,093
Senior Vice President and Chief Financial Officer	2008	\$275,025	\$ 77,000	\$ 0	\$ 383,285	\$192,500	\$15,378	\$12,930	\$ 956,118
Clark D. Elwood	2007	\$256,600	\$ 0	\$ 0	\$ 187,928	\$268,228	\$41,750	\$12,523	\$ 767,029
	2006	\$242,078	\$ 0	\$ 0	\$ 10,083	\$253,800	\$20,850	\$11,462	\$ 538,273
Senior Vice President, General Counsel and Secretary	2008	\$241,250	\$ 67,375	\$ 0	\$ 381,748	\$168,438	\$20,505	\$11,835	\$ 891,151
Eugene W. Feichtner	2007	\$223,050	\$ 0	\$ 0	\$ 166,229	\$237,188	\$44,186	\$ 8,993	\$ 679,646
Senior Vice President, Operations		\$199,158	\$ 0	\$ 0	\$ 5,042	\$189,600	\$28,996	\$10,193	\$ 432,989

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Glenn E. Tanner	2008	\$181,675	\$ 41,625	\$ 0	\$ 348,844	\$104,063	\$10,601	\$ 6,608	\$ 693,416
Senior Vice	2007	\$168,900	\$ 0	\$ 0	\$ 305,581	\$144,872	\$ 6,489	\$ 5,676	\$ 631,518
President,	2006	\$158,855	\$ 0	\$ 0	\$ 0	\$ 96,300	\$22,203	\$ 5,325	\$ 282,683
Marketing									

- (1) Amounts shown represent the dollar value of base salary earned during each of the years indicated.
- (2) Amounts shown represent the dollar value of discretionary bonus amounts earned in the stated year and paid in the subsequent year. Under Item 402(a) of Regulation S-K under the 1934 Act, any portion of our annual bonus award that is paid above the amounts earned by the Named Executive Officer under the pre-established performance targets is to be reported in this column. The amounts earned under the pre-established performance targets are reported in column (g), "Non-Equity Incentive Plan Compensation," of the Summary Compensation Table. Following the end of 2008, the Compensation Committee exercised its discretion and adjusted the target levels in the Free Cash Flow category under our 2008 Executive Bonus Parameters, resulting in an additional amount being awarded to each Named Executive Officer in excess of the amount that was earned under the original target levels in that category. See "-- Compensation Discussion and Analysis --*Compensation Elements --Annual Bonus Awards.*" Those additional amounts are shown in this column. Amounts shown in this column also include any portion of the award that may have been deferred by the Named Executive Officers under the Deferred Bonus Plan. See "-- Nonqualified Deferred Compensation Plan *Deferred Bonus Plan.*"
- (3) Amounts shown represent the dollar amount recognized for financial statement reporting purposes with respect to each year indicated, computed in accordance with the Financial Accounting Standards Board's Statement of Financial Accounting Standards ("SFAS") No. 123R, "Share-Based Payment" ("SFAS No. 123R") (except excluding any estimated amount for forfeitures related to service-based vesting conditions), of all stock awards held by the Named Executive Officer. The dollar amount recognized for financial statement reporting purposes with respect to each year indicated includes any earnings, such as dividends, that may be received on the stock awards. There were no forfeitures with respect to any stock awards held by the Named Executive Officers during any of the years indicated. To determine the fair value of stock awards, we use the closing market price of a share of our common stock on the effective date of the stock award. The amounts ultimately realized by the Named Executive Officers from the stock awards will depend on the price of our common stock in the future and may be quite different from the values shown.
- (4) Amounts shown represent the dollar amount recognized for financial statement reporting purposes with respect to each year indicated, computed in accordance with SFAS No. 123R (except excluding any estimated amount for forfeitures related to service-based vesting conditions), of all option awards held by the Named Executive Officer. The option awards relate solely to shares of our common stock. The values reported for:

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- 2008 relate to stock options held by the Named Executive Officers that were granted in 2008 and 2007;
- 2007 relate to stock options held by the Named Executive Officers that were granted in 2007; and
- 2006 relate to stock options held by the Named Executive Officers that were granted in 2006, 2005 and 2003.

In accordance with SFAS No. 123R, the values reported for Mr. Tanner for 2008 and 2007 reflect the fact that, because he is retirement eligible, we accelerated recognition of the entire stock option expense related to stock options granted to him in that year, instead of recognizing the expense over the vesting period as we have done for the other Named Executive Officers who are not retirement eligible. None of the Named Executive Officers has received any Stock Appreciation Rights (“SARs”) from us. There were no forfeitures with respect to any option awards held by the Named Executive Officers during any of the years indicated. The fair value of the stock options granted prior to January 1, 2005 was determined using the Black-Scholes model. We have used a binomial option pricing model to determine the fair value of the stock options granted on and after January 1, 2005, which, similar to the Black-Scholes model, takes into account the variables defined below:

- “Volatility” is a statistical measure of the extent to which the stock price is expected to fluctuate during a period and combines our historical stock price volatility and the implied volatility as measured by actively traded stock options.
- “Expected life” is the weighted average period that those stock options are expected to remain outstanding, based on the historical patterns of our stock option exercises, as adjusted to reflect the current position-level demographics of the stock option grantees.
- “Risk-free interest rate” is based on interest rates for terms that are similar to the expected life of the stock options.
- “Dividend yield” is based on our historical and expected future dividend payment practices.

The assumptions supporting those variables were consistent under both option pricing models. The following table sets forth the assumptions supporting those variables that were used to determine the values reported with respect to the stock options held by the Named Executive Officers that were granted in 2003 through 2008:

	Assumptions Associated with Stock Options Granted In					
	2008	2007	2006	2005	2004	2003
Volatility	53%	35%	42%	44%	58%	57%
Expected life (in years)	4.0	4.7	4.0	4.0	5.0	5.0
Risk-free interest rate	2.7%	4.5%-4.8%	4.3%	4.0%	3.3%	2.7%
Dividend yield	None	None	None	None	None	None

The amounts ultimately realized by the Named Executive Officers from the option awards will depend on the price of our common stock in the future and may be quite different from the values shown.

- (5) Amounts shown represent the dollar value of all amounts earned for services performed during each of the years indicated pursuant to awards under non-equity incentive plans. There were no earnings on any outstanding non-equity incentive plan awards during any of the years indicated. The amounts reported are the annual bonus awards earned in the stated year in accordance with pre-established performance targets and paid in the subsequent year. Under Item 402(a) of Regulation S-K under the 1934 Act, our annual bonus award is defined to be non-equity incentive plan compensation, instead of bonus compensation, to the extent that the outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to the participants. As a result, the annual bonus award is intended to serve as an incentive for performance to occur over a specified fiscal year, which causes it to be reported in this column. In the event that a portion of an annual bonus award is paid above the amounts earned by meeting the pre-established performance targets, that additional amount is reported in column (d), “Bonus,” of the Summary Compensation Table. Amounts shown in this column include any portion of the award that may have been deferred by the Named Executive Officers under the Deferred Bonus Plan. See “– Nonqualified Deferred Compensation Plans –*Deferred Bonus Plan.*”
- (6) Amounts shown represent the sum of:
- the aggregate increase in actuarial present value of the Named Executive Officer’s accumulated benefit on an annualized basis under all defined benefit and actuarial pension plans (including supplemental plans) from the pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the prior completed fiscal year to the pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the covered fiscal year; and
 - the above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified, including such earnings on nonqualified defined contribution plans.

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The pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements prior to 2008 was September 30 in each fiscal year. Effective in 2008, we changed the pension plan measurement date for financial statement reporting purposes to December 31. As a result, the two measurement dates for the calculation of the aggregate change in actuarial present value for 2008 were September 30, 2007 and December 31,

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2008. As permitted by SEC interpretations, the amount of the aggregate increase in actuarial present value of each of the Named Executive Officers' accumulated benefit shown in the table for our 2008 fiscal year has been pro-rated by 12/15ths in order to annualize the amounts for the year in which we changed the pension plan measurement date. The aggregate change in actuarial present value of the Named Executive Officer's accumulated benefit on an annualized basis under each of the following plans is presented in the table below:

- the Retirement Plan for Salaried Employees of ITT Corporation (the "Old Pension Plan"), a non-contributory defined benefit pension plan;
- the ESI Pension Plan, a cash balance defined benefit plan; and
- the ESI Excess Pension Plan, an unfunded, nonqualified retirement plan.

See "-- Pension Plans." In addition, the above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified for the benefit of the Named Executive Officers under the ESI Excess Savings Plan, an unfunded, nonqualified retirement plan are specified in the table below. There were no above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified for the benefit of the Named Executive Officers under the Deferred Bonus Plan, an unfunded, nonqualified deferred compensation plan, in 2008, 2007 or 2006. See "-- Nonqualified Deferred Compensation Plans."

Named Executive Officer	Old Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Excess Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Excess Savings Plan Above-Market or Preferential Earnings on Deferred Compensation ^(A)	Total
Kevin M. Modany					
2008	\$ 0	\$ 902	\$ 1,162	\$968	\$ 3,032
2007	\$ 0	\$ 3,797	\$ 4,896	\$286	\$ 8,979
2006	\$ 0	\$ 3,357	\$10,057	\$ 12	\$13,426
Daniel M. Fitzpatrick					
2008	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2007	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2006	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Clark D. Elwood					
2008	\$ 2,387	\$ 6,998	\$ 5,496	\$497	\$15,378
2007	\$ (342)	\$23,396	\$18,373	\$323	\$41,750
2006	\$ (711)	\$ 7,862	\$13,475	\$224	\$20,850
Eugene W. Feichtner					
2008	\$ 5,749	\$11,544	\$ 3,142	\$ 70	\$20,505
2007	\$ 862	\$34,032	\$ 9,264	\$ 28	\$44,186
2006	\$ 182	\$13,877	\$14,913	\$ 24	\$28,996
Glenn E. Tanner					
2008	\$(3,610)	\$13,978	\$ 0	\$233	\$10,601
2007	\$(6,489)	\$12,965	\$ 0	\$ 13	\$ 6,489
2006	\$(6,852)	\$29,055	\$ 0	\$ 0	\$22,203

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- (A) Interest is above-market only if the rate of interest exceeds 120% of the applicable federal long-term rate, with compounding (as prescribed under Section 1274(d) of the IRC), at the rate that corresponds most closely to the rate under the applicable plan at the time the interest rate or formula is set. In the event of a discretionary reset of the interest rate, the requisite calculation is made on the basis of the interest rate at the time of such reset, rather than when originally established. Only the above-market portion of the interest is included.
- (7) Amounts shown represent all other compensation for each of the years indicated that could not properly be reported in columns (c) through (h) of the Summary Compensation Table, as follows:

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Perquisites ^(A)

Named Executive Officer	Use of a Company Car ^(B)	Tax Return and Financial Planning ^(C)		Enhanced Disability ^(E)		Relocation Assistance ^(F)	Perquisites Total	ITT/ESI Contributions Under		Perquisites and ITT/ESI Contributions Total ^(I)
		Event Tickets ^(D)	Event Tickets ^(D)	Disability Benefits ^(E)	Disability Benefits ^(E)			ESI 401(k) Plan ^(G)	ESI Excess Savings Plan ^(H)	
Kevin M. Modany										
2008	\$13,795	\$13,500	\$ 8,740	\$5,771	\$ 0	\$41,806	\$7,768	\$ 0	\$49,574	
2007	\$24,271	\$12,283	\$ 8,037	\$5,387	\$ 0	\$49,978	\$7,881	\$8,663	\$66,522	
2006	\$11,471	\$ 475	\$ 7,162	\$2,261	\$ 0	\$21,369	\$7,569	\$2,306	\$31,244	
Daniel M. Fitzpatrick										
2008	\$ 0	\$ 2,850	\$ 3,002	\$2,437	\$ 0	\$ 8,289	\$7,805	\$ 0	\$16,094	
2007	\$ 0	\$ 2,633	\$ 1,704	\$2,251	\$ 0	\$ 6,588	\$7,781	\$ 0	\$14,369	
2006	\$ 0	\$ 2,475	\$ 4,267	\$1,683	\$21,605	\$30,030	\$7,331	\$ 0	\$37,361	
Clark D. Elwood										
2008	\$ 0	\$ 2,800	\$ 0	\$2,394	\$ 0	\$ 5,194	\$7,736	\$ 0	\$12,930	
2007	\$ 0	\$ 2,601	\$ 0	\$2,224	\$ 0	\$ 4,825	\$6,723	\$ 975	\$12,523	
2006	\$ 0	\$ 2,461	\$ 0	\$1,672	\$ 0	\$ 4,133	\$6,495	\$ 834	\$11,462	
Eugene W. Feichtner										
2008	\$ 0	\$ 2,450	\$ 2,510	\$2,095	\$ 0	\$ 7,055	\$4,780	\$ 0	\$11,835	
2007	\$ 0	\$ 1,275	\$ 784	\$1,967	\$ 0	\$ 4,026	\$4,679	\$ 288	\$ 8,993	
2006	\$ 0	\$ 1,992	\$ 2,256	\$1,375	\$ 0	\$ 5,623	\$4,570	\$ 0	\$10,193	
Glenn E. Tanner										
2008	\$ 0	\$ 1,850	\$ 841	\$1,582	\$ 0	\$ 4,273	\$2,335	\$ 0	\$ 6,608	
2007	\$ 0	\$ 0	\$ 0	\$1,468	\$ 0	\$ 1,468	\$3,135	\$ 1,073	\$ 5,676	
2006	\$ 0	\$ 0	\$ 760	\$ 0	\$ 0	\$ 760	\$4,565	\$ 0	\$ 5,325	

- (A) Amounts shown represent the aggregate incremental cost to us for the perquisites provided to the Named Executive Officers in each of the years indicated.
- (B) The methodology for computing the aggregate incremental cost to us for providing use of a company car involves compiling the expenses that were paid by us or reimbursed to the Named Executive Officer for the Named Executive Officer's use of the vehicle. Those expenses include:
- the lease payments on the car, including a pre-payment in 2007, that were paid by us;
 - the cost of insurance premiums relating to the car that were paid by us;
 - the cost of gasoline used in the car that was paid or reimbursed by us; and
 - the cost of maintenance and repairs of the car that was paid or reimbursed by us.
- (C) The methodology for computing the aggregate incremental cost to us for providing a tax return and financial planning allowance involves determining the sum of all receipts for tax return and financial planning services that are submitted by and reimbursed to the Named Executive Officer up to the amount of the allowance authorized by the Compensation Committee (i.e., 2% of annualized base salary as of the effective date of any increase in base salary for that fiscal year for Mr. Modany, and 1% of annualized base salary as of the effective date of any increase in base salary for each of the other Named Executive Officers).
- (D) The methodology for computing the aggregate incremental cost to us for providing event tickets involves identifying the specific events that the Named Executive Officer and his guests attended during the year and attributing the actual costs paid by us or reimbursed to the Named Executive Officer for the Named Executive Officer and his guests to attend the event. Those costs include:
- the portion of a license fee for a private suite and associated spectator seats used by the Named Executive Officer and his guests;
 - the cost of food and beverages consumed by the Named Executive Officer and his guests in connection with the event;
 - the cost of tickets used by the Named Executive Officer and his guests to attend the event; and
 - the cost of parking fees incurred by the Named Executive Officer and his guests to attend the event.
- (E) The methodology for computing the aggregate incremental cost to us for providing enhanced disability benefits involves:
- multiplying the monthly charge to us per employee for the enhanced short-term disability benefits by the number of months;

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- multiplying the annual charge to us per \$100 of coverage for the enhanced long-term disability benefits by the number of \$100 increments in the coverage; and
 - adding together the sum of the amounts calculated in the prior two bullet points.
- (F) The methodology for computing the aggregate incremental cost to us for providing relocation assistance involves compiling all of the reimbursable expenses, as specified in our relocation assistance program, that have been paid by us or the Named Executive Officer with respect to the relocation. Those expenses include:
- transportation and lodging costs for the Named Executive Officer and members of his household to search for a new residence;

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- temporary living expenses for the Named Executive Officer in the new location (which cannot exceed 25% of the total dollar amount of the Named Executive Officer's relocation assistance);
- transportation and lodging costs incurred by the Named Executive Officer and members of his household when moving to the new location;
- the cost of moving the household goods of the Named Executive Officer and members of his household;
- the cost associated with the sale of the Named Executive Officer's principal residence at the old location;
- the cost associated with the purchase of the Named Executive Officer's principal residence at the new location; and
- miscellaneous costs incurred by the Named Executive Officer with respect to relocating to a new principal residence (which cannot exceed 20% of the total dollar amount of the Named Executive Officer's relocation assistance).

The total dollar amount of the assistance authorized by the Compensation Committee is 50% of the Named Executive Officer's annualized base salary as of the date the relocation begins.

- (G) Amounts shown represent our contributions or other allocations made under the ESI 401(k) Plan, a defined contribution plan, for the benefit of the Named Executive Officers in each of the years indicated. See “– Equity Compensation and Qualified Savings Plan *ESI 401(k) Plan.*”
- (H) Amounts shown represent our contributions or other allocations made under the ESI Excess Savings Plan for the benefit of the Named Executive Officers in each of the years indicated. See “– Nonqualified Deferred Compensation Plan *ESI Excess Savings Plan.*”
- (I) Amounts shown do not include our cost for employee benefits that do not discriminate in scope, terms or operation in favor of our executive officers and that are available generally to all full-time and part-time regular employees, including, without limitation, medical and dental benefits, vision insurance, life insurance, flexible spending account, business travel and accident insurance, and disability insurance.
- (8) Amounts shown represent the sum of the dollar values for each compensation element in columns (c) through (i) in each of the years indicated.

Amount of Salary and Bonus in Proportion to Total Compensation

The goal of the compensation program for our executives is to reward each of our executives based on the short- and long-term performance of both the executive and us. Under this pay-for-performance philosophy, the better the performance, the greater the compensation and increased shareholder value that should result. Based on this, the Compensation Committee believes that equity-based compensation related to long-term performance should be a major component of our senior executives' compensation. The salary, non-equity incentive plan compensation (including for 2008 the additional bonus amount awarded under modified performance targets), and salary and non-equity incentive plan compensation, as a percentage of each Named Executive Officer's total compensation for the years indicated was as follows:

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Named <u>Executive Officer</u>	<u>Salary</u>	Non-Equity	Salary and	<u>Total</u>	Salary as a	Non-Equity	Salary and
		Incentive Plan	Non-Equity		Percentage of	Incentive Plan	Non-Equity
		<u>Compensation</u> ⁽¹⁾	<u>Compensation</u> ⁽¹⁾	<u>Compensation</u> ⁽²⁾	<u>Compensation</u>	<u>Compensation</u>	<u>Compensation</u>
Kevin M. Modany							
2008	\$663,750	\$1,181,250	\$1,845,000	\$4,154,987	16.0%	28.4%	44.4%
2007	\$555,625	\$ 995,039	\$1,550,664	\$2,730,681	20.4%	36.4%	56.8%
2006	\$326,878	\$ 436,400	\$ 763,278	\$ 879,750	37.2%	49.6%	86.8%
Daniel M. Fitzpatrick							
2008	\$279,575	\$ 299,250	\$ 578,825	\$1,025,312	27.3%	29.2%	56.5%
2007	\$259,350	\$ 296,213	\$ 555,563	\$ 760,222	34.1%	39.0%	73.1%
2006	\$244,377	\$ 278,500	\$ 522,877	\$ 667,093	36.6%	41.8%	78.4%
Clark D. Elwood							
2008	\$275,025	\$ 269,500	\$ 544,525	\$ 956,118	28.8%	28.2%	57.0%
2007	\$256,600	\$ 268,228	\$ 524,828	\$ 767,029	33.5%	35.0%	68.4%
2006	\$242,078	\$ 253,800	\$ 495,878	\$ 538,273	45.0%	47.2%	92.1%
Eugene W. Feichtner							
2008	\$241,250	\$ 235,813	\$ 477,063	\$ 891,151	27.1%	26.5%	53.5%
2007	\$223,050	\$ 237,188	\$ 460,238	\$ 679,646	32.8%	34.9%	67.7%
2006	\$199,158	\$ 189,600	\$ 388,758	\$ 432,989	46.0%	43.8%	89.8%
Glenn E. Tanner							
2008	\$181,675	\$ 145,688	\$ 327,363	\$ 693,416	26.2%	21.0%	47.2%
2007	\$168,900	\$ 144,872	\$ 313,772	\$ 631,518	26.8%	22.9%	49.7%
2006	\$158,855	\$ 96,300	\$ 255,155	\$ 282,683	56.2%	34.1%	90.3%

(1) The amounts of non-equity incentive plan compensation reported in this table include the amounts of such compensation and any other bonus amounts earned in the stated year and paid in the subsequent year, which are reported in the Non-Equity Incentive Plan Compensation and Bonus columns of the Summary Compensation Table.

(2) Amounts shown represent the sum of the dollar values for each compensation element that we are required to report in the Summary Compensation Table for each of the years indicated. See “– Summary Compensation Table.”

Generally, the amount of salary has represented less than 35%, and the amount of salary and non-equity incentive plan compensation combined has represented 45% to 75%, of the Named Executive Officer’s total compensation. In order to reduce our future compensation costs upon our adoption of SFAS No. 123R in 2006, most of the equity-based compensation that would have been granted to the Named Executive Officers in 2006 was granted to them in 2005, and all of that equity-based compensation was fully vested upon the grant date. For the same reason, on October 24, 2005, the Compensation Committee also accelerated the vesting of all unvested, nonqualified stock options to purchase shares of our common stock previously granted to the Named Executive Officers that had exercise prices greater than the closing price of our common stock on that date. As a result, the dollar value of the equity-based compensation attributed to the Named Executive Officers was lower in 2006 and somewhat lower in 2007 and 2008, which distorts the relative percentages that a Named Executive Officer’s salary and non-equity incentive plan compensation represented of his total compensation in each of those years.

In addition, depending on our performance, the amount of non-equity incentive plan compensation in any year, if any is payable, can range from 11.25% to 200% of the Named Executive Officer’s salary, depending on the Named Executive Officer’s position. See “– Compensation Discussion and Analysis –*Compensation Elements –Annual Bonus Awards.*” As a result, the better our performance in any year, the greater percentage that non-equity incentive plan compensation will represent of the Named Executive Officer’s total compensation for that year. This result corresponds to the goal of the compensation program for our executives and with the Compensation Committee’s intentions.

Grants of Plan-Based Awards Table

The following table sets forth information regarding grants of plan-based awards in 2008 to each of our Named Executive Officers.

Grants of Plan-Based Awards in Fiscal Year 2008

Named Executive Officer (a)	Grant Date (b)	Date Compensation Committee Took Action to Grant Awards (c)	Estimated Possible Payouts Under Non-Equity Incentive Plan Awards ⁽²⁾			All Other Option Awards: Number of Securities Underlying Options (g)	Exercise or Base Price of Option Awards (\$/sh) ⁽⁶⁾ (h)	Grant Date Fair Value of Stock and Option Awards ⁽⁷⁾ (i)
			Threshold ⁽³⁾ (d)	Target ⁽⁴⁾ (e)	Maximum ⁽⁵⁾ (f)			
Kevin M. Modany								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	74,147	\$88.38 ⁽¹⁰⁾	\$2,779,771
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$168,750	\$675,000	\$1,350,000	N/A	N/A	N/A
Daniel M. Fitzpatrick								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$42,750	\$171,000	\$342,000	N/A	N/A	N/A
Clark D. Elwood								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$38,500	\$154,000	\$308,000	N/A	N/A	N/A
Eugene W. Feichtner								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$33,688	\$134,750	\$269,500	N/A	N/A	N/A
Glenn E. Tanner								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	9,305	\$88.38 ⁽¹⁰⁾	\$348,845
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$20,813	\$83,250	\$166,500	N/A	N/A	N/A

“N/A” means not applicable.

- (1) Defined as the date of the grant for financial statement reporting purposes pursuant to SFAS No. 123R.
- (2) Amounts shown represent the dollar value of the estimated possible payout upon satisfaction of the conditions subject to the non-equity incentive plan award granted in the fiscal year.
- (3) “Threshold” refers to the minimum amount payable for a certain level of performance under the plan.
- (4) “Target” refers to the amount payable, if the specified performance target(s) are reached.
- (5) “Maximum” refers to the maximum payout possible under the plan.
- (6) Amounts shown represent the per-share exercise or base price of the options granted in the fiscal year.
- (7) Amounts shown represent the grant date fair value, computed in accordance with SFAS No. 123R, of each option award granted to the Named Executive Officer in 2008. There were no adjustments or amendments made in 2008 to the exercise price of any option awards held by any of the Named Executive Officers, whether through amendment, cancellation or replacement grants, or any other means (such as a repricing), or that otherwise materially modified any option awards.
- (8) Represents a nonqualified stock option to purchase our common stock that was granted under the 2006 Equity Compensation Plan. See “– Equity Compensation and Qualified Savings Plans –2006 Equity Compensation Plan.”
- (9) The stock option was granted by the Compensation Committee during a Committee meeting on January 21, 2008 and became effective on January 30, 2008, which was the fourth business day following the date we publicly disclosed our financial and operating results for the fiscal year ended December 31, 2007.

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- (10) Nonqualified stock option granted at 100% of the closing market price of a share of our common stock on the effective date of the grant. One-third of the shares subject to each option granted is exercisable on the anniversary date of the grant in each of the years 2009, 2010 and 2011.
- (11) Represents awards that could be earned pursuant to the 2008 Executive Bonus Parameters that were approved by the Compensation Committee on January 21, 2008. Amounts actually earned in 2008 are reported in the Summary Compensation Table for that year in the “Non-Equity Incentive Plan Compensation” and “Bonus” columns. See “– Summary Compensation Table.”

Employment Contracts

We have not entered into an employment contract, whether written or oral, with any of the Named Executive Officers.

Non-Equity Incentive Plan

The annual bonus award is intended to serve as an incentive for performance to occur over a specified fiscal year, because the outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to the participants. Pursuant to the SEC’s regulations, our annual bonus awards are typically classified in the tables in our proxy statements as non-equity incentive plan compensation, instead of bonus compensation, due to the annual bonus awards being based on pre-established performance targets. For our 2008 bonus awards, however, an additional amount was awarded by our Compensation Committee, which is classified in the tables in this Proxy Statement as bonus compensation. We refer to the non-equity incentive plan compensation as our “bonus” compensation internally and in previous filings with the SEC. Throughout this Proxy Statement in the narrative and in the footnotes to the tables, when we refer to “annual bonus awards” and related items, we mean the non-equity incentive plan and bonus compensation and related items shown in the columns in the tables in this Proxy Statement. See “– Summary Compensation Table.” For a detailed description of the 2008 Executive Bonus Parameters and the annual bonus awards made to the Named Executive Officers under those parameters, see “– Compensation Discussion and Analysis *Compensation Elements – Annual Bonus Awards*.”

Under the Deferred Bonus Plan, each eligible employee may elect to defer payment of all or a portion of his or her annual bonus award in the form of cash and/or shares of our common stock. See “– Nonqualified Deferred Compensation Plan *Deferred Bonus Plan*.” None of the Named Executive Officers deferred payment of any portion of his annual bonus award in 2006, 2007 or 2008.

Equity Compensation and Qualified Savings Plans

1997 Stock Plan. On May 13, 1997, our shareholders approved our adoption of the 1997 ITT Educational Services, Inc. Incentive Stock Plan (the “1997 Stock Plan”), which became effective on the same date and provides for the grant of:

- stock options that are intended to qualify as “incentive stock options” under Section 422 of the IRC;
- nonqualified stock options;
- SARs;

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- performance shares and restricted stock; or
- any combination of the foregoing, as the Compensation Committee may determine, as well as substitute stock options, SARs and restricted stock. The 1997 Stock Plan expired on May 13, 2007.

The only awards that have been granted under the 1997 Stock Plan are nonqualified stock options and restricted stock. As a result of our shareholders' approval of our adoption of the 2006 Equity Compensation Plan at the 2006 Annual Meeting of Shareholders on May 9, 2006, no awards have been, or will be, made under the 1997 Stock Plan after May 9, 2006. As of December 31, 2008, the total number of shares of our common stock that were subject to outstanding awards granted under the 1997 Stock Plan with respect to:

- unexercised nonqualified stock option awards was 1,012,042; and
- restricted stock awards was 8,178.

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Recipients of awards under the 1997 Stock Plan must be, or have been at the time of grant, key employees (including any officer or Director who is also an employee) whose responsibilities and decisions directly affect our performance or the performance of any of our subsidiaries or other affiliates.

The Compensation Committee administers the 1997 Stock Plan and made determinations with respect to the designation of those employees who would receive awards, the number of shares to be covered by options and restricted stock awards, the exercise price of options and other option terms and conditions. The Compensation Committee may impose such additional terms and conditions on an award as it deems advisable. Shares of our common stock issued under the 1997 Stock Plan may be made available from the authorized but unissued shares of our common stock, from treasury stock or from shares purchased on the open market.

Nonqualified stock options under the 1997 Stock Plan must expire within ten years after grant. The exercise price for nonqualified stock options must be at least equal to the fair market value of our common stock on the date of grant. A nonqualified stock option may be exercised only by the employee who received the option (or his or her estate or designated beneficiary) within:

- five years after the date of his or her termination of employment resulting from the employee's death, total disability or retirement, but in no event later than the expiration of the original term of the option; or
- three months after the date of his or her termination of employment resulting from any other reason, except for the employee's voluntary resignation or termination for cause, but in no event later than the expiration of the original term of the option.

If an optionee voluntarily resigns or is terminated for cause, the nonqualified stock options are canceled immediately.

Restricted shares of our common stock awarded under the 1997 Stock Plan are issued subject to a restriction period set by the Compensation Committee during which time the shares may not be sold, transferred, assigned or pledged. In the event an employee terminates employment during a restriction period, all such shares still subject to restrictions will be forfeited by the employee and reacquired by us. The restrictions may be waived, in the discretion of the Compensation Committee, in the event of the awardee's retirement, total disability, death or in cases of special circumstances. The Compensation Committee has waived forfeiture of the shares in the event of the awardee's retirement, total disability or death. The period of restriction applicable to all outstanding restricted stock awards under the 1997 Stock Plan is time-based and is three years. The recipient, as owner of the awarded shares, has all other rights of a shareholder, including the right to vote the shares and receive dividends and other distributions during the restriction period.

The 1997 Stock Plan provides for the automatic protection of intended economic benefits by key employees upon the occurrence of an acceleration event. See Exhibit No. 10.8 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 1997, Exhibit No. 10.38 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 2003 and Exhibit No. 10.58 to our Quarterly Report on Form 10-Q for the third fiscal quarter ended September 30, 2006 filed with the SEC for a complete copy of the 1997 Stock Plan, as amended. Notwithstanding any other provisions of the 1997 Stock Plan, upon the occurrence of an acceleration event:

- all options will generally become exercisable immediately for a period of 60 calendar days;
- options will continue to be exercisable for a period of seven months in the case of an employee whose employment is terminated other than for cause or who voluntarily terminates employment because of a good faith belief that such employee will not be able to discharge his or her duties;
- "limited stock appreciation rights" will be granted automatically on all outstanding options not otherwise covered by a SAR, which will generally be exercisable immediately in full, will entitle the holders to the same exercise period referred to in the bullets above and will be settled fully in cash based on a formula price generally reflecting the highest price paid for a share of our common stock during the 60-day period preceding the exercise date; and

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- restrictions applicable to awards of restricted stock will be waived automatically.

Options or restricted shares which are granted, accelerated or enhanced upon the occurrence of a takeover may give rise, in whole or in part, to “excess parachute payments” within the meaning of Section 280G of the IRC and, to such extent, will be nondeductible by us and subject to a 20% excise tax to the awardee.

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An “acceleration event” is generally defined in the 1997 Stock Plan as any of the following events:

- a report on Schedule 13D is filed with the SEC pursuant to Section 13(d) of the 1934 Act disclosing that any person (within the meaning of Section 13(d) of the 1934 Act), other than us, ITT Corporation (a Nevada corporation (“ITT Nevada”) that was formerly affiliated with ITT Corporation, an Indiana corporation), one of our subsidiaries or any employee benefit plan sponsored by us, ITT Nevada or one of our subsidiaries, is the beneficial owner directly or indirectly of 20% or more of the outstanding shares of our common stock;
- any person (within the meaning of Section 13(d) of the 1934 Act), other than us, ITT Nevada, one of our subsidiaries or any employee benefit plan sponsored by us, ITT Nevada or one of our subsidiaries, purchases shares pursuant to a tender offer or exchange offer to acquire any shares of our common stock (or securities convertible into our common stock) for cash, securities or any other consideration, provided that after consummation of the offer, the person in question is the beneficial owner (as such term is defined in Rule 13d-3 under the 1934 Act) directly or indirectly of 15% or more of the outstanding shares of our common stock (calculated as provided in paragraph (d) of Rule 13d-3 under the 1934 Act in the case of rights to acquire our common stock);
- our shareholders approve:
 - any consolidation or merger of us in which we are not the continuing or surviving corporation or pursuant to which shares of our common stock would be converted into cash, securities or other property, other than a merger of us in which holders of our common stock immediately prior to the merger have the same proportionate ownership of common stock of the surviving corporation immediately after the merger as immediately before; or
 - any sale, lease, exchange or other transfer (in one transaction or a series of related transactions) of all or substantially all of our assets; or
- a change in a majority of the members of our Board of Directors within a 12-month period, unless the election or nomination for election by our shareholders of each new Director during such 12-month period was approved by the vote of two-thirds of the Directors then still in office who were Directors at the beginning of such 12-month period.

2006 Equity Compensation Plan. On May 9, 2006, our shareholders approved our adoption of the 2006 Equity Compensation Plan, which became effective on the same date and provides that awards may be granted to our and our subsidiaries’ employees and Directors. The approximate number of persons eligible to participate in the 2006 Equity Compensation Plan is 650. The 2006 Equity Compensation Plan permits the grant of the following types of awards:

- stock options (incentive and nonqualified);
- SARs;
- restricted stock;
- RSUs;
- performance shares;
- performance units; and
- other stock-based awards.

No award may be granted under the 2006 Equity Compensation Plan after May 9, 2016.

Administration. The 2006 Equity Compensation Plan is administered by a committee consisting of two or more members of our Board of Directors (the “Plan Committee”). It is intended that each member of the Plan Committee will be a “non-employee director” within the meaning of Rule 16b-3 of the 1934 Act, an “outside director” under regulations promulgated under Section 162(m) of the IRC, and an “independent director” under the NYSE listing standards. Our Board of Directors has currently designated the Compensation Committee as the Plan Committee for the 2006 Equity Compensation Plan; however, the entire Board will act as the Plan Committee with respect to awards to non-employee Directors. Subject to applicable law, the Plan Committee may delegate its authority under the 2006 Equity Compensation Plan.

Shares Subject to the 2006 Equity Compensation Plan. The total number of shares of our common stock available for awards under the 2006 Equity Compensation Plan is 4,000,000, subject to antidilution adjustments. Each share underlying stock options and SARs granted under the 2006 Equity Compensation Plan, and not forfeited or terminated, will reduce the number of shares available for future awards under the 2006 Equity Compensation Plan by one share. The delivery of a share in connection with a “full-value award” (i.e., an award of restricted stock,

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RSUs, performance shares, performance units or any other stock-based award with value denominated in shares) will reduce the number of shares remaining for other awards by three shares.

The source of shares for issuance under the 2006 Equity Compensation Plan may be authorized and unissued shares or treasury shares.

If an award under the 2006 Equity Compensation Plan is forfeited or terminated for any reason before being exercised, fully vested or settled, as the case may be, then the shares underlying that award will be added back to the remaining shares and will be available for future awards under the 2006 Equity Compensation Plan. The number of shares available for future awards under the 2006 Equity Compensation Plan, however, will be reduced by: (a) any shares subject to an award that are withheld or otherwise not issued upon the exercise of the award to satisfy the participant's tax withholding obligations or to pay the exercise price of the award; and (b) shares subject to an award that is settled in cash in lieu of shares.

Pursuant to the 2006 Equity Compensation Plan, subject to antidilution adjustments:

- the maximum aggregate number of shares that may be delivered in connection with stock options intended to be incentive stock options under Section 422 of the IRC ("incentive stock options") may not exceed 4,000,000 shares;
- the maximum aggregate number of shares that may be granted to an individual participant during any calendar year pursuant to:
 - all forms of awards is 200,000 shares;
 - incentive stock options is 200,000 shares;
 - restricted stock and RSU awards is 100,000 shares; and
 - performance share awards is 100,000 shares; and
- the maximum aggregate compensation that may be paid pursuant to performance units awarded in any one calendar year to an individual participant is \$1,000,000, or a number of shares having an aggregate fair market value not in excess of that amount.

Further, no incentive stock option will be granted to a participant if as a result of such grant the aggregate fair market value of shares with respect to which incentive stock options are exercisable for the first time in any calendar year would exceed \$100,000.

No Repricing. The 2006 Equity Compensation Plan prohibits repricing of stock options or SARs, including by way of an exchange for another award with a lower exercise price, unless shareholder approval is obtained.

Stock Options. Stock options granted under the 2006 Equity Compensation Plan may be either nonqualified or incentive stock options. Each option grant will be evidenced by an award agreement between the optionee and us setting forth the terms and conditions of the option. The Plan Committee will set the exercise price of each option, provided that the exercise price may not be less than 100% of the fair market value of our common stock on the date the option is granted. The 2006 Equity Compensation Plan defines "fair market value" as the closing price of our common stock on the effective date of the option grant or, if that date is not a trading day, on the most recent trading day prior to the effective date of the option grant. In addition, in the case of an incentive stock option granted to a participant who, at the time the option is granted, owns stock representing more than 10% of the voting power of all classes of our stock, the exercise price of the incentive stock option will not be less than 110% of the fair market value of our common stock on the effective date of the option grant.

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The Plan Committee will determine the term of each stock option that it grants under the 2006 Equity Compensation Plan; however, the term may not exceed seven years from the date of grant. Moreover, in the case of an incentive stock option granted to a participant who, at the time the option is granted, owns stock representing more than 10% of the voting power of all classes of our stock, the term of the option may not exceed five years from the date of grant.

If an optionee's employment or service terminates due to death, disability or retirement:

- all of the optionee's stock options with time-based vesting provisions will become immediately exercisable and will remain exercisable until the earlier of:
 - the date three years after the date of the optionee's death, disability or retirement, or

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- the date the options expire in accordance with their terms; and
- with respect to the optionee's options with performance-based vesting provisions:
 - the optionee will forfeit all such options that are not exercisable as of the date of death, disability or retirement; and
 - options that were exercisable as of the date of death, disability or retirement will remain exercisable until the earlier of (a) the date three years after such date, or (b) the date the options expire in accordance with their terms.

In both cases, incentive stock options will not be exercisable for more than three months following an optionee's death or retirement or more than one year following the termination of an optionee's employment by reason of disability.

Upon termination by us of an optionee's employment or service without cause, or upon termination of employment or service by the optionee for a reason other than death, disability or retirement:

- an optionee will forfeit all of his or her options that had not yet become exercisable; and
- options that were exercisable as of the date of the optionee's termination will remain exercisable until the earlier of (a) the date 90 days after the date of termination, or (b) the date the options expire in accordance with their terms.

Upon termination of employment or service for cause, an optionee will immediately forfeit all of his or her outstanding options.

SARs. SAR grants may be either freestanding or tandem with option grants. Each SAR grant will be evidenced by an agreement that will specify the number of shares to which the SAR pertains, the grant price, the term of the SAR and such other provisions as the Plan Committee shall determine. The grant price of a freestanding SAR will not be less than 100% of the fair market value of our common stock on the effective date of the SAR grant, and the grant price of a tandem SAR will equal the exercise price of the related option. The Plan Committee will determine the term of each SAR that it grants under the 2006 Equity Compensation Plan; however, the term may not exceed seven years from the date of grant.

Upon exercise of a SAR, the holder will receive payment from us in an amount equal to the product of (a) the excess of the fair market value of our common stock on the date of exercise over the grant price and (b) the number of shares with respect to which the SAR is exercised. At the discretion of the Plan Committee, payment to the holder of a SAR may be in cash, shares of our common stock or a combination thereof.

If the employment or service of a holder of a SAR is terminated, the SAR will be treated in the same manner as options are treated.

Restricted Stock and Restricted Stock Units. Each restricted stock or RSU grant will be evidenced by an agreement that specifies the applicable period of restriction, the number of restricted shares or RSUs granted, the vesting or settlement date, and such other provisions as the Plan Committee determines.

The period of restriction applicable to an award of restricted stock or RSUs will be (a) at least three years in the case of a time-based period of restriction, and (b) at least one year in the case of a performance-based period of restriction.

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Participants holding restricted stock may exercise full voting rights and will receive all regular cash dividends paid with respect to those shares. Except as otherwise determined by the Plan Committee, all other distributions paid with respect to the restricted stock will be credited to the participant subject to the same restrictions on transferability and forfeitability as the underlying restricted stock.

When the applicable period of restriction on the restricted stock ends, the stock will become freely transferable, and the participant will be entitled to receive a certificate evidencing those shares. When the applicable period of restriction ends, RSUs will be settled and paid. The Plan Committee shall determine whether the RSUs will be settled by delivery of shares or payment in cash of an amount equal to the fair market value of the shares on the settlement date, or a combination thereof.

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With respect to restricted stock with a time-based period of restriction:

- upon a participant's death or disability, the period of restriction will lapse immediately; and
- upon termination of a participant's employment or service with us for any reason other than death or disability, the participant will forfeit all unvested restricted stock immediately after the termination of employment or service.

With respect to restricted stock with a performance-based period of restriction, upon termination of a participant's employment or service with us for any reason, the participant will forfeit all unvested restricted stock immediately after the termination of employment or service.

With respect to RSUs with a time-based period of restriction:

- upon a participant's death or disability, the period of restriction will lapse immediately, and the RSUs will be settled immediately thereafter;
- upon termination of a participant's employment or service with us due to retirement, the participant will retain his or her unvested RSUs, the period of restriction will lapse in accordance with its original terms and the settlement of the RSUs will occur on the specified settlement date; and
- upon termination of a participant's employment or service with us for any reason other than death, disability or retirement, the participant will forfeit all of his or her unvested RSUs immediately after the termination of employment or service.

With respect to RSUs with a performance-based period of restriction, upon termination of a participant's employment or service with us for any reason, the participant will forfeit all of his or her unvested RSUs immediately after the termination of employment or service.

Performance Shares and Performance Units. Each grant of performance shares and performance units will be evidenced by an agreement that specifies the number granted, the applicable performance measures and performance periods, and such other provisions as the Plan Committee determines. Except as otherwise provided in the applicable award agreement, upon termination of employment or service or upon a change in control or subsidiary disposition, the performance period for performance shares and performance units must be at least one year.

A participant will not have voting rights or other rights as a shareholder with respect to the shares subject to an award of performance shares or performance units until the time, if at all, when shares are issued to the participant pursuant to the terms of the applicable award agreement.

As soon as practicable following the completion of the performance period applicable to outstanding performance shares or performance units, the Plan Committee will certify in writing the extent to which the applicable performance measures have been attained and the resulting final value of the award earned by the participant and to be paid upon its settlement. The Plan Committee, in its sole discretion as specified in the award agreement, may pay earned performance shares or performance units by delivery of shares or by payment in cash or a combination thereof.

If a participant terminates employment or service with us for any reason prior to the end of the performance period respecting an award of performance shares or performance units, the participant will forfeit any and all right to payment under the performance shares or performance units.

Other Stock-Based Awards. The Plan Committee has the right to grant other stock-based awards that may include, without limitation, grants of shares based on attainment of performance measures, payment of shares as a bonus or in lieu of cash based on attainment of performance measures, and the payment of shares in lieu of cash under other of our incentive or bonus programs.

Except as otherwise provided in the applicable award agreement, upon a termination of employment or service or upon a change in control or subsidiary disposition, other stock-based awards will have a minimum period of restriction of three years, which period may, in the Plan Committee's discretion, lapse on a pro-rated, graded, or cliff (i.e., all at once) basis. In the Plan Committee's discretion, however, up to 5% of the shares available for issuance as full-value awards under the 2006 Equity Compensation Plan may have a shorter period of restriction, but in no case less than one year. Moreover, an award of payment in shares in lieu of cash under other of our incentive or bonus programs, or awards to non-employee Directors as part of their retainer or other Board fees, will not be subject to the minimum period of restriction limitations described above and will not be applied against or included when calculating the 5% limitation.

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The Plan Committee may determine to pay a non-employee Director's regular annual retainer, retainer for Board committee memberships, retainer for chairperson duties, fees for attendance at Board or Board committee meetings, or any other retainers or fees in the form of an other stock-based award under the 2006 Equity Compensation Plan. The Plan Committee may also determine to permit the non-employee Directors to elect whether to receive all or a portion of such retainers and fees in the form of other stock-based award. Any such other stock-based awards would not be subject to any restrictions (other than restrictions applicable to our "affiliates").

Performance-Based Awards. The Plan Committee may grant awards that are intended to qualify as "performance-based compensation" for purposes of deductibility under Section 162(m) of the IRC. For any such award, the Plan Committee will establish the goals to be used within 90 days after the commencement of the performance period, or, if the number of days in the performance period is less than 90, the number of days equal to 25% of the performance period applicable to such award. The 2006 Equity Compensation Plan sets forth certain performance measures from which the Plan Committee may select for these awards. The Plan Committee may establish performance measures, in its discretion, on a corporate-wide basis or with respect to one or more business units, divisions, subsidiaries, business segments, functions, salary grade levels, or positions, and in either absolute terms or relative to the performance of one or more comparable companies or an index covering multiple companies. In addition, unless otherwise determined by the Plan Committee, measurement of performance measures will exclude the impact of charges for restructurings, discontinued operations, extraordinary items, and other unusual or non-recurring items, as well as the cumulative effects of tax or accounting changes, each as determined in accordance with generally accepted accounting principles or identified in our financial statements, notes to the financial statements, management's discussion and analysis, or other filings with the SEC.

Change in Control, Cash-Out and Subsidiary Disposition. Except as otherwise provided in the applicable award agreement, if we experience a change in control:

- any and all outstanding stock options and SARs granted under the 2006 Equity Compensation Plan with time-based vesting provisions will become immediately exercisable;
- any restrictions imposed on restricted stock, RSUs and other stock-based awards granted under the 2006 Equity Compensation Plan with time-based vesting provisions will lapse; and
- any and all performance shares, performance units and other awards (if performance-based) granted under the 2006 Equity Compensation Plan will vest on a pro rata monthly basis, including full credit for partial months elapsed, and will be paid (a) based on the level of performance achieved as of the date of the change in control, if determinable, or (b) at the target level, if not determinable.

In addition, the Plan Committee may, in its sole discretion, determine that: (a) all outstanding stock options and SARs will be terminated upon the occurrence of a change in control and that each participant will receive, with respect to each share subject to the options or SARs, an amount in cash equal to the excess of the consideration payable with respect to one share in connection with the change in control over the option's exercise price or the SAR's grant price; and (b) options and SARs outstanding as of the date of the change in control may be cancelled and terminated without payment, if the consideration payable in connection with the change in control is less than the option's exercise price or the SAR's grant price.

Further, the Plan Committee has the authority to provide for the automatic full vesting and exercisability of one or more outstanding unvested awards under the 2006 Equity Compensation Plan and the termination of restrictions on transfer and repurchase or forfeiture rights on the awards, in connection with a disposition of a subsidiary of ours, but only with respect to those participants who are at the time engaged primarily in service with the subsidiary involved in the subsidiary disposition.

A change in control means the occurrence of one or more of the following:

- the acquisition by any person (within the meaning of Section 13(d) of the 1934 Act), other than us, a subsidiary of ours or any employee benefit plan sponsored by us or a subsidiary of ours, of a beneficial ownership directly or indirectly of 20% or more of the outstanding shares of our common stock; the purchase by any person (within the meaning of Section 13(d) of the 1934 Act), other than us, a subsidiary of ours or any employee benefit plan sponsored by us or a subsidiary of ours, of shares pursuant to a tender offer or exchange offer to acquire our common stock (or securities convertible into common stock) for cash, securities or any other consideration, provided that after consummation of the offer, the person in question is the beneficial owner (as such term is defined in Rule 13d-3 under the 1934 Act), directly or indirectly, of 15% or more of the outstanding shares of our common stock (calculated as provided in paragraph (d) of Rule 13d-3 under the 1934 Act in the case of rights to acquire common stock);

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- our stockholders approve (a) any consolidation or merger of us in which we are not the continuing or surviving corporation or pursuant to which shares of our common stock would be converted into cash, securities or other property, other than a merger of us in which holders of our common stock immediately prior to the merger have the same proportionate ownership of common stock of the surviving corporation immediately after the merger as immediately before, or (b) any sale, lease, exchange or other transfer (in one transaction or a series of related transactions) of all or substantially all of our assets;
- a change in a majority of the members of our Board of Directors within a 12-month period, unless the election or nomination for election by our stockholders of each new Director during such 12-month period was approved by the vote of two-thirds of the Directors then still in office who were Directors at the beginning of such 12-month period; or
- the liquidation or dissolution of us.

Notwithstanding any other provision of the 2006 Equity Compensation Plan, with respect to any provision or feature of the plan that constitutes or provides for a deferred compensation plan subject to IRC Section 409A, no event or transaction will constitute a change in control unless it is a change in control within the meaning of IRC Section 409A.

Adjustments of Awards Upon the Occurrence of Certain Unusual or Nonrecurring Events. The Plan Committee may make adjustments in the terms and conditions of, and the criteria included in, awards under the 2006 Equity Compensation Plan in recognition of unusual or nonrecurring events (including, without limitation, changes in capitalization) affecting us or our financial statements or of changes in applicable law, regulations, or accounting principles, whenever the Plan Committee determines that such adjustments are appropriate to prevent dilution or enlargement of the benefits or potential benefits intended to be made available under the 2006 Equity Compensation Plan. With respect to any awards intended to comply with the performance-based exception under the 2006 Equity Compensation Plan, unless otherwise determined by the Plan Committee, any such exception will be specified at such times and in such manner as will not cause such awards to fail to qualify under the performance-based exception.

IRC Section 409A Compliance. The 2006 Equity Compensation Plan has been designed so that certain types of awards (such as options, SARs and restricted stock) generally will not be “deferred compensation” for IRC Section 409A purposes and will thereby be exempt from Section 409A’s requirements. Certain other types of awards, however, may be deferred compensation under Section 409A, and in those cases, the 2006 Equity Compensation Plan is intended to comply with the Section 409A standards. For example, with respect to any award that constitutes deferred compensation within the meaning of Section 409A, any amount payable on account of separation from service to a “specified employee,” as defined in Section 409A, will not be paid earlier than the date that is six months following the specified employee’s separation from service.

See Exhibit No. 10.55 to our Current Report on Form 8-K, dated May 9, 2006, Exhibit 10.57 to our Quarterly Report on Form 10-Q for the third fiscal quarter ended September 30, 2006 and Exhibit 10.61 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 2007 filed with the SEC for a complete copy of the 2006 Equity Compensation Plan, as amended.

2008 Awards. During 2008, the following equity-based compensation awards were granted under the 2006 Equity Compensation Plan:

- nonqualified stock options to our key employees to purchase an aggregate of 177,543 shares of our common stock;
- RSUs to our key employees representing an aggregate of 32,082 shares of our common stock; and
- RSUs to our non-employee Directors representing an aggregate of 11,696 shares of our common stock.

Equity Compensation Plan Information. The following table sets forth information, as of December 31, 2008, about shares of our common stock that may be issued under our equity compensation plans that (a) have been approved by our shareholders and (b) have not been approved by our shareholders.

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Equity Compensation Plan Information

<u>Plan Category</u>	<u>Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights</u> (a)	<u>Weighted Average Exercise Price of Outstanding Options, Warrants and Rights</u> (b)	<u>Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Securities Reflected in Column (a))</u> (c)
Equity compensation plans approved by security holders ⁽¹⁾	1,513,896	\$56.83 ⁽²⁾	3,274,202 ⁽³⁾⁽⁴⁾⁽⁵⁾
Equity compensation plans not approved by security holders ⁽⁶⁾	166,564	35.55 ⁽²⁾	N/A ⁽⁷⁾
Total	1,680,460	\$54.89 ⁽²⁾	3,274,202

- (1) These equity compensation plans include the 1997 Stock Plan and the 2006 Equity Compensation Plan. The material terms of each of these plans are described above in this Proxy Statement. See “1997 Stock Plan” and “2006 Equity Compensation Plan.”
- (2) The weighted average exercise price is calculated based on those awards included in column (a) that have a specified exercise price, namely, outstanding stock options. Since the outstanding RSUs and the shares credited under the ESI Non-Employee Directors Deferred Compensation Plan (the “Directors Deferred Compensation Plan”) that are included in column (a) have no exercise price, they have been excluded from the weighted average exercise price calculations in this column (b).
- (3) This number does not include any shares under the 1997 Stock Plan, because all shares to be issued upon exercise of outstanding stock option awards under the 1997 Stock Plan are included in column (a), and no new awards will be made under the 1997 Stock Plan. The total number of shares of our common stock available for awards under the 2006 Equity Compensation Plan is 4,000,000, subject to antidilution adjustments. Each share underlying stock options and SARs granted under the 2006 Equity Compensation Plan, and not forfeited or terminated, will reduce the number of shares available for future awards under the 2006 Equity Compensation Plan by one share. The delivery of a share in connection with a “full-value award” (i.e., an award of restricted stock, RSUs, performance shares, performance units or any other stock-based award with value denominated in shares) will reduce the number of shares remaining for other awards by three shares.
- (4) The aggregate fair market value (determined on the date of grant) of the shares subject to incentive stock options awarded to employees under the 1997 Stock Plan or the 2006 Equity Compensation Plan that become exercisable for the first time by the employee in any calendar year may not exceed \$100,000.
- (5) Securities remaining available for future issuance under the 2006 Equity Compensation Plan include stock options (incentive and nonqualified), SARs, restricted stock, RSUs, performance shares, performance units and other stock-based awards, or any combination of the foregoing, as the Compensation Committee and Board of Directors may determine. The maximum number of performance shares under the 2006 Equity Compensation Plan that may be granted to any eligible participant in any given calendar year is 100,000 shares.
- (6) These equity compensation plans include the:
- 1999 Outside Directors Stock Option Plan (the “1999 Directors Stock Plan”);
 - the Directors Deferred Compensation Plan; and
 - Deferred Bonus Plan.
- The material terms of each of these plans are described elsewhere in this Proxy Statement. See “– Director Compensation –1999 Directors Stock Plan” and “Directors Deferred Compensation Plan,” and “– Nonqualified Deferred Compensation Plan and Deferred Bonus Plan.”
- (7) This number does not include any shares under the 1999 Directors Stock Plan, because all shares to be issued upon exercise of outstanding stock option awards under the 1999 Directors Stock Plan are included in column (a), and no new awards will be made under the 1999 Directors Stock Plan. There is no limit on the number of shares of our common stock available for future issuance under either the Directors Deferred Compensation Plan or the Deferred Bonus Plan.

ESI 401(k) Plan. On May 16, 1998, we established the ESI 401(k) Plan, a qualified defined contribution plan. The ESI 401(k) Plan is designed to provide substantially all of our employees with a tax-deferred, long-term savings vehicle. We make matching contributions in the form of cash and in an amount equal to (a) 100% of the first 1% of the employee’s salary that the employee contributes to the plan and (b) 50% of the next 4% of the employee’s salary that the employee contributes to the plan. Our matching contributions vest 100% upon completion of the third full year that the employee is employed by us. Employees can elect to contribute from 1% to the maximum amount of

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their salaries that is permitted by federal law, and they have a choice of 21 investment funds in which to invest their contributions.

After age 59½, employees may withdraw most of their and our vested contributions, including rollover, matching, employee pre-tax and predecessor plan contributions, and the earnings thereon. Regardless of the employee's age, our retirement contributions made before January 1, 2002 and the earnings thereon may not be withdrawn while the employee is still employed by us. Prior to age 59½, withdrawals by an employee are limited to rollover and predecessor plan contributions, unless the employee qualifies for a financial hardship withdrawal. Upon termination of employment, the employee may withdraw all amounts attributable to the employee's contributions and our vested contributions. Payments are normally made in a single lump sum, but if the employee's balance is above a threshold amount, the employee may elect to receive payment in annual or monthly installments over a period not to exceed 20 years.

Outstanding Equity Awards at Fiscal Year-End Table

The following table sets forth information concerning the outstanding equity awards granted by us to the Named Executive Officers that were outstanding on December 31, 2008.

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Outstanding Equity Awards at Fiscal Year-End 2008

Named <u>Executive Officer</u> (a)	Option Awards			Stock Awards		Market Value of Shares or Units of Stock that have <u>Not</u> <u>Vested</u> ⁽⁴⁾ (g)
	Number of Securities Underlying <u>Unexercised Options</u>		Option Exercise Price (d)	Option Expiration Date (e)	Number of Shares or Units of Stock that have Not <u>Vested</u> ⁽³⁾ (f)	
	<u>Exercisable</u> ⁽¹⁾ (b)	<u>Unexercisable</u> ⁽²⁾ (c)				
Kevin M. Modany						
06/24/02 Award ⁽⁵⁾	30,000	0	\$23.410	06/26/12		
01/22/03 Award ⁽⁶⁾	20,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	27,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	22,400	0	\$49.740	02/02/12		
05/04/05 Award ⁽⁹⁾	12,000	0	\$45.700	05/04/12		
11/02/05 Award ⁽¹⁰⁾	40,140	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	13,763	27,526	\$77.600	01/31/14		
04/02/07 Award - Option ⁽¹²⁾	23,094	46,188	\$82.200	04/02/14		
04/02/07 Award - RSUs ⁽¹³⁾					18,249	\$1,733,290
01/30/08 Award ⁽¹⁴⁾	0	74,147	\$88.380	01/30/15		
Daniel M. Fitzpatrick						
06/06/05 Award ⁽¹⁵⁾	18,245	0	\$47.220	06/06/12		
11/02/05 Award ⁽¹⁰⁾	19,790	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	7,250	14,500	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Clark D. Elwood						
11/02/05 Award ⁽¹⁰⁾	6,597	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	7,160	14,320	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Eugene W. Feichtner						
01/23/01 Award ⁽¹⁶⁾	12,000	0	\$ 9.719	01/25/11		
01/22/02 Award ⁽¹⁷⁾	10,000	0	\$17.250	01/24/12		
01/22/03 Award ⁽⁶⁾	15,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	18,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	14,800	0	\$49.740	02/02/12		
11/02/05 Award ⁽¹⁰⁾	15,840	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	6,333	12,667	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Glenn E. Tanner						
01/22/03 Award ⁽⁶⁾	10,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	9,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	7,500	0	\$49.740	02/02/12		
11/02/05 Award ⁽¹⁰⁾	8,000	0	\$55.600	11/02/12		

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01/31/07 Award ⁽¹¹⁾	3,546	7,094	\$77.600	01/31/14
01/30/08 Award ⁽¹⁴⁾	0	9,305	\$88.380	01/30/15

- (1) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options that are exercisable.
- (2) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options that are unexercisable. These options will become exercisable on their scheduled vesting dates as noted in the footnotes below, except that the options will become immediately exercisable upon the occurrence of an acceleration event or change in control, or upon termination of employment due to death, disability or retirement.
- (3) Amounts shown represent the total number of shares of our common stock that have not vested.
- (4) Amounts shown represent the aggregate market value of shares of our common stock that have not vested. The aggregate market value is calculated by multiplying the number of shares or units by the closing market price of a share of our common stock on December 31, 2008.

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- (5) This stock option award vested in three equal installments on June 24, 2003, 2004 and 2005.
- (6) This stock option award vested in three equal installments on January 22, 2004, 2005 and 2006.
- (7) This stock option award vested in two installments: one-third on January 19, 2005; and two-thirds on October 24, 2005.
- (8) This stock option award vested in one installment on October 24, 2005.
- (9) This stock option award vested in three equal installments on May 4, 2006, 2007 and 2008.
- (10) This stock option award vested immediately on November 2, 2005.
- (11) This stock option award vests in three equal installments on January 31, 2008, 2009 and 2010.
- (12) This stock option award vests in three equal installments on April 2, 2008, 2009 and 2010.
- (13) This RSU award vests in full on April 2, 2012.
- (14) This stock option award vests in three equal installments on January 30, 2009, 2010 and 2011.
- (15) This stock option award vested in three equal installments on June 6, 2006, 2007 and 2008.
- (16) This stock option award vested in three equal installments on January 23, 2002, 2003 and 2004.
- (17) This stock option award vested in three equal installments on January 22, 2003, 2004 and 2005.

Option Exercises and Stock Vested Table

None of the Named Executive Officers exercised any stock options to purchase our common stock during 2008. No shares of our common stock under any stock awards granted to the Named Executive Officers vested during 2008.

Pension Benefits Table

The following table sets forth information concerning the Named Executive Officers' pension benefits under each pension plan in which we participated.

Pension Benefits

<u>Named Executive Officer</u>	<u>Plan Name</u> ⁽¹⁾	<u>Number of Years of Credited Service</u> ⁽²⁾	<u>Present Value of Accumulated Benefit</u> ⁽³⁾	<u>Payments During Last Fiscal Year</u> ⁽⁴⁾
Kevin M. Modany	Old Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Pension Plan	7 ⁽⁶⁾	\$ 27,254	\$ 0
	ESI Excess Pension Plan	7 ⁽⁶⁾	\$ 35,139	\$ 0
Daniel M. Fitzpatrick	Old Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Excess Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
Clark D. Elwood	Old Pension Plan	11.5 ⁽⁷⁾	\$ 74,312	\$ 0
	ESI Pension Plan	25 ⁽⁶⁾	\$156,493	\$ 0

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Eugene W. Feichtner	ESI Excess Pension Plan	25 ⁽⁶⁾	\$122,894	\$ 0
	Old Pension Plan	16.6 ⁽⁷⁾	\$141,369	\$ 0
	ESI Pension Plan	30 ⁽⁶⁾	\$217,312	\$ 0
	ESI Excess Pension Plan	30 ⁽⁶⁾	\$ 59,154	\$ 0
Glenn E. Tanner	Old Pension Plan	16.5 ⁽⁷⁾	\$150,903	\$12,343 ⁽⁸⁾
	ESI Pension Plan	29 ⁽⁶⁾	\$222,151	\$ 0
	ESI Excess Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0

-
- (1) Includes each plan that provides for specific retirement payments and benefits, or payments and benefits that will be provided primarily following retirement, including, without limitation, tax-qualified defined benefit plans and supplemental executive retirement plans, but excluding tax-qualified defined contribution plans and nonqualified defined contribution plans.
 - (2) Computed as of the same pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the last completed fiscal year.
 - (3) Amounts shown represent the actuarial present value of the Named Executive Officer's accumulated benefit under the plan, computed as of the same pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the last completed fiscal year. The estimated amounts assume that the Named Executive Officer's retirement age is the normal retirement age as defined in the plan or, if not so defined, the earliest time at which a participant may retire under the plan without any benefit reduction due to age. The estimated amounts are based on the Named Executive Officer's most current compensation subject to the plan and, as such, future levels of the Named Executive Officer's compensation are not estimated for purposes of the calculation. The estimated amounts used to quantify the present value of the accumulated benefit under the Old Pension Plan assume a normal retirement age of 65 using the RP-2000 mortality table and a 6.25% discount rate as of December 31, 2008 for each of the Named Executive Officers who participates in the plan. No mortality is assumed prior to age 65 for any of the Named Executive Officers in the estimated amounts shown for the Old Pension Plan. See Note 9 of the Notes to Consolidated Financial Statements set forth in our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 filed with the SEC for a discussion of the valuation method and all material assumptions applied in quantifying the present value of the accumulated benefit under the ESI Pension Plan and ESI Excess Pension Plan.

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- (4) Amounts shown represent the dollar amount of any payments and benefits paid to the Named Executive Officer under each plan identified during 2008.
- (5) The Named Executive Officer's employment with us, or his eligibility to participate in the plan, began after participation in the plan by new eligible employees had ended.
- (6) The Named Executive Officer's number of years of credited service with respect to the ESI Pension Plan and the ESI Excess Pension Plan is different from the Named Executive Officer's number of actual years of service with us, because:
- any benefit service with ITT Corporation or any of its affiliated companies that was credited to the participating employee under the Old Pension Plan or the Retirement Plan for Salaried Employees of ITT Nevada (the "Nevada Pension Plan"), is treated as benefit service with us under the ESI Pension Plan and the ESI Excess Pension Plan;
 - the ESI Pension Plan covers only most of our eligible salaried employees who were employed by us prior to June 2, 2003; and
 - the ESI Excess Pension Plan covers only a select group of our management and highly-compensated employees who were employed by us prior to June 2, 2003.

The number of years of credited service attributed to each Named Executive Officer reflects the Named Executive Officer's actual service with us or an affiliated company under the ESI Pension Plan and the ESI Excess Pension Plan through the date that the plans were frozen. The number of years of actual service with us or an affiliated company by each Named Executive Officer who participates in the ESI Pension Plan or the ESI Excess Pension Plan and the difference between that Named Executive Officer's actual service and credited service under the ESI Pension Plan and the ESI Excess Pension Plan are as follows:

Named Executive Officer	Actual Years of Service With Us or an Affiliated Company (a)	Credit Years of Service Under the Plans (b)	Difference (b-a)
Kevin M. Modany	6.5	7	0.5
Clark D. Elwood	24.5	25	0.5
Eugene W. Feichtner	29.6	30	0.4
Glenn E. Tanner	29.5	29	(0.5)

The number of actual years of service with us or an affiliated company under the ESI Pension Plan and the ESI Excess Pension Plan, rounded to the nearest whole year in accordance with each plan's terms, is the same as the number of credited years of service under the ESI Pension Plan and the ESI Excess Pension Plan and, therefore, no benefit augmentation resulted under the ESI Pension Plan or the ESI Excess Pension Plan to any of the Named Executive Officers as a result of the difference in the number of years of actual service from the number of years of credited service. The benefit accruals under the ESI Pension Plan and the ESI Excess Pension Plan for all participants in the plans were frozen on March 31, 2006, such that no further benefits accrue under those plans after March 31, 2006. See "-- Pension Plan" and "-- ESI Excess Pension Plan."

- (7) The Named Executive Officer's number of years of credited service under the Old Pension Plan is different from the Named Executive Officer's number of actual years of service with us, because our participation in the Old Pension Plan ended on December 19, 1995. The number of years of credited service attributed to each Named Executive Officer reflects the Named Executive Officer's actual service with a participating company under the Old Pension Plan through the end of our participation in the Old Pension Plan. See "--

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Pension Plans –*Old Pension Plan.*” The number of years of actual service with us or an affiliated company by each Named Executive Officer who participated in the Old Pension Plan and the difference between that Named Executive Officer’s actual service and credited service under the Old Pension Plan are as follows:

<u>Named Executive Officer</u>	Actual Years of Service With Us or an Affiliated Company (a)	Credit Years of Service Under the Plan (b)	Difference (b-a)
Clark D. Elwood	24.5	11.5	(13)
Eugene W. Feichtner	29.6	16.6	(13)
Glenn E. Tanner	29.5	16.5	(13)

The number of actual years of service with us or an affiliated company is greater than the number of credited years of service under the Old Pension Plan and, therefore, no benefit augmentation resulted under the Old Pension Plan to any of the Named Executive Officers as a result of the difference in the number of years of actual service from the number of years of credited service.

- (8) Mr. Tanner previously qualified for, elected to receive and has begun receiving the early retirement annual benefit under the Old Pension Plan, which is paid in the form of a life annuity by ITT Corporation. Since we are no longer affiliated with ITT Corporation, Mr. Tanner’s continued employment with us does not prevent him from being retired under the terms of the Old Pension Plan.

Pension Plans

Old Pension Plan. Prior to December 19, 1995, we participated in the Old Pension Plan, a non-contributory defined benefit pension plan that covered substantially all of our eligible salaried employees, including our executive officers. We paid the entire cost of the Old Pension Plan with respect to our employees. Normal retirement age under the Old Pension Plan is 65.

The annual pension amounts to 2% of a participant’s average final compensation (as defined below) for each of the first 25 years of benefit service, plus 1.5% of a participant’s average final compensation for each of the next 15 years of benefit service prior to December 19, 1995, reduced by 1.25% of the participant’s primary Social Security benefit for each year of benefit service to a maximum of 40 years; provided that no more than 50% of the participant’s primary Social Security benefit is used for such reduction. A participant’s average final compensation (including salary plus approved bonus payments) is defined under the Old Pension Plan as the total of (a) a participant’s average annual base salary for the five calendar years of the last 120 consecutive calendar months of eligibility service affording the highest such average, plus (b) a participant’s average annual compensation not including base salary (such as approved bonus compensation and overtime) for the five calendar years of the participant’s last 120 consecutive calendar months of eligibility service affording the highest such average. The dollar value of base salary and approved bonus (which may include non-equity incentive plan compensation under Item 402(d) of Regulation S-K under the 1934 Act), whether cash and/or non-cash, are the components of the compensation that are used for purposes of determining “average final compensation” under the Old Pension Plan, but annual compensation in excess of \$160,000 and compensation accrued after December 18, 1995 are not taken into account. The Old Pension Plan also provides for: (a) undiscounted early retirement pensions for participants who retire at or after age 60 and prior to normal retirement age following completion of 15 years of eligibility service; and (b) discounted early retirement pensions for participants who retire between ages 55 and 59 and whose age and years of eligibility service equate to at least 80. A participant is vested in benefits accrued under the Old Pension Plan upon completion of five years of eligibility service. A participant may receive a distribution in the form of a qualified joint and survivor annuity or a life annuity. The amount of the resulting monthly benefit under a joint and survivor annuity is typically less than a life annuity based solely on the participant’s life expectancy. No extra years of credited service under the Old Pension Plan have been granted to any of the Named Executive Officers. As of December 31, 2008, Mr. Tanner was the only Named Executive Officer who qualified for early retirement under the Old Pension Plan based on age and years of service. Mr. Tanner has elected to receive and has begun receiving the early retirement annual benefit under the Old Pension Plan. See “– Pension Benefits Table.” ITT Corporation is

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responsible for all benefits accrued under the Old Pension Plan and for administering those benefits with respect to its own employees as well as our retirees.

ESI Pension Plan. On June 9, 1998, we established the ESI Pension Plan that, prior to June 2, 2003, covered most of our eligible salaried employees, including our executive officers. The purpose for establishing the ESI Pension Plan was to replace the Nevada Pension Plan. We participated in the Nevada Pension Plan, which covered

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substantially all of our eligible salaried employees, including our executive officers, from December 20, 1995 to June 9, 1998. The Nevada Pension Plan was terminated and liquidated in June 2000 and is no longer in existence. Effective June 2, 2003, the ESI Pension Plan was amended to cover only most of our eligible salaried employees, including our executive officers, who were employed by us prior to June 2, 2003. The benefit accruals under the ESI Pension Plan for all participants in the plan were frozen on March 31, 2006, such that no further benefits accrue under that plan after March 31, 2006.

The ESI Pension Plan is a cash balance defined benefit plan, which provides a set benefit to participating employees at their retirement that is not affected by the amount of our contributions to the ESI Pension Plan trust or the investment gains or losses with respect to such contributions. The ESI Pension Plan credited a bookkeeping account associated with each participating employee with:

- an amount based on the employee's compensation, age and years of benefit service (the "Pay Credit") at the end of each plan year (i.e., January 1 through December 31, except for the first plan year of June 9, 1998 through December 31, 1998) through March 31, 2006 of the 2006 plan year;
- interest on the balance in the bookkeeping account at the end of each plan year at the fixed rate of 8%, compounded annually, for Pay Credits credited to the bookkeeping account for plan years prior to the 2002 plan year; and
- interest on Pay Credits credited to the bookkeeping account at the end of each plan year at a variable rate ranging from 6% to 12%, compounded annually, for Pay Credits credited to the bookkeeping account for the 2002 and subsequent plan years.

The variable rate for a plan year is the average of the 30-year U.S. Treasury Bond (or a comparable instrument) rates on each of March 31, June 30 and September 30 of the immediately preceding plan year. At retirement, the participating employee will receive a benefit equal to the value of the bookkeeping account associated with such employee. We pay the entire cost of the ESI Pension Plan. The Pay Credit equals a percentage of the participating employee's compensation (consisting of base salary, overtime pay and bonuses (which may include non-equity incentive plan compensation under Item 402(a) of Regulation S-K under the 1934 Act) whether cash and/or non-cash) for the plan year and is determined under the following schedule according to points based on the participating employee's age and years of benefit service:

<u>Standard Schedule Allocation Percentage</u>		
<u>Points</u>	<u>Prior to 2002</u>	<u>Beginning in 2002</u>
1-29	2.0	2.5
30-34	2.5	2.5
35-39	3.0	3.0
40-44	3.5	3.5
45-49	4.0	4.0
50-54	4.5	4.5
55-59	5.5	5.5
60-64	6.5	6.5
65-69	7.5	7.5
70-74	9.0	9.0
75-79	10.5	10.5
80+	12.0	12.0

Participating employees who met certain age and service requirements received Pay Credits under the following "Transition Schedule," which is more generous:

	<u>Points</u>	<u>Transition Schedule Allocation Percentage</u>	
		<u>Prior to 2002</u>	<u>Beginning in 2002</u>
1-29	2.0	8.0	
30-34	2.5	8.0	
35-39	3.0	8.0	
40-44	3.5	8.0	
45-49	4.0	8.0	
50-54	4.5	8.0	
55-59	5.5	8.0	
60-64	7.0	8.0	
65-69	8.5	8.5	
70-74	10.5	10.5	
75-79	13.0	13.0	
80+	16.0	16.0	

Mr. Modany received Pay Credits under the “Standard Schedule,” Messrs. Elwood, Feichtner and Tanner received Pay Credits under the “Transition Schedule” and Mr. Fitzpatrick was ineligible to participate in the ESI Pension Plan.

The participating employee’s points for a plan year equal the sum of the employee’s age and years of benefit service as of the last day of the plan year. Any benefit service and vesting service with ITT Corporation or any of its affiliated companies that were credited to the participating employee under the Old Pension Plan as of December 19, 1995 or under the Nevada Pension Plan from December 20, 1995 through June 9, 1998 are treated as benefit service and vesting service, respectively, with us under the ESI Pension Plan. A participating employee who has completed three or more years of vesting service (or his or her beneficiary) is eligible to receive a distribution from the ESI Pension Plan upon the participating employee’s retirement on or after age 55, disability, death or after the employee has both terminated employment and reached age 55. The form and timing of the distribution may vary depending on the reason the participant’s employment ends, the participant’s marital status, the present value of the bookkeeping account associated with the employee and the employee’s election. An employee may receive a distribution in the form of a lump sum, qualified joint and survivor annuity (for married participants) or life annuity (for unmarried participants). The amount of the resulting monthly benefit under a joint and survivor annuity is typically less than for a life annuity based solely on the participant’s life expectancy. We do not have a policy with regard to crediting extra years of benefit service under our pension plans, but no extra years of benefit service under the ESI Pension Plan have been credited to any of the Named Executive Officers. As of December 31, 2008, Mr. Tanner was the only Named Executive Officer who qualified for retirement under the ESI Pension Plan based on age and years of service. If Mr. Tanner’s employment with us terminated as of December 31, 2008, he would receive his accrued benefit under the ESI Pension Plan as of that date, which was \$222,151. See “– Potential Payments Upon Termination or Change in Control *ESI Pension Plan*.” An eligible employee’s benefits under the ESI Pension Plan will be paid from the trust maintained for the ESI Pension Plan that has been funded by us.

ESI Excess Pension Plan. On June 9, 1998, we established, and effective January 1, 2008, we restated, the ESI Excess Pension Plan, an unfunded, nonqualified retirement plan for a select group of our management and highly compensated employees. The benefit accruals under the ESI Excess Pension Plan for all participants in the plan were frozen on March 31, 2006, such that no further benefits accrue under that plan after March 31, 2006. The purpose of the ESI Excess Pension Plan was to restore benefits earned, but not available, to eligible employees under the ESI Pension Plan due to federal limitations on the amount of benefits that can be paid and compensation that may be recognized under a tax-qualified retirement plan. The practical effect of the ESI Excess Pension Plan was to continue the calculation of retirement benefits to all employees on a uniform basis. The eligible employee’s compensation upon which the benefits under the ESI Excess Pension Plan are based is the same as for that eligible employee’s benefits under the ESI Pension Plan.

An eligible employee will receive his or her benefit under the ESI Excess Pension Plan in a lump sum cash payment within 60 days following his or her termination of employment. If an eligible employee is a “specified employee” as defined in Section 409A of the IRC, however, then his or her benefit will be paid on the first day that is six months after the eligible employee’s termination of employment. If an eligible employee dies before the benefit due to the employee under the ESI Excess Pension Plan has been paid, then the benefit will be paid to the employee’s beneficiary within 60 days after the employee’s death. We do not have a policy with regard to crediting extra years of benefit service under our

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pension plans, but no extra years of benefit service under the ESI Excess Pension Plan have been credited to any of the Named Executive Officers. As of December 31, 2008, none of the Named Executive

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Officer participants qualified for retirement under the ESI Excess Pension Plan based on his age and years of service. An eligible employee's benefits under the ESI Excess Pension Plan will generally be paid directly by us. See "*ESI Pension Plan*."

Nonqualified Deferred Compensation Plan Table

The following table sets forth information concerning the compensation of the Named Executive Officers in our 2008 fiscal year under the ESI Excess Savings Plan. None of the Named Executive Officers has deferred any bonus compensation under the Deferred Bonus Plan.

Nonqualified Deferred Compensation in Fiscal Year 2008

<u>Named Executive Officer</u>	<u>Executive Contributions in Last Fiscal Year</u> ⁽¹⁾	<u>ITT/ESI Contributions in Last Fiscal Year</u> ⁽¹⁾	<u>Aggregate Earnings in Last Fiscal Year</u> ⁽²⁾	<u>Aggregate Balance at Last Fiscal Year-End</u> ⁽³⁾
Kevin M. Modany				
ESI Excess Savings Plan	\$ 0	\$ 0	\$2,816	\$36,739
Daniel M. Fitzpatrick				
ESI Excess Savings Plan	\$ 0	\$ 0	\$ 0	\$ 0
Clark D. Elwood				
ESI Excess Savings Plan	\$ 0	\$ 0	\$1,327	\$17,309
Eugene W. Feichtner				
ESI Excess Savings Plan	\$ 0	\$ 0	\$ 199	\$ 2,598
Glenn E. Tanner				
ESI Excess Savings Plan	\$ 0	\$ 0	\$ 687	\$ 8,958

- (1) Effective for plan years beginning on and after January 1, 2008, we froze the ESI Excess Savings Plan, such that eligible employees may no longer make elective contributions and we no longer make contributions under the ESI Excess Savings Plan.
- (2) Amounts shown represent the dollar amount of the aggregate interest or other earnings accrued during 2008 to the Named Executive Officer's account under the ESI Excess Savings Plan. The only portion of these amounts that is reported as compensation to the Named Executive Officer in the Summary Compensation Table for the 2008 year is the above-market or preferential earnings in 2008 on the balance of the Named Executive Officer's account under the ESI Excess Savings Plan which are included in the Change in Pension Value and Nonqualified Deferred Compensation Earnings column of the Summary Compensation Table. See "-- Summary Compensation Table."
- (3) Amounts shown represent the dollar amount of the total balance of the Named Executive Officer's account at the end of 2008 under the ESI Excess Savings Plan. The only portion of these amounts that is reported as compensation to the Named Executive Officer in the Summary Compensation Table for each of the 2007 and 2006 years is as follows:
 - The Named Executive Officer's contributions under the ESI Excess Savings Plan in 2007 and 2006, which contribute to the aggregate balance of the Named Executive Officer's ESI Excess Savings Plan account at year-end 2008, are included in the amount of the Named Executive Officer's base salary for the particular year and are reported in the Salary column of the Summary Compensation Table for that particular year. The amount of those contributions for each of the Named Executive Officers is specified in the table below.
 - Our contributions under the ESI Excess Savings Plan in 2007 and 2006, which contribute to the aggregate balance of the Named Executive Officer's ESI Excess Savings Plan account at year-end 2008, are included in the amount of the Named Executive Officer's compensation for the particular year and are reported in the All Other Compensation column of the Summary Compensation Table for that particular year. The amount of those contributions for each of the Named Executive Officers is specified in the table below.

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- The above-market or preferential portion of aggregate earnings under the ESI Excess Savings Plan in 2007 and 2006, which contribute to the aggregate balance of the Named Executive Officer's ESI Excess Savings Plan account at year-end 2008, are included in the amount of the Named Executive Officer's compensation for the particular year and are reported in the Change in Pension Value and Nonqualified Deferred Compensation Earnings column of the Summary Compensation Table for that particular year. The amount of those above-market or preferential earnings for each of the Named Executive Officers is specified in the table below.

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Named <u>Executive Officer</u>	ESI Excess Savings Plan		ITT/ESI Contributions		Above-Market	
	Executive Contributions		in Fiscal Year		Earnings in Fiscal Year	
	<u>2007</u>	<u>2006</u>	<u>2007</u>	<u>2006</u>	<u>2007</u>	<u>2006</u>
Kevin M. Modany	\$17,325	\$4,613	\$8,663	\$2,306	\$286	\$ 12
Daniel M. Fitzpatrick	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Clark D. Elwood	\$ 2,276	\$1,945	\$ 975	\$ 834	\$323	\$224
Eugene W. Feichtner	\$ 958	\$ 0	\$ 288	\$ 0	\$ 28	\$ 24
Glenn E. Tanner	\$ 7,154	\$ 0	\$1,073	\$ 0	\$ 13	\$ 0

Nonqualified Deferred Compensation Plans

ESI Excess Savings Plan. On June 9, 1998, we established, and effective January 1, 2008, we restated, the ESI Excess Savings Plan, an unfunded, nonqualified deferred compensation plan for a select group of our management and highly compensated employees. Effective for plan years beginning on and after January 1, 2008, we froze the ESI Excess Savings Plan, such that eligible employees may no longer make elective deferrals and we will no longer make contributions under the ESI Excess Savings Plan. The ESI Excess Savings Plan offered eligible employees, who were precluded by federal limitations from fully participating in the ESI 401(k) Plan, a means for:

- restoring their contributions lost under the ESI 401(k) Plan due to the federal limitations;
- restoring our matching and non-matching contributions lost under the ESI 401(k) Plan due to the federal limitations; and
- deferring a portion of their salaries equal to either 5% or the same deferral percentage that they elected under the ESI 401(k) Plan.

Any deferral of an eligible employee's salary under the ESI Excess Savings Plan applied only with respect to the salary that exceeded the federal limitations. See "– Equity Compensation and Qualified Savings Plan *ESI 401(k) Plan.*"

Prior to the freeze of the ESI Excess Savings Plan, we made matching contributions under the ESI Excess Savings Plan equal to 100% of the first 1% and 50% of the next 4% of the eligible employee's salary that the employee deferred under the ESI Excess Savings Plan. Any amounts credited to an eligible employee under the ESI Excess Savings Plan will accrue interest at the rate of 8% compounded monthly. This rate is determined by the Compensation Committee and may be changed at any time by that Committee. Our matching contributions vest 100% upon completion of the third full year that the employee is employed by us. The payment of the eligible employee's salary deferrals, our vested matching contributions and the attributable interest accrued thereon will be made in a single lump sum cash payment within 60 days following a Change in Control (as defined in the ESI Excess Savings Plan and below) or the eligible employee's termination of employment. If an eligible employee is a "specified employee" as defined in Section 409A of the IRC, however, then his or her amounts will be paid on the first day that is six months after his or her termination of employment. If an eligible employee dies before the amounts due to the employee under the ESI Excess Savings Plan have been paid, then those amounts will be paid to the employee's beneficiary within 60 days after the employee's death.

A Change in Control under the ESI Excess Savings Plan means one of the following events:

- the acquisition of ownership (other than by way of merger or consolidation with an entity that, immediately before the acquisition, was a Controlling Company (as defined in the ESI Excess Savings Plan and below)) during any 12 month period, by any one person

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- or more than one person acting as a group, of all or substantially all of the assets of a Controlling Company;
- the acquisition (other than by a Controlling Company) by any one person or more than one person acting as a group, of ownership of more than 50% of the total fair market value or total voting power of the ownership interests of stock of a Controlling Company;
- the acquisition (other than by a Controlling Company) during any 12 month period, by any one person or more than one person acting as a group, of ownership of stock of a Controlling Company possessing 30% or more of the total voting power of stock of the Controlling Company; or
- the replacement of a majority of members of the board of directors or comparable governing body of a Controlling Company, during any 12-month period, by members whose appointment or election is not endorsed by a majority of the members of the Controlling Company's board of directors or comparable governing body prior to the date of the appointment or election.

A “Controlling Company” means:

- us;
- a related company that participates in the ESI Excess Savings Plan and employs the eligible employee;
- a related company that is the majority owner of us or a participating company that employs the eligible employee; or
- any related company in an uninterrupted chain of majority ownership culminating in the ownership of us or a participating company that employs the eligible employee.

Deferred Bonus Plan. On March 15, 2000, we established, and effective January 1, 2008, we restated, the Deferred Bonus Plan, an unfunded, nonqualified deferred compensation plan for a select group of our management and highly compensated employees. The Deferred Bonus Plan provides that each eligible employee may elect to defer payment of all or a portion of his or her annual bonus compensation in the form of cash and/or shares of our common stock. The deferral of payment of cash or shares of our common stock can only be made in increments of 25%. Any deferred cash amounts will accrue interest at the rate of 6% compounded annually. This rate is determined by the Compensation Committee and may be changed at any time by that Committee. Any deferred shares of our common stock will be credited with any cash dividends on those shares and, on a semi-annual basis, those cash dividends will be converted to shares of our common stock, based on the fair market value at the time of the conversion.

An eligible employee under the Deferred Bonus Plan may elect, as part of his or her deferral election, to receive payment of the deferred portion of his or her annual bonus compensation (a) within 60 days after termination of his or her employment with us or (b) in January of a designated calendar year that is no earlier than the second calendar year after the year in which the deferred bonus compensation was determined. If an eligible employee is a “specified employee” as defined in Section 409A of the IRC, then any amounts payable to the eligible employee under the Deferred Bonus Plan on account of his or her termination of employment with us will be paid on the first day that is six months after termination of his or her employment. If an eligible employee dies before all amounts due to the employee under the Deferred Bonus Plan have been paid, the unpaid balance will be paid in a lump sum within 60 days following the eligible employee’s death, regardless of the employee’s election. Payment of cash amounts deferred are made in the form of cash, and payment of shares of our common stock deferred are made in the form of shares of our common stock, except that any cash dividends that have not been converted to shares of our common stock will be paid in cash.

Potential Payments Upon Termination or Change In Control

The amounts set forth or referenced in this section reflect amounts payable and the value of benefits under our plans and arrangements to each of the Named Executive Officers in the event of termination of such executive’s employment and/or a change in control of us under various circumstances. The various types of circumstances that would trigger payments and benefits are specified in the discussion of each plan and arrangement under which benefits would be received. The following discussion is of plans and arrangements currently in effect, but it is always possible that different arrangements could be negotiated in connection with an actual termination of employment or change in control. Further, the amounts shown are estimates and are based on numerous assumptions, including that employment terminated or a change in control occurred on December 31, 2008, except as otherwise noted. Therefore, the actual amounts of the payments and benefits that would be received by the Named Executive Officers could be more or less than the amounts set forth below, and can only be determined at the time of an actual termination of employment or change in control event.

Senior Executive Severance Plan. On October 22, 2007, we established the Senior Executive Severance Plan, which provides severance benefits for a select group of our executives (including all of the Named Executive Officers) when:

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- the covered executive's employment is terminated, other than for cause, or when the covered executive terminates his or her employment for good reason, in each case within two years after the occurrence of an acceleration event, as described below; or
- the covered executive's employment is terminated, other than for cause, during an imminent acceleration event period, as described below.

As a result, the benefits under the Senior Executive Severance Plan are not payable merely because a change in control transaction occurs or is imminent. Instead, payment of the severance benefits is only triggered if a change in

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control has occurred or is imminent and certain types of termination of employment occur. The Compensation Committee has determined that this “double trigger” requirement is in the best interests of our company and our shareholders.

The Senior Executive Severance Plan provides two levels of benefits for covered executives, based on the covered executive’s position with us. Under the Senior Executive Severance Plan, Mr. Modany would receive the higher level of benefits and Messrs. Elwood, Feichtner, Fitzpatrick and Tanner would receive the lower level of benefits. If Mr. Modany’s employment is terminated other than for cause during an imminent acceleration event period or within two years after an acceleration event, or if he resigns for good reason within two years after an acceleration event, he would be entitled to the following from us:

- three times his highest annual base salary rate paid and his highest bonus paid or awarded any time during the three years immediately preceding the acceleration event (or in the case of a termination that occurs during an imminent acceleration event period, the three year period immediately preceding the first day of the imminent acceleration event period);
- a lump sum amount equal to three times the product of his highest annual base salary rate paid during the three years immediately preceding the acceleration event (or in the case of a termination that occurs during an imminent acceleration event period, the three year period immediately preceding the first day of the imminent acceleration event period), multiplied by the highest percentage rate of our contributions with respect to him under the ESI 401(k) Plan and the ESI Excess Savings Plan at any time during that three year period;
- a lump sum stipend equal to 36 times the monthly premium that, as of the date of Mr. Modany’s termination of employment, is charged to qualified beneficiaries for health care continuation coverage under the Consolidated Omnibus Budget Reconciliation Act of 1984, as amended (“COBRA”), for the same coverage options and levels of medical, prescription drug, dental and vision coverage that he had in effect under our welfare plans immediately prior to his termination of employment;
- a lump sum stipend equal to 36 times the full monthly premium payable to our life insurance carrier for the type and level of life insurance coverage (including, if applicable, dependent life insurance coverage) in effect for him immediately prior to his termination of employment; and
- a tax gross-up payment that covers any excise tax, interest and penalties under the IRC arising from the payment to him of any amount under the Senior Executive Severance Plan or otherwise as a result of an acceleration event.

If any of the other Named Executive Officers’ employment is terminated other than for cause during an imminent acceleration event period or within two years after an acceleration event, or if he resigns for good reason within two years after an acceleration event, he would be entitled to the following from us under the Senior Executive Severance Plan:

- two times his highest annual base salary rate paid and his highest bonus paid or awarded any time during the three years immediately preceding the acceleration event (or in the case of a termination that occurs during an imminent acceleration event period, the three year period immediately preceding the first day of the imminent acceleration event period);
- a lump sum amount equal to two times the product of his highest annual base salary rate paid during the three years immediately preceding the acceleration event (or in the case of a termination that occurs during an imminent acceleration event period, the three year period immediately preceding the first day of the imminent acceleration event period), multiplied by the highest percentage rate of our contributions with respect to that executive under the ESI 401(k) Plan and the ESI Excess Savings Plan at any time during that three year period;
- a lump sum stipend equal to 24 times the monthly premium that, as of the date of the executive’s termination of employment, is charged to qualified beneficiaries for COBRA continuation coverage for the same coverage options and levels of medical, prescription drug, dental and vision coverage that he had in effect under our welfare plans immediately prior to his termination of employment; and
- a lump sum stipend equal to 24 times the full monthly premium payable to our life insurance carrier for the type and level of life insurance coverage (including, if applicable, dependent life insurance coverage) in effect for him immediately prior to his termination of employment;

provided, however, that in the event that any payments to one of these other Named Executive Officers under the Senior Executive Severance Plan or otherwise in connection with an acceleration event would be subject to any excise tax under Section 4999 of the IRC, then those payments will be reduced to the extent necessary to prevent any

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portion of the payments from being subject to an excise tax under that section of the IRC, but only if such reduction would allow the executive to retain a greater net after-tax benefit than he would have received if the payments had not been reduced and the executive had paid all applicable income, employment and excise taxes.

The Senior Executive Severance Plan provides that, in order to receive any severance benefits under that plan, the covered executive must agree to comply with certain restrictive covenants, including that he:

- will not be employed by, work for, consult with, lend assistance to or engage in businesses competitive with ours for a period of one year after termination of employment;
- will not solicit or induce to leave any of our employees for a period of one year after the executive's termination of employment;
- will not urge or induce any of our customers or others with whom we have a business relationship to terminate or limit their business with us for a period of one year after termination of employment;
- will not disparage us for a period of one year after termination of employment; and
- will not disclose or use our confidential information for as long a period of time as permitted by applicable law, and in any event for a period of at least three years after termination of employment.

The covered executive must also execute a general release releasing us and certain related entities and individuals from all claims that he has or may have against us or them that arise on or before the date the executive signs the release.

The Senior Executive Severance Plan provides that the severance amounts will be paid by us in a lump sum cash payment within 30 calendar days following the covered executive's termination or, if later, on the first business day after expiration of the revocation period of the general release. Payment of any gross-up amount to Mr. Modany is to be made within five business days after a chosen accounting firm determines whether such a payment is due. In all cases, any amounts due under the Senior Executive Severance Plan must be paid no later than March 15 of the calendar year following the calendar year in which the executive's termination of employment occurs.

An "acceleration event" under the Senior Executive Severance Plan will occur if:

- a report on Schedule 13D is filed with the SEC disclosing that any person, other than us or one of our subsidiaries or any employee benefit plan that we or one of our subsidiaries sponsors, is the beneficial owner of 20% or more of the outstanding shares of our common stock;
- a person, other than us or one of our subsidiaries or any employee benefit plan that we or one of our subsidiaries sponsors, purchases shares of our common stock in connection with a tender or exchange offer, if after consummation of the offer the person purchasing the shares is the beneficial owner of 15% or more of the outstanding shares of our common stock;
- our shareholders approve:
 - any consolidation or merger of us in which we are not the continuing or surviving corporation or our common stock is converted into cash, securities or other property, unless the transaction was a merger in which our shareholders immediately prior to the merger would have the same proportionate ownership of common stock of the surviving corporation that they held in us immediately prior to the merger; or
 - any sale, lease, exchange or other transfer of all or substantially all of our assets; or
- a majority of the members of our Board of Directors changes within a 12-month period, unless the election or nomination for election of each of the new Directors by our shareholders had been approved by two-thirds of the Directors still in office who had been Directors at the beginning of the 12-month period.

An "imminent acceleration event period" under the Senior Executive Severance Plan means the period:

- beginning on the first to occur of:
 - a public announcement of a proposal or offer that, if consummated, would be an acceleration event;
 - a making to one or more of our Directors or executive officers of a written proposal that, if consummated, would be an acceleration event; or
 - approval by our Board of Directors or stockholders of a transaction that, upon closing, would be an acceleration event; and
- ending upon the first to occur of:
 - a public announcement that the contemplated acceleration event has been terminated or abandoned;
 - the occurrence of the contemplated acceleration event; or

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- 18 months after the beginning of imminent acceleration event period.

A resignation for “good reason” means:

- a material diminution in the covered executive’s base compensation;
- a material diminution in the covered executive’s authority, duties or responsibilities;
- a material diminution in the authority, duties or responsibilities of the person to whom the covered executive is required to report (including, for example, a requirement that a covered executive who previously reported to the Board of Directors instead report to a corporate officer or employee);
- a material diminution in the budget over which the covered executive retains authority;
- a material change in the geographic location at which the covered executive must perform services; and
- if the terms and conditions of a covered executive’s employment are governed by an agreement, any other action or inaction that constitutes a material breach by us or any successor of the agreement.

A termination for “cause” means any action by a covered executive involving willful malfeasance or his or her failure to act involving material nonfeasance that would have a materially adverse effect on us. No act or omission on the part of the covered executive will be considered “willful,” unless it is done or omitted in bad faith or without reasonable belief that the action or omission was in our interests.

If termination of employment and an acceleration event or imminent acceleration event under the Senior Executive Severance Plan occurred that entitled the Named Executive Officers to severance benefits under the Senior Executive Severance Plan, the value that could have been realized from those benefits as if employment terminated on December 31, 2008 is as follows:

Value of Benefit that Could have been Realized by the Named Executive Officers

under the Senior Executive Severance Plan as of December 31, 2008

<u>Type of Benefit</u>	<u>Modany</u>	<u>Fitzpatrick</u>	<u>Elwood</u>	<u>Feichtner</u>	<u>Tanner</u>
Salary	\$2,025,000	\$ 570,000	\$ 560,000	\$ 490,000	\$370,000
Bonus	\$2,985,117	\$ 592,426	\$ 536,456	\$ 474,376	\$289,744
Stipend in Lieu of Health Insurance Benefits ⁽¹⁾	\$ 25,019	\$ 16,734	\$ 16,680	\$ 16,734	\$ 16,734
Stipend in Lieu of Life Insurance Benefits ⁽¹⁾	\$ 1,095	\$ 730	\$ 730	\$ 730	\$ 675
Foregone Savings Plan Benefits ⁽¹⁾	\$ 33,375	\$ 18,350	\$ 18,300	\$ 22,950	\$ 22,350
Tax Gross-Up Payment to Cover Excise Tax ⁽²⁾	\$1,331,028	N/A	N/A	N/A	N/A
Reduction to Limit Excise Taxes ⁽²⁾					

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	N/A	\$ (0)	\$ (0)	\$ (0)	\$ (0)
Total	\$6,400,634	\$1,198,240	\$1,132,166	\$1,004,790	\$699,503

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- (1) The estimated value of the severance benefit is based on the cost to us using the assumptions used for financial reporting purposes under generally accepted accounting principles in the United States.
 - (2) The estimated value of any excise tax, and thereby the amount of any tax gross-up payment and the calculation of any reduction to limit excise taxes, are based on the highest marginal rate of federal, state and local taxes related to the severance benefits specified in the table and any other payments to the Named Executive Officer arising from an acceleration event. These amounts are also based on an assumption that, as a result of the covenant not to compete in the Senior Executive Severance Plan, the value of one year's base salary and target bonus would constitute "reasonable compensation" under Section 280G of the IRC and therefore would be excluded from the calculation of the amount of any excise tax, the amount of any tax gross-up payment and the reduction, if any, required to limit excise taxes.

1997 Stock Plan. If a Named Executive Officer's employment with us terminates as a result of the Named Executive Officer's death, retirement or total disability, or if an acceleration event occurs under the 1997 Stock Plan, all stock options granted to the Named Executive Officer under the 1997 Stock Plan would immediately vest and become exercisable immediately. See "-- Equity Compensation and Qualified Savings Plans -- 1997 Stock Plan." If such an event occurred, none of the Named Executive Officers would have realized any value from the exercise of unvested stock options granted under the 1997 Stock Plan, because all of the outstanding stock options granted to the Named Executive Officers under the 1997 Stock Plan were fully vested as of December 31, 2008.

2006 Equity Compensation Plan. If a Named Executive Officer's employment with us terminates as a result of the Named Executive Officer's death, disability or retirement:

- all outstanding stock options with time-based vesting restrictions granted to the Named Executive Officer under the 2006 Equity Compensation Plan will become exercisable immediately;
- all restrictions imposed on restricted stock and RSUs with time-based vesting restrictions granted to the Named Executive Officer under the 2006 Equity Compensation Plan will lapse immediately, and the RSUs will be settled immediately thereafter, but only if the Named Executive Officer's employment terminates due to death or disability; and
- the Plan Committee will determine the extent to which a Named Executive Officer will have the right to receive other stock awards granted to the Named Executive Officer under the 2006 Equity Compensation Plan.

In the event of a change in control of us under the 2006 Equity Compensation Plan:

- all outstanding stock options with time-based vesting restrictions granted to the Named Executive Officer under the 2006 Equity Compensation Plan will become exercisable immediately;
- all restrictions imposed on restricted stock and RSUs with time-based vesting restrictions granted to the Named Executive Officer under the 2006 Equity Compensation Plan will lapse immediately; and
- in the discretion of the Plan Committee, all outstanding stock options may be terminated and each participant may receive, with respect to each share subject to the options, an amount in cash equal to the excess of the consideration payable with respect to one share in connection with the change in control over the option's exercise price.

In addition, one or more outstanding unvested awards under the 2006 Equity Compensation Plan may become fully vested and exercisable and the restrictions on the transfer and repurchase or forfeiture rights on the awards may be terminated in connection with a disposition of a subsidiary of ours, but only with respect to those participants who are at the time engaged primarily in service with the subsidiary involved in the subsidiary disposition. See “– Equity Compensation and Qualified Savings Plan” *2006 Equity Compensation Plan.*”

If any of the following occurs:

- a Named Executive Officer's employment with us terminates as a result of the Named Executive Officer's death, disability or retirement;
- there is a change in control of us; or
- the Plan Committee determines to fully vest awards in a disposition of a subsidiary with which the officer was engaged primarily in service,

the value that could have been realized from the exercise or acceleration of unvested awards with time-based vesting restrictions granted to the Named Executive Officer under the 2006 Equity Compensation Plan as of December 31, 2008, is as follows:

Named	December 31, 2008 Value of Unvested Awards		
	<u>Termination Due to Death or Disability</u>	<u>Termination Due to Retirement</u>	<u>Change in Control</u>

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<u>Executive Officer</u>	<u>Stock Options⁽¹⁾</u>	<u>RSUs⁽²⁾</u>	<u>Stock Options⁽¹⁾</u>	<u>Stock Options⁽¹⁾</u>	<u>RSUs⁽²⁾</u>
Kevin M. Modany	\$1,558,072	\$1,733,290	\$ 0 ⁽³⁾	\$1,558,072	\$1,733,290
Daniel M. Fitzpatrick	\$ 354,363	\$ 0	\$ 0 ⁽³⁾	\$ 354,363	\$ 0
Clark D. Elwood	\$ 351,234	\$ 0	\$ 0 ⁽³⁾	\$ 351,234	\$ 0
Eugene W. Feichtner	\$ 322,505	\$ 0	\$ 0 ⁽³⁾	\$ 322,505	\$ 0
Glenn E. Tanner	\$ 184,707	\$ 0	\$184,707	\$ 184,707	\$ 0

- (1) Amounts shown represent the aggregate dollar amount that could be realized from all outstanding, unvested stock option awards granted to the Named Executive Officer under the 2006 Equity Compensation Plan, if those options became vested and were exercised by the Named Executive Officer on December 31, 2008. The dollar amount that could be realized upon exercise of an option is determined by subtracting the exercise price of the option from the market price of a share of our common stock on December 31, 2008, and multiplying that amount by the total number of shares that could be acquired on exercise at that exercise price. The resulting dollar amounts for the options held by the Named Executive Officer are then added together to obtain the aggregate amount shown in this column.

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- (2) Amounts shown are calculated by multiplying the number of unvested RSUs held by the Named Executive Officer that would vest upon the specified event by the closing market price of a share of our common stock on December 31, 2008.
- (3) The definition of “retirement” for an employee under the 2006 Equity Compensation Plan is termination of employment after attaining age 55 and completing at least 10 years of service. Messrs. Modany, Fitzpatrick, Elwood and Feichtner were not at least age 55 as of December 31, 2008, and therefore would not have qualified for “retirement” under the 2006 Equity Compensation Plan on that date.

In addition, the Plan Committee, in its discretion, may amend the terms of any outstanding award granted under the 2006 Equity Compensation Plan in the event of a participant’s termination of employment or service or in the event of a change in control of us, subject to certain limitations. See “– Equity Compensation and Qualified Savings Plan” *2006 Equity Compensation Plan.*”

ESI 401(k) Plan. If a Named Executive Officer’s employment with us terminates, the Named Executive Officer may withdraw from his account under the ESI 401(k) Plan all of the Named Executive Officer’s contributions, all of our vested contributions and all earnings on both types of contributions. Payments are normally made in a single lump sum, but if the Named Executive Officer’s balance is above a threshold amount, he may elect to receive payments in annual or monthly installments. See “– Equity Compensation and Qualified Savings Plan” *ESI 401(k) Plan.*”

If a Named Executive Officer’s employment with us terminated, the amount that could have been realized from the distribution of the contributions and earnings thereon in the Named Executive Officer’s account under the ESI 401(k) Plan as of December 31, 2008 is as follows:

Named	Amount of Employee Contributions, ITT/ESI Vested Contributions and Earnings on <u>Those Contributions as of December 31, 2008</u>
<u>Executive Officer</u>	
Kevin M. Modany	\$ 107,488
Daniel M. Fitzpatrick	\$ 48,722
Clark D. Elwood	\$ 975,146
Eugene W. Feichtner	\$1,181,232
Glenn E. Tanner	\$ 914,362

ESI Excess Savings Plan. If a Named Executive Officer’s employment with us terminates, all eligible employee salary deferrals, our vested contributions and the attributable interest accrued on those deferrals and contributions under the ESI Excess Savings Plan would be paid in a single lump sum cash payment to the Named Executive Officer on the first day that is six months following his termination of employment (because each Named Executive Officer is a “specified employee” within the meaning of Section 409A of the IRC), or within 60 days of his death if his death occurs prior to payment. If a Change in Control occurs, all Named Executive Officers would receive the balance of their accounts under the ESI Excess Savings Plan in a single lump sum cash payment within 60 day after the Change in Control. See “– Nonqualified Deferred Compensation Plans” *ESI Excess Savings Plan.*” If a Named Executive Officer’s employment with us terminated or a Change in Control under the ESI Excess Savings Plan occurred, the amount that would have been realized from the distribution of the deferrals, contributions and interest thereon in the Named Executive Officer’s account under the ESI Excess Savings Plan as of December 31, 2008 is as follows:

**Amount of Salary Deferrals, ITT/ESI Vested
Contributions and Accrued
Interest as of December 31, 2008**

Named Executive Officer

Kevin M. Modany	\$36,739
Daniel M. Fitzpatrick	\$ 0
Clark D. Elwood	\$17,309
Eugene W. Feichtner	\$ 2,598
Glenn E. Tanner	\$ 8,958

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Deferred Bonus Plan. If a Named Executive Officer's employment with us terminates and he had elected to receive the deferred portion of his annual bonus compensation under the Deferred Bonus Plan following his termination, or the termination was a result of his death, the balance of the Named Executive Officer's account under the Deferred Bonus Plan will be paid in a lump sum on the first day that is six months following his termination of employment, or within 60 days of his death if his death occurs prior to payment. See "-- Nonqualified Deferred Compensation Plans -Deferred Bonus Plan." If a Named Executive Officer's employment with us terminated, triggering the payment of the balance of his account under the Deferred Bonus Plan, the Named Executive Officer would not have realized any amount as of December 31, 2008, because none of them had any amount in his account as of that date.

ESI Pension Plan. If a Named Executive Officer has completed three or more years of vesting service, then upon his retirement on or after age 55, his disability, his death or after he has both terminated employment and reached age 55, a distribution of the Named Executive Officer's accrued benefit under the ESI Pension Plan will be paid to the Named Executive Officer in the form and on the date elected by the Named Executive Officer beginning on the first day of any month following the termination of employment. The Named Executive Officer can elect to receive payment of the distribution in the form of a lump sum, qualified joint and survivor annuity (if he is married on the annuity starting date) or life annuity (if he is not married on the annuity starting date). See "-- Pension Plan-ESI Pension Plan." If one of the triggering events occurred and a Named Executive Officer elected a lump sum distribution under the ESI Pension Plan, the amount of the Named Executive Officer's benefit that would have been accrued and payable under the ESI Pension Plan as of December 31, 2008 is as follows:

Balance of ESI Pension Plan Account as of December 31, 2008

Named Executive Officer

Kevin M. Modany	\$ 33,737 ⁽¹⁾
Daniel M. Fitzpatrick	\$ 0
Clark D. Elwood	\$174,115 ⁽¹⁾
Eugene W. Feichtner	\$223,646 ⁽¹⁾
Glenn E. Tanner	\$222,151

- (1) Benefit payable upon death or disability as of December 31, 2008. If the employment of Messrs. Modany, Elwood or Feichtner was terminated for any reason other than death or disability on December 31, 2008, his benefit would not be payable until he reaches age 55, because he was not at least age 55 as of that date.

ESI Excess Pension Plan. Following the restatement of the ESI Excess Pension Plan effective January 1, 2008, upon a Named Executive Officer's death, retirement or other termination of employment, a distribution of the Named Executive Officer's accrued benefit under the ESI Excess Pension Plan will be paid to the Named Executive Officer in a lump sum on the first day that is six months following his termination of employment (because each Named Executive Officer is a "specified employee" within the meaning of Section 409A of the IRC), or within 60 days of his death if his death occurs prior to payment. See "-- Pension Plan-ESI Excess Pension Plan." If one of the triggering events occurred and a Named Executive Officer received a lump sum distribution under the ESI Excess Pension Plan, the amount of the Named Executive Officer's benefit that would have been accrued and payable under the ESI Excess Pension Plan as of December 31, 2008 is as follows:

Balance of ESI Excess Pension Plan Account as of December 31, 2008

Named Executive Officer

Kevin M. Modany	\$ 43,499 ⁽¹⁾
Daniel M. Fitzpatrick	\$ 0
Clark D. Elwood	\$136,733 ⁽¹⁾
Eugene W. Feichtner	\$ 60,878 ⁽¹⁾
Glenn E. Tanner	\$ 0

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- (1) Benefit payable upon death or disability as of December 31, 2008. If the employment of Messrs. Modany, Elwood or Feichtner was terminated for any reason other than death or disability on December 31, 2008, his benefit would not be payable until he reaches age 55, because he was not at least age 55 as of that date.

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Old Pension Plan. If a Named Executive Officer's employment with us terminates and the Named Executive Officer qualifies for retirement under the Old Pension Plan, a distribution will be paid to the Named Executive Officer. The Named Executive Officer can elect to receive payment of the distribution of the Named Executive Officer's accumulated benefit under the Old Pension Plan in the form of a qualified joint and survivor annuity or life annuity. See "-- Pension Plan *Old Pension Plan.*" If a Named Executive Officer qualified for retirement under the Old Pension Plan, the actuarial present value of the Named Executive Officer's accumulated benefit under the Old Pension Plan as of December 31, 2008 is set forth in the Pension Benefits Table. See "-- Pension Benefits Table." As of December 31, 2008, Mr. Tanner was the only Named Executive Officer who qualified for retirement under the Old Pension Plan. Mr. Tanner had previously elected to receive and has been receiving the early retirement annual benefit under the Old Pension Plan. See "-- Pension Benefits Table."

Director Compensation Table

The following table sets forth information concerning the compensation of our non-employee Directors in 2008 for their service on our Board of Directors in 2008. In 2008, there were two employee Directors, Mr. Modany and Mr. Rene R. Champagne, neither of whom received any compensation for his services as a Director of ours in 2008. Mr. Modany's compensation as an executive officer of ours is disclosed in previous sections of this Proxy Statement. The compensation paid to Mr. Champagne in 2008, who in 2008 was an employee of ours and our Chairman of the Board until his retirement on January 31, 2008, is discussed below under "-- Director Compensation *Compensation of Mr. Champagne.*"

Director Compensation Table for Fiscal Year 2008

<u>Name</u>	<u>Fees Earned or Paid</u>		<u>Option Awards</u> ⁽³⁾	<u>All Other</u>	<u>Total</u> ⁽⁵⁾
	<u>in Cash</u> ⁽¹⁾	<u>Stock Awards</u> ⁽²⁾		<u>Compensation</u> ⁽⁴⁾	
(a)	(b)	(c)	(d)	(e)	(f)
John F. Cozzi	\$60,000	\$137,632	\$ 0	\$ 0	\$197,632
John E. Dean	\$60,000	\$100,059	\$ 0	\$ 0	\$160,059
James D. Fowler, Jr.	\$60,000	\$100,059	\$ 0	\$ 0	\$160,059
Joanna T. Lau	\$60,000	\$137,632	\$ 0	\$ 0	\$197,632
Thomas I. Morgan	\$60,000	\$(78,611)	\$ 0	\$ 0	\$(18,611)
Samuel L. Odle	\$60,000	\$ 88,939	\$ 0	\$ 0	\$148,939
Vin Weber	\$60,000	\$100,059	\$ 0	\$ 0	\$160,059
John A. Yena	\$60,000	\$ 88,939	\$ 0	\$983	\$149,922

- (1) Amounts shown represent the aggregate dollar amount of all fees earned or paid for services as a Director, including meeting fees, committee and/or chairperson fees and annual retainer. In 2008, all fees were paid in cash, but each non-employee Director elected to receive payment of the annual retainer in cash or shares of our common stock, in increments of 25% each. See "-- Director Compensation -- *Directors Deferred Compensation Plan.*" The full amount of the annual retainer that was paid to or deferred by a non-employee Director, whether in cash or shares of our common stock, is reported in this column. The grant date fair value of any portion of the annual retainer that a non-employee Director elected to receive in shares of our common stock is set forth in footnote (2) below.
- (2) Amounts shown represent the dollar amount recognized in 2008 for financial statement reporting purposes, computed in accordance with SFAS No. 123R (except excluding any estimated amount for forfeitures related to service-based vesting conditions), of all restricted stock and RSU awards granted for services as a Director. The dollar amount recognized for financial statement reporting purposes with respect to 2008 includes any earnings, such as dividends, that may be received on the stock awards. The values reported for each of Messrs. Dean, Fowler and Weber reflect the fact that, because each of them is retirement eligible, we accelerated recognition of the entire RSU expense related to RSUs granted to him in 2008, instead of recognizing the expense over the vesting period.

In 2008, the only forfeitures with respect to any stock awards granted to the non-employee Directors were the restricted stock award of 1,589 shares of our common stock granted to Mr. Morgan on May 23, 2006 (the "RS Award"), the RSU award for 912 shares of our common stock granted to Mr. Morgan on May 22, 2007 (the "2007 RSU Award"), and the RSU award for 1,462 shares of our common stock granted to Mr. Morgan on May 20, 2008 (the "2008 RSU Award"), all of which were granted under the 2006 Equity Compensation Plan. The forfeitures of the RS Award, the 2007 RSU Award and the 2008 RSU Award occurred when Mr. Morgan resigned from our Board

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of Directors on June 16, 2008 before any of those awards had vested. The amounts recognized as forfeitures in 2008 that were disclosed in this table in prior years' proxy statements were \$53,594 related to the RS Award and \$25,017 related to the 2007 RSU Award. The amount related to the 2008 RSU Award and the amounts related to the portion of the RS Award and the 2007 RSU Award that would have been reported in this column had the awards not been forfeited are not included in this table because they were not recognized for the full year 2008 for financial statement reporting purposes.

To determine the fair value of stock awards, we use the closing market price of a share of our common stock on the effective date of the stock award. The amounts ultimately realized by the non-employee Directors from the stock awards will depend on the price of our common stock in the future and may be quite different from the value shown. In 2008, each non-employee Director elected to receive payment of the annual retainer in cash or shares of our common stock, in increments of 25% each. See “– Director Compensation *Directors Deferred Compensation Plan.*” The amount related to any portion of the annual retainer that a non-employee Director elected to receive in shares of our common stock is included in column (b) of the table, but the grant date fair value of such shares is disclosed in the table below. In 2008, each non-employee Director also received a grant of 1,462 RSUs that will be settled in shares of our common stock after vesting. The following table sets forth information regarding the grant date fair value, computed in accordance with SFAS No. 123R, of each stock award granted in 2008 for services as a non-employee Director:

Grant Date Fair Value of Stock Awards in Fiscal Year 2008

<u>Name</u>	<u>Grant Date Fair Value of Stock Award</u>
(a)	(b)
John F. Cozzi	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
John E. Dean	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
James D. Fowler, Jr.	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
Joanna T. Lau	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
Thomas I. Morgan	
Portion of Retainer Payable in Stock	N/A
2006 Equity Compensation Plan Award ^(A)	\$100,059
Samuel L. Odle	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
Vin Weber	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059
John A. Yena	
Portion of Retainer Payable in Stock	\$ 59,945
2006 Equity Compensation Plan Award	\$100,059

“N/A” means not applicable.

(A) This award was forfeited on June 16, 2008 when Mr. Morgan resigned from our Board of Directors.

The following table sets forth information regarding the aggregate number of unvested stock awards granted by us to the non-employee Directors that were outstanding on December 31, 2008:

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Outstanding Stock Awards at Fiscal Year-End 2008

<u>Name</u> (a)	<u>Number of Shares or Units of Stock that have Not Vested</u> ^(A) (b)	<u>Market Value of Shares or Units of Stock that have Not Vested</u> ^(B) (c)
John F. Cozzi		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
John E. Dean		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
James D. Fowler, Jr.		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
Joanna T. Lau		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
Samuel L. Odle		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
Vin Weber		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861
John A. Yena		
05/23/06 Award ^(C)	1,589	\$150,923
05/22/07 Award ^(D)	912	\$ 86,622
05/20/08 Award ^(E)	1,462	\$138,861

(A) Amounts shown represent the total number of shares of our common stock that have not vested.

(B) Amounts shown represent the aggregate market value of shares of our common stock that have not vested. The aggregate market value is calculated by multiplying the number of shares or units by the closing market price of a share of our common stock on December 31, 2008.

(C) This restricted stock award vests in full on May 23, 2009.

(D) This RSU award vests in full on May 22, 2010.

(E) This RSU award vests in full on May 20, 2011.

(3) There were no amounts recognized for financial statement reporting purposes in 2008 with respect to any option awards granted to our non-employee Directors. In 2008, none of the non-employee Directors received any stock options or SARs from us. There were no forfeitures during 2008 with respect to any option awards held by the non-employee Directors. In addition, there were no adjustments or amendments made in 2008 to the exercise price of any option awards held by any of the non-employee Directors, whether through amendment, cancellation or replacement grants, or any other means (such as a repricing), or that otherwise materially modified any option awards. The outstanding option awards at December 31, 2008, for each of the non-employee Directors were as follows:

Outstanding Option Awards at Fiscal Year-End 2008

<u>Name</u> (a)	<u>Number of Securities Underlying</u> <u>Unexercised Options</u>		<u>Option Exercise</u> <u>Price</u>	<u>Option Expiration</u> <u>Date</u>
	<u>Exercisable</u> ^(A) (b)	<u>Unexercisable</u> ^(B) (c)	(d)	(e)
John F. Cozzi				
10/14/03 Award ^(C)	10,000	0	\$49.370	10/14/13
05/18/04 Award ^(D)	10,000	0	\$38.890	05/18/14
05/17/05 Award ^(E)	8,000	0	\$43.760	05/17/12
John E. Dean				
08/11/99 Award ^(F)	10,000	0	\$10.438	08/11/09
05/24/00 Award ^(G)	4,000	0	\$ 8.032	05/24/10
05/23/01 Award ^(H)	4,000	0	\$17.450	05/23/11
05/24/02 Award ^(I)	4,000	0	\$25.150	05/24/12
05/20/03 Award ^(J)	10,000	0	\$26.970	05/20/13
05/18/04 Award ^(D)	10,000	0	\$38.890	05/18/14
05/17/05 Award ^(E)	8,000	0	\$43.760	05/17/12
James D. Fowler, Jr.				
05/24/02 Award ^(I)	4,000	0	\$25.150	05/24/12
Joanna T. Lau				
10/14/03 Award ^(C)	10,000	0	\$49.370	10/14/13
05/18/04 Award ^(D)	10,000	0	\$38.890	05/18/14
05/17/05 Award ^(E)	8,000	0	\$43.760	05/17/12
Vin Weber				
05/20/03 Award ^(J)	10,000	0	\$26.970	05/20/13
05/18/04 Award ^(D)	10,000	0	\$38.890	05/18/14
05/17/05 Award ^(E)	8,000	0	\$43.760	05/17/12

(A) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options, including awards that have been transferred other than for value, that are exercisable.

(B) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options, including awards that have been transferred other than for value, that are unexercisable.

(C) This stock option award vested in one installment on October 14, 2004.

(D) This stock option award vested in one installment on May 18, 2005.

(E) This stock option award vested in one installment on May 17, 2006.

(F) This stock option award vested immediately on August 11, 1999.

(G) This stock option award vested in one installment on May 24, 2001.

(H) This stock option award vested in one installment on May 23, 2002.

(I) This stock option award vested in one installment on May 24, 2003.

(J) This stock option award vested in one installment on May 20, 2004.

(4) The amounts shown for the non-employee Directors consist of the aggregate incremental cost to us for tickets to sporting, theater and other events. The methodology for computing the aggregate incremental cost to us for providing the event tickets to the non-employee Directors is the same as described above for the executive officers in footnote 7 to the Summary Compensation Table.

(5) Amounts shown represent the sum of the dollar values for each compensation element shown in columns (b) through (e).

Director Compensation

Retainer and Fees. We do not compensate any Director who is an employee of ours for service as a member of our Board of Directors or any standing committee of our Board of Directors. The compensation for non-employee Directors consists of:

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- an annual retainer of \$60,000 payable in one installment on the first business day of each year, at the election of each non-employee Director, in cash or shares of our common stock in increments of 25% each;
- no separate meeting fees; and
- an annual grant under the 2006 Equity Compensation Plan of RSUs with a time-based period of restriction that:
 - has a value of \$100,000, plus the value associated with any fractional RSU necessary to cause the grant to be for a whole number of RSUs, pursuant to which the value is determined based on the closing market price of a share of our common stock on the effective date of the grant;
 - is effective on the tenth business day following our Annual Meeting of Shareholders in each year;
 - has a time-based period of restriction of three years; and
 - is settled on the first business day following the last day of the period of restriction by the delivery of one share of our common stock for each RSU in the grant.

We also reimburse Directors for reasonable, out-of-pocket travel expenses related to attending our Board of Directors and its committee meetings and other business of the Board.

Timing of Equity-Based Compensation Grants. The Compensation Committee makes recommendations to our Board of Directors regarding grants of equity-based compensation to our non-employee Directors. All equity-based compensation awards to our non-employee Directors are granted exclusively by our Board of Directors. Our Board of Directors typically grants equity-based compensation to our non-employee Directors annually during its regular meeting following the Annual Meeting of Shareholders. The annual equity-based compensation grants become effective prospectively on the tenth business day following the Annual Meeting of Shareholders, which is approximately one month following the public disclosure of our first fiscal quarter financial and operating results. The exercise price of any stock options included in those equity-based compensation grants is the closing market price of a share of our common stock on the effective date of the grant. The number of any RSUs or shares of restricted stock included in those grants is specified by the Board of Directors based on the closing market price of a share of our common stock on the effective date of the grant.

We do not time our release of material non-public information for the purpose of affecting the value of our non-employee Directors' compensation. As described above, our process for granting annual equity-based compensation to our non-employee Directors is structured such that the effective date of our equity-based compensation awards, including stock options, occurs after our financial and operating results for the first fiscal quarter have been publicly disclosed and absorbed by the market. Nevertheless, our process for granting equity-based compensation may result in equity-based compensation, including stock options, being granted to our non-employee Directors at times when our Board of Directors or the Compensation Committee is in possession of material non-public information about us. This possibility is not taken into account in determining whether to make the equity-based compensation awards or the amount or value of those awards.

1999 Directors Stock Plan. On July 28, 1999, we established the 1999 Directors Stock Plan, which provided for awards of nonqualified stock options to non-employee Directors. An aggregate of 500,000 shares of our common stock are reserved for issuance for option awards under the 1999 Directors Stock Plan (subject to adjustment in certain events and as adjusted for our stock split). The 1999 Directors Stock Plan was not approved by our shareholders.

The 1999 Directors Stock Plan is administered by the Board. Each non-employee Director received an annual stock option under the plan to purchase shares of our common stock on the tenth business day following the annual meeting of shareholders, provided that such non-employee Director served in that capacity both before and after the annual meeting. No annual awards of nonqualified stock options under the 1999 Directors Stock Plan have been made after 2005. In addition, the 1999 Directors Stock Plan permits the Board, at its discretion, to make special awards of stock options to non-employee Directors. No special awards of nonqualified stock options under the 1999 Directors Stock Plan were made in 2008. The number of shares of our common stock subject to options under the 1999 Directors Stock Plan is subject to adjustment in certain events.

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The exercise price of a stock option awarded under the 1999 Directors Stock Plan could not be less than 100% of the fair market value of our common stock on the date of the award. No option may be exercised prior to one year after the award date (except for special awards of stock options by the Board as permitted under the plan). If a non-employee Director's service on the Board ends because of death, disability or retirement, the stock options granted to that non-employee Director under the 1999 Directors Stock Plan will expire within the longer of one year following the non-employee Director's service on the Board or one-half of the number of months that the non-employee

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Director served on the Board up to 120, but in no event after the options expire under their terms. Stock options granted under the 1999 Directors Stock Plan will expire three months following the end of the non-employee Director's service on the Board for reasons other than death, disability or retirement. Notwithstanding the foregoing, the Board has the authority to establish different terms and conditions relating to the exercise of an option after the end of a non-employee Director's service on the Board. Stock options awarded under the 1999 Directors Stock Plan are not transferable other than by will or pursuant to the laws of descent and distribution. The maximum term of a stock option awarded under the 1999 Directors Stock Plan is seven years from the date of the award. The shares of our common stock issued upon the exercise of a stock option under the 1999 Directors Stock Plan may be made available from treasury shares or authorized but unissued shares. The option price may be paid:

- by check;
- in shares of our common stock;
- through a simultaneous sale through a broker of shares of our common stock acquired upon the exercise of the stock option; or
- by any combination of the foregoing.

See Exhibit No. 4.3 to our Registration Statement on Form S-8 (Registration No. 333-84871), Exhibit No. 10.37 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 2003, Exhibit No. 10.42 to our Quarterly Report on Form 10-Q for the first fiscal quarter ended March 31, 2004 and Exhibit No. 10.47 to our Current Report on Form 8-K, dated January 25, 2005, filed with the SEC for a complete copy of the 1999 Directors Stock Plan, as amended.

No awards were made in 2008, and no further awards will be made, under the 1999 Directors Stock Plan, as a result of our shareholders' approval of our adoption of the 2006 Equity Compensation Plan at the 2006 Annual Meeting of Shareholders on May 9, 2006. Our non-employee Directors participate in the 2006 Equity Compensation Plan. See “– Equity Compensation and Qualified Savings Plan” *2006 Equity Compensation Plan.*”

Directors Deferred Compensation Plan. On October 1, 1999, we established, and effective January 1, 2008, we restated, the Directors Deferred Compensation Plan, an unfunded, nonqualified plan covering all of our non-employee Directors. The Directors Deferred Compensation Plan provides that each non-employee Director may elect to receive payment of the annual retainer in cash or in shares of our common stock, in increments of 25% each. A non-employee Director who elects payment in shares of our common stock will receive that number of shares equal to the number obtained by dividing the dollar amount of the portion of the annual retainer to be paid in shares of our common stock by the fair market value of one share of our common stock determined as of the payment date. The value of any fractional share resulting from this calculation will be paid to the Director in cash.

The Directors Deferred Compensation Plan also provides that each non-employee Director may elect to defer payment of all or a portion of the annual retainer. The deferral of payment of cash or shares of our common stock can only be made in increments of 25%. Any deferred cash amounts will accrue interest at the rate of 6% compounded annually. Any deferred shares of our common stock will be credited with any cash dividends on those shares and, on a semi-annual basis, those cash dividends will be converted to shares of our common stock based on its fair market value at the time of the conversion. There were no above-market or preferential earnings on compensation deferred under the Directors Deferred Compensation Plan for the benefit of the non-employee Directors in 2008.

No cash or shares of our common stock deferred by a non-employee Director under the Directors Deferred Compensation Plan will be paid to the non-employee Director until he or she is no longer a Director.

Non-Employee Director Participation in Pension Plans. None of our non-employee Directors participate in any of our defined benefit or actuarial pension plans (including supplemental plans). Mr. Fowler, however, participates in the Old Pension Plan as a result of his prior employment by ITT Corporation or one of its affiliated companies that participated in that plan. Any change in the actuarial present value of Mr. Fowler's accumulated benefit under the Old Pension Plan in 2008 was not affected by his service as a non-employee Director on our Board of Directors. See "-- Pension Plan~~Old Pension Plan.~~"

Compensation of Mr. Champagne. Rene R. Champagne served as our Chief Executive Officer from September 1985 until he stepped down from that position effective April 1, 2007. Mr. Champagne became a Director of ours in October 1985 and our Chairman in October 1994. Mr. Champagne remained an employee, Director and Chairman until his retirement on January 31, 2008. In 2008, Mr. Champagne received compensation from us for his services as an employee from January 1, 2008 through January 31, 2008, and he also received distributions in connection with

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his retirement under various employee benefit plans that he participated in as an employee of ours over a significant number of years. Mr. Champagne received the following from us in 2008:

- \$49,538 in base salary;
- event tickets, the aggregate incremental cost to us of which was \$19,642, computed in the same manner as for our executive officers as discussed above in footnote 7 to the Summary Compensation Table;
- \$399 in enhanced disability benefits;
- \$279,688 in a lump sum distribution of Mr. Champagne's benefit under the ESI Pension Plan;
- \$1,250,923 in a lump sum distribution of Mr. Champagne's benefit under the ESI Excess Pension Plan; and
- \$307,823 in a lump sum distribution of Mr. Champagne's benefit under the ESI Excess Savings Plan.

Further, upon Mr. Champagne's retirement, all outstanding, unexercisable stock options granted by us and held by him immediately vested and became fully exercisable. The value of those stock options, calculated by subtracting the applicable exercise price from the market price of a share of our common stock on January 31, 2008, and multiplying that amount by the total number of shares that could be acquired on exercise at that exercise price, was \$1,118,022.

SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT

The following table sets forth, as of February 17, 2009, the number of shares of our common stock beneficially owned by any person (including any group) known by management to beneficially own more than 5% of our common stock, by each Director, by each of the Named Executive Officers and by all of our current Directors and the executive officers as a group. Unless otherwise indicated in a footnote, each individual or group possesses sole voting and investment power with respect to all shares indicated as beneficially owned. None of the shares owned by our Directors and executive officers are pledged as security. No Director owns any "qualifying" shares.

<u>Name of Beneficial Owner</u>	ITT/ESI Common Stock	
	Number of Shares	
	<u>Beneficially Owned⁽¹⁾</u>	<u>Percent of Class</u>
Columbia Wanger Asset Management, L.P.		
Columbia Acorn Trust	4,532,600 ⁽²⁾	11.7% ⁽²⁾
227 West Monroe Street, Suite 3000 Chicago, IL 60606		
Lazard Freres & Co. LLC	3,805,300 ⁽³⁾	9.3% ⁽³⁾
30 Rockefeller Plaza New York, NY 10020		

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Wellington Management Company, LLP	3,443,609 ⁽⁴⁾	8.9% ⁽⁴⁾
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75 State Street

Boston, MA 02109

Blum Capital Partners, L.P.

Richard C. Blum & Associates, Inc.

Blum Strategic Partners III, L.P.

Blum Strategic GP III, L.L.C.

Blum Strategic GP III, L.P.

Blum Strategic GP IV, L.L.C.

Blum Strategic GP IV, L.P.

Blum Strategic Partners IV, L.P.

Saddlepoint Partners GP, L.L.C.

Virginia Electric and Power Company Qualified
Nuclear Decommissioning Trust

3,345,200 ⁽⁵⁾

8.4% ⁽⁵⁾

The Nuclear Decommissioning Trust of
Dominion Nuclear Connecticut, Inc.

c/o Blum Capital Partners, L.P.

909 Montgomery Street

Suite 400

San Francisco, CA 94133

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Warburg Pincus Asset Management, Inc. 466 Lexington Avenue New York, NY 10017 Viking Global Performance LLC	2,933,150 ⁽⁶⁾	7.2% ⁽⁶⁾
Viking Global Investors LP		
Viking Global Equities LP		
Viking Global Equities II LP		
O. Andreas Halvorsen		
David C. Ott		
Thomas W. Purcell, Jr.	2,376,200 ⁽⁷⁾	6.1% ⁽⁷⁾
Daniel J. Cahill		
55 Railroad Avenue		
Greenwich, CT 06830		
Barclays Global Investors, NA		
Barclays Global Fund Advisors		
Barclays Global Investors, Ltd		
Barclays Global Investors Japan Limited		
Barclays Global Investors Canada Limited		
Barclays Global Investors Australia Limited		
Barclays Global Investors (Deutschland) AG	2,019,529 ⁽⁸⁾	5.2% ⁽⁸⁾
400 Howard Street		
San Francisco, CA 94105		*
Kevin M. Modany	250,197 ⁽⁹⁾	*
Clark D. Elwood	18,426 ⁽¹⁰⁾	*
Eugene W. Feichtner	111,421 ⁽¹¹⁾	*
Daniel M. Fitzpatrick Glenn E. Tanner	57,704 ⁽¹²⁾	*

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	44,694 ⁽¹³⁾	*
John F. Cozzi	37,271 ⁽¹⁴⁾	*
John E. Dean	70,682 ⁽¹⁵⁾	*
James D. Fowler, Jr.	8,414 ⁽¹⁶⁾	*
Joanna T. Lau	32,194 ⁽¹⁷⁾ 4,446 ⁽¹⁸⁾	*
Samuel L. Odle		*
Vin Weber	38,177 ⁽¹⁹⁾	*
John A. Yena All current Directors and executive	4,334 ⁽²⁰⁾	
officers as a group (17 individuals)	773,430 ⁽²¹⁾	2.0%

*Less than 1%.

- (1) All shares of our common stock are owned directly except as otherwise indicated. Pursuant to the SEC's regulations, shares (a) receivable by Directors and executive officers upon exercise of stock options exercisable within 60 days after February 17, 2009, (b) allocated to the accounts of certain Directors and executive officers under the ESI 401(k) Plan at February 17, 2009 or (c) credited to the accounts of certain Directors under the Directors Deferred Compensation Plan at February 17, 2009, are deemed to be beneficially owned by such Directors and executive officers.
- (2) Based solely on information in reports filed by the beneficial owners under Section 13(d) or 13(g) of the 1934 Act. Each beneficial owner is a member of a group that possesses voting and investment power over a total of 4,532,600 shares. Columbia Wanger Asset Management, L.P. ("Columbia") is a registered investment adviser. Columbia has sole power to (a) vote or direct the vote of 4,393,600 shares and (b) dispose or direct the disposition of 4,532,600 shares. Columbia Acorn Trust ("Acorn") is an investment trust that is advised by Columbia.

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- (3) Based solely on information in reports filed by the beneficial owner under Section 13(d) or 13(g) of the 1934 Act. The beneficial owner is a registered investment adviser and broker-dealer and has sole power to (a) vote or direct the vote of 3,204,410 shares and (b) dispose or direct the disposition of 3,805,300 shares.
- (4) Based solely on information in reports filed by the beneficial owner under Section 13(d) or 13(g) of the 1934 Act. The beneficial owner is a registered investment adviser and has shared power to (a) vote or direct the vote of 2,221,259 shares and (b) dispose or direct the disposition of 3,421,909 shares.
- (5) Based solely on information in reports filed by the beneficial owners under Section 13(d) or 13(g) of the 1934 Act. Each beneficial owner is a member of a group that possesses voting and investment power over a total of 3,345,200 shares. Blum Capital Partners, L.P. ("Blum L.P.") is a partnership and a registered investment advisor and acts as general partner for investment partnerships that hold 499,375 shares. Richard C. Blum & Associates, Inc. is the general partner of Blum L.P. In addition, Blum L.P. is the managing member of Saddlepoint Partners GP, L.L.C. ("Saddlepoint GP"), which is the general partner of an investment partnership that holds 63,200 shares. Blum Strategic GP III, L.L.C. ("Blum GP III") is the general partner of Blum Strategic GP III, L.P., which is the general partner of Blum Strategic Partners III, L.P., which, combined, hold 1,190,600 shares. Blum Strategic GP IV, L.L.C. ("Blum GP IV") is the general partner of Blum Strategic GP IV, L.P., which is the general partner of Blum Strategic Partners IV, L.P., which, combined, hold 1,534,725 shares. Blum L.P. has voting and investment power with respect to the 28,650 shares owned by The Nuclear Decommissioning Trust of Dominion Nuclear Connecticut, Inc. Blum L.P., Blum GP III, Blum GP IV and Saddlepoint GP possess voting and investment power over a total of 3,345,200 shares. Blum L.P., Blum GP III, Blum GP IV and Saddlepoint GP have shared power to (a) vote or direct the vote of 3,345,200 shares and (b) dispose or direct the disposition of 3,345,200 shares.
- (6) Based solely on information in reports filed by the beneficial owner under Section 13(d) or 13(g) of the 1934 Act. The beneficial owner is a registered investment adviser and has (a) sole power to vote or direct the vote of 2,396,100 shares, (b) shared power to vote or direct the vote of 513,450 shares and (c) sole power to dispose or direct the disposition of 2,933,150 shares.
- (7) Based solely on information in reports filed by the beneficial owners under Section 13(d) or 13(g) of the 1934 Act. Viking Global Performance LLC ("VGP") and Viking Global Investors LP ("VGI") have shared voting and dispositive power over 2,376,200 shares. VGP, as the general partner of Viking Global Equities LP ("VGE") and Viking Global Equities II LP ("VGEII"), and VGI, as an affiliate of VGP that provides managerial services to VGE and VGEII, both have the power to dispose of and vote the shares directly owned by VGE and VGEII. VGP and VGI are also parties to an investment management agreement with VGE III Portfolio Ltd., pursuant to which VGP has investment authority with respect to securities held in such accounts and VGI performs managerial services in connection with such accounts. VGP and VGI have authority to dispose of and vote securities held in such accounts. VGE has shared voting and dispositive power over 835,300 shares. VGEII has shared voting and dispositive power over 42,800 shares. O. Andreas Halvorsen, David C. Ott, Thomas W. Purcell, Jr. and Daniel J. Cahill, as Operating Committee Members of VGP and VGI, have shared voting and dispositive power over the 2,376,200 shares beneficially owned by VGP and VGI.
- (8) Based solely on information in reports filed by the beneficial owners under Section 13(d) or 13(g) of the 1934 Act. The beneficial owners possess sole power to vote or to direct the vote of 1,603,477 shares and sole power to dispose or to direct the disposition of 2,019,529 shares. Barclays Global Investors, NA is a bank and has sole voting power over 1,092,959 shares and sole dispositive power over 1,302,288 shares. Barclays Global Fund Advisors is an investment adviser and has sole voting power over 444,376 shares and sole dispositive power over 621,316 shares. Barclays Global Investors, Ltd is a non-U.S. institution and has sole voting power over 17,017 shares and sole dispositive power over 46,800 shares. Barclays Global Investors Japan Limited is a non-U.S. institution and has sole voting and dispositive power over 30,949 shares. Barclays Global Investors Canada Limited is a non-U.S. institution and has sole voting and dispositive power over 17,504 shares. Barclays Global Investors Australia Limited is a non-U.S. institution and has sole voting and dispositive power over 672 shares. Barclays Global Investors (Deutschland) AG is a non-U.S. institution and does not have sole or shared voting or dispositive power over any shares.
- (9) This number includes 228 shares owned under the ESI 401(k) Plan and 249,969 shares subject to presently exercisable options.
- (10) This number includes 6,097 shares owned under the ESI 401(k) Plan and 12,329 shares subject to presently exercisable options.

- (11) This number includes 7,946 shares owned under the ESI 401(k) Plan and 103,475 shares subject to presently exercisable options.
- (12) This number includes 57,704 shares subject to presently exercisable options.
- (13) This number includes 44,694 shares subject to presently exercisable options.
- (14) This number includes 2,000 shares owned directly, 2,000 shares owned by trusts for the benefit of Mr. Cozzi's children, 3,682 shares deferred under the Directors Deferred Compensation Plan, 1,589 shares of restricted stock, and 28,000 shares subject to presently exercisable options.
- (15) This number includes 11,028 shares owned directly, 8,065 shares deferred under the Directors Deferred Compensation Plan, 1,589 shares of restricted stock, and 50,000 shares subject to presently exercisable options.
- (16) This number includes 2,825 shares owned directly, 1,589 shares of restricted stock, and 4,000 shares subject to presently exercisable options.
- (17) This number includes 998 shares owned directly, 1,607 shares deferred under the Directors Deferred Compensation Plan, 1,589 shares of restricted stock and 28,000 shares subject to presently exercisable options.
- (18) This number includes 2,857 shares deferred under the Directors Deferred Compensation Plan and 1,589 shares of restricted stock.
- (19) This number includes 4,500 shares owned directly, 9,088 shares deferred under the Directors Deferred Compensation Plan, 1,589 shares of restricted stock, and 23,000 shares subject to presently exercisable options.
- (20) This number includes 1,000 shares owned directly, 1,745 shares deferred under the Directors Deferred Compensation Plan and 1,589 shares of restricted stock.
- (21) This number includes 22,351 shares owned directly, 2,000 shares owned indirectly, 14,363 shares owned under the ESI 401(k) Plan, 696,549 shares subject to presently exercisable options, 27,044 shares deferred under the Directors Deferred Compensation Plan and 11,123 shares of restricted stock.

CERTAIN RELATIONSHIPS AND RELATED PERSON TRANSACTIONS

Our written policies and procedures for the review, approval or ratification of any current or proposed transaction potentially involving an amount in excess of \$120,000 in which we are or will become a participant and in which any related person had, or will have, a direct or indirect material interest ("Transaction") are set forth in our Corporate Governance Guidelines and are posted on our website at www.ittesi.com. These policies and procedures are as follows:

- Our Board of Directors must be notified in advance or as soon as practicable of the Transaction.
- The notification to our Board should be in writing and contain the following information regarding the Transaction:
 - the name of the related person;
 - the basis on which the person is a related person;
 - a detailed description of the related person's interest in the Transaction, including the related person's position(s) or relationship(s) with, or ownership in, a firm, corporation or other entity that is a party to, or has an interest in, the Transaction;
 - the approximate dollar value of the amount involved in the Transaction;
 - the approximate dollar amount of the related person's interest in the Transaction, which must be computed without regard to the amount of profit or loss;
 - in the case of an indebtedness Transaction:
 - the largest aggregate amount of all indebtedness outstanding at any time since the beginning of our last fiscal year and all amounts of interest payable on the outstanding indebtedness during our last fiscal year (excluding amounts due from the related person for purchases of goods and services subject to usual trade terms, for ordinary business travel and expense payments and for other transactions in the ordinary course of business);
 - the largest aggregate amount of principal that could be outstanding;
 - a schedule specifying the principal amount that is anticipated to be outstanding from time to time during the Transaction;
 - the term of the indebtedness;
 - the repayment schedule of the principal amount;
 - the total amount of any interest that is anticipated to accrue on the principal amount;

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- the interest rate; and
- the payment schedule of the interest that accrues on the principal amount;

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- in the case of a lease or other Transaction providing for periodic payments or installments, the aggregate amount of all periodic payments or installments due on or after the beginning of our last fiscal year, including any required or optional payments due during or at the conclusion of the Transaction;
- in the case of a Transaction involving a purchase or sale of assets by or to us otherwise than in the ordinary course of business, the cost of the assets to the purchaser and, if acquired within two years of the Transaction, the cost of the assets to the seller and related information about the price of the assets; and
- any other information regarding the Transaction or related person in the context of the Transaction that a reasonable investor of ours would consider material in light of the circumstances of the Transaction.
- Upon receipt of the above information, all of the members of our Board of Directors (except for any Director who is the related person or whose immediate family member is the related person) will review and consider the information and determine whether it is in our and our shareholders' best interests for the Board to approve or ratify the Transaction.
- Our Board of Directors is of the general belief that, except in exceptional circumstances, we should try to avoid participating in any Transaction, regardless of the Transaction's merit or benefit to us or our shareholders, in order to avoid any appearance of a conflict of interest or impropriety that may be perceived from our participation in the Transaction.
- If our Board of Directors approves or ratifies our participation in a Transaction, we may participate in the Transaction.
- If our Board of Directors does not approve or ratify our participation in a Transaction:
 - we will not participate in the Transaction, if our participation has not yet begun; or
 - we will attempt to end or limit as much as possible our participation in the Transaction without breaching any of our obligations arising from the Transaction.
- We will disclose our participation in any Transaction in accordance with Item 404(a) of Regulation S-K under the 1934 Act.

A "transaction" includes, but is not limited to, any financial transaction, arrangement or relationship (including any indebtedness or guarantee of indebtedness) or any series of similar transactions, arrangements or relationships, except for:

- any indebtedness transaction in which the related person qualifies as such solely because he or she is a beneficial owner of more than 5% of any class of our voting securities or is an immediate family member of the beneficial owner;
- any employment relationship or transaction involving any of our executive officers and any related compensation solely resulting from that employment relationship or transaction, if:
 - we report the compensation arising from the relationship or transaction to the SEC in accordance with Item 402 of Regulation S-K under the 1934 Act; or
 - the executive officer is not an immediate family member of the related person and we would have reported such compensation to the SEC in accordance with Item 402 of Regulation S-K under the 1934 Act as compensation earned for services to us if the executive officer was a "named executive officer" of ours (as that term is defined in Item 402(a)(3) of Regulation S-K under the 1934 Act) and such compensation had been approved as such by the Compensation Committee of our Board of Directors;
- any compensation paid to any of our Directors, if the compensation is reported to the SEC in accordance with Item 402(k) of Regulation S-K under the 1934 Act;
- any transaction in which the rates or charges involved in the transaction are determined by competitive bids;
- any transaction that involves the rendering of services as a common or contract carrier or public utility at rates or charges fixed in conformity with law or governmental authority;
- any transaction that involves services as a bank depository of funds, transfer agent, registrar, trustee under a trust indenture or similar services; or
- any transaction in which the interest of the related person arises solely from the ownership of a class of our equity securities and all holders of that class of equity securities received the same benefit or a pro rata basis.

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A “related person” means:

- any of our Directors or executive officers;
- anyone who has been nominated to be elected one of our Directors;
- any beneficial owner of more than 5% of any class of our voting securities; and
- any immediate family member of any of the foregoing persons.

An “immediate family member” means any child, stepchild, parent, stepparent, spouse, sibling, father and mother-in-law, son and daughter-in-law, brother and sister-in-law, and any person (other than a tenant or employee) who shares the household of a Director, executive officer, nominee for Director or beneficial owner of more than 5% of any class of our voting securities.

A person who has a position or relationship with a firm, corporation or other entity that engages in a transaction with us will not be deemed to have an “indirect material interest” where:

- the interest arises only:
 - from such person’s position as a director of another corporation or organization that is a party to the transaction;
 - from the direct or indirect ownership by such person and all other related persons, in the aggregate, of less than a 10% equity interest in another person (other than a partnership) that is a party to the transaction; or
 - from both such position and ownership; or
- the interest arises only from such person’s position as a limited partner in a partnership in which the person and all other related persons, in the aggregate, have an interest of less than 10%, and the person is not a general partner of and does not hold another position in the partnership.

SHAREHOLDER PROPOSALS FOR 2010 ANNUAL MEETING

The date by which shareholder proposals must be received by us for inclusion in proxy materials relating to the 2010 Annual Meeting of Shareholders is November 20, 2009.

In order to be considered at the 2010 Annual Meeting of Shareholders, shareholder proposals must comply with the advance notice and eligibility requirements contained in our By-Laws. Our By-Laws provide that shareholders are required to give advance notice to us of any nomination by a shareholder of candidates for election as Directors and of any business to be brought by a shareholder before a shareholders’ meeting. The notice must contain specified information about each nominee or the proposed business and the shareholder making the nomination or proposal and related persons or entities.

With respect to annual meetings, our By-Laws provide that a shareholder of record entitled to vote at such meeting may nominate one or more persons for election as Director or Directors or may properly bring business before such meeting only if the shareholder gives written notice thereof to our Secretary not less than 90 days nor more than 120 days prior to the anniversary date of the immediately preceding annual meeting. In the event the annual meeting is more than 30 days earlier or more than 60 days later than such anniversary date, notice by the shareholder must be delivered or received not earlier than the 120th day prior to such annual meeting and not later than the later of the 90th day prior to such

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annual meeting or the tenth day following the day on which public announcement of the date of such meeting is first made.

The advance notice provisions in our By-Laws also provide that in the case of a special meeting of shareholders at which our Board of Directors has determined that Directors will be elected, in order to nominate one or more persons for election as Director or Directors, to be timely, a shareholder's notice must be delivered or received not earlier than the 120th day prior to such special meeting and not later than the later of the 90th day prior to such special meeting or the tenth day following the day on which public announcement of the date of the special meeting and of nominees to be elected at such meeting is first made.

The specific requirements of these advance notice and eligibility provisions are set forth in Article II, Section 8 of our By-Laws, a copy of which is available upon request. Such requests and any shareholder proposals should be sent to our Secretary at ITT Educational Services, Inc., 13000 North Meridian Street, Carmel, IN 46032-1404.

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ADDITIONAL INFORMATION

Code of Ethics

We have adopted a written Code of Business Conduct and Ethics (the “Code”) in accordance with Item 406 of Regulation S-K under the 1934 Act that is applicable to our Directors and employees, including our principal executive officer, principal financial officer and principal accounting officer or controller, or persons performing similar functions. The Code is posted on our website at www.ittesi.com.

We also intend to promptly disclose on our website any amendments that we make to the Code. To the extent that our Board of Directors grants any waiver of the Code for any of our Directors or executive officers, we intend to disclose the waiver on our website within four business days following the grant of the waiver.

Transfer Agent Information

The transfer agent and registrar for our common stock is:

American Stock Transfer & Trust Company

59 Maiden Lane

New York, NY 10038

E-mail address: info@amstock.com

Internet address: <http://www.amstock.com>

Shareholders should send certificates for transfer and address changes to:

American Stock Transfer & Trust Company

59 Maiden Lane

New York, NY 10038

Shareholder questions can be answered by our transfer agent either by calling toll-free at 1-800-937-5449 (U.S.) or 1-718-921-8200 (Outside the U.S.), by live web chat connected through our transfer agent’s website at www.amstock.com, or by mail addressed to:

American Stock Transfer & Trust Company

59 Maiden Lane

New York, NY 10038

Shareholder Information

We make the following materials available free of charge through our website at www.ittesi.com:

- our Corporate Governance Guidelines;
- the charter for each of the Academic, Audit, Compensation, and Nominating and Corporate Governance Committees of our Board of Directors; and
- our Code.

We will provide a print copy of the following materials without charge to anyone who makes a written request to our Investor Relations Department at ITT Educational Services, Inc., 13000 North Meridian Street, Carmel, Indiana 46032-1404 or by e-mail through our website at www.ittesi.com:

- our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 filed with the SEC, excluding certain of its exhibits;
- our Corporate Governance Guidelines;
- the charter for each of the Academic, Audit, Compensation, and Nominating and Corporate Governance Committees of our Board of Directors; and
- the Code.

Annual Report to Shareholders

Our 2008 Annual Report to Shareholders, which is our 2008 Annual Report on Form 10-K, is available to our shareholders on the Internet as described in the Notice of Internet Availability of Proxy Materials, and is also available at the SEC's website at www.sec.gov and our website at www.ittesi.com. Shareholders may also request a printed copy of our 2008 Annual Report to Shareholders in the manner described in the Notice.

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APPENDIX A

ITT Educational Services, Inc.'s Categorical Standards of Director Independence

As permitted by the rules of the New York Stock Exchange ("NYSE"), ITT Educational Services, Inc.'s ("ITT/ESI") Board of Directors has adopted categorical standards to assist it in making determinations of the independence of the directors on the Board. These standards incorporate, and are consistent with, the definition of "independent" contained in Section 303A.02 and .06 of the NYSE Listed Company Manual and Rule 10A-3 of the Securities Exchange Act of 1934. The standards are as follows:

- The following individuals shall not be deemed an "independent" director of ITT/ESI:
 - An individual who is, or has been within the last three years, an employee of ITT/ESI.
 - An individual whose immediate family member is, or has been within the last three years, an executive officer of ITT/ESI.
 - An individual who has received, or whose immediate family member has received, during any 12-month period within the last three years, more than \$120,000 in direct compensation from ITT/ESI, other than:
 - director and committee fees and pension or other forms of deferred compensation for prior service (provided such compensation is not contingent in any way on continued service);
 - compensation received by a director for former service as an interim Chairman, Chief Executive Officer or other executive officer of ITT/ESI;
 - compensation received by an immediate family member of the director for services as an employee (other than an executive officer) of ITT/ESI;
 - bona fide expense reimbursements; or
 - dividend or interest income.
 - An individual who:
 - is a current employee or partner of a firm that is ITT/ESI's internal or external auditor ("Auditor"); or

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- was an employee or partner of the Auditor within the last three years and personally worked on ITT/ESI's audit within that time.

- An individual whose immediate family member:
 - is a current partner of the Auditor;

 - is a current employee of the Auditor and personally works on ITT/ESI's audit; or

 - was an employee or partner of the Auditor within the last three years and personally worked on ITT/ESI's audit within that time.

- An individual who is or has been, or whose immediate family member is or has been, employed within the last three years as an executive officer of another company where any of ITT/ESI's present executive officers at the same time serve or served on that company's compensation committee.

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- An individual who is a current employee, or whose immediate family member is a current executive officer, of a company that has made payments to or received payments from ITT/ESI for property or services in an amount which, in any of the last three fiscal years, exceeds the greater of \$1 million or 2% of such other company's consolidated gross revenues.

- An individual who is, or during ITT/ESI's last fiscal year has been, an executive officer or a greater than 10% stockholder of any business or professional entity that has made during ITT/ESI's last fiscal year, or proposes to make during ITT/ESI's current fiscal year, payments to ITT/ESI for property or services in excess of 5% of:
 - ITT/ESI's consolidated gross revenues for its last full fiscal year; or

 - the other entity's consolidated gross revenues for its last full fiscal year.

- An individual who is, or during ITT/ESI's last fiscal year has been, an executive officer or a greater than 10% stockholder of any business or professional entity to which ITT/ESI has made during ITT/ESI's last full fiscal year, or proposes to make during ITT/ESI's current fiscal year, payments for property or services in excess of 5% of:
 - ITT/ESI's consolidated gross revenues for its last full fiscal year; or

 - the other entity's consolidated gross revenues for its last full fiscal year.

- An individual who is, or during ITT/ESI's last fiscal year has been, an executive officer or a greater than 10% stockholder of any business or professional entity to which ITT/ESI was indebted at the end of ITT/ESI's last full fiscal year in an aggregate amount in excess of 5% of ITT/ESI's total consolidated assets at the end of such fiscal year.

- An individual who is, or during ITT/ESI's last fiscal year has been, a member of, or of counsel to, a law firm that ITT/ESI has retained during the last fiscal year or proposes to retain during the current fiscal year.

- An individual who is, or during ITT/ESI's last fiscal year has been, a partner or executive officer of any investment banking firm that has performed services for ITT/ESI, other than as a participating underwriter in a syndicate, during the last fiscal year, or that ITT/ESI proposes to have perform services during the current year.

- An individual who is an executive officer of a tax-exempt organization to which ITT/ESI has made charitable contributions that exceed the greater of \$1 million or 2% of the tax-exempt organization's gross revenues in the current or any of the past three years.

- A director will not be deemed "independent" for the purposes of serving on ITT/ESI's Audit Committee, if such director:
 - directly or indirectly receives from ITT/ESI or any affiliate of ITT/ESI any consulting, advisory or other compensatory fee, other than payments of:

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- director's fees and related expenses;
- fixed amounts of compensation under a retirement plan or deferred compensation plan for prior service that are not contingent in any way on continued service; and
- any dividends or other distributions on ITT/ESI's securities which are owed to the director; and

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- is an affiliated person of ITT/ESI or an ITT/ESI subsidiary apart from his or her capacity as:
 - a director of ITT/ESI and/or an ITT/ESI subsidiary; and/or
 - a member of any committee of the board of directors of ITT/ESI and/or an ITT/ESI subsidiary.
- “Indirect” compensation includes payments to:
 - the director’s spouse, minor children or stepchildren, or children or stepchildren sharing a home with the director; and
 - any entity in which the director is a partner, member, managing director or executive officer, or occupies a similar position, and which provides accounting, consulting, legal, investment banking, financial or other advisory services or any similar services to ITT/ESI or an ITT/ESI subsidiary.
- An “affiliate” is any person or entity that directly, or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, ITT/ESI. A person who is not an executive officer, director or 10% shareholder of ITT/ESI does not control ITT/ESI. A director who is an employee, executive officer, general partner or managing member of an affiliate of ITT/ESI is also an affiliate of ITT/ESI.
- An “immediate family member” includes a person's spouse, parents, stepparents, children, stepchildren, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law, and anyone (other than tenants and employees) who shares such person's home.
- References to ITT/ESI include any parent or subsidiary in a consolidated group with ITT/ESI.

Important Notice Regarding the Availability of Proxy Materials for the Annual Meeting: The Notice of Annual Meeting and Proxy Statement and the Annual Report on Form 10-K are available at www.proxyvote.com.

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ITT EDUCATIONAL SERVICES, INC.

THIS PROXY IS SOLICITED ON BEHALF OF THE BOARD OF DIRECTORS

**ANNUAL MEETING OF SHAREHOLDERS
May 5, 2009**

The shareholder(s) hereby appoint(s) Clark D. Elwood and Daniel M. Fitzpatrick, or either of them, as proxies, each with the power to appoint his or her substitute, and hereby authorizes them to represent and to vote, as designated on the reverse side of this ballot, all of the shares of Common Stock of ITT Educational Services, Inc. ("ITT/ESI") that the shareholder(s) is/are entitled to vote at the Annual Meeting of Shareholders to be held at 11:30 a.m. Central Time on May 5, 2009, at the Intercontinental Chicago O'Hare, 5300 North River Road, Rosemont, IL 60018, and any adjournment or postponement thereof.

THIS PROXY, WHEN PROPERLY EXECUTED, WILL BE VOTED AS DIRECTED BY THE SHAREHOLDER(S). IF NO SUCH DIRECTIONS ARE MADE, THIS PROXY WILL BE VOTED FOR THE ELECTION OF THE NOMINEES LISTED ON THE REVERSE SIDE FOR THE BOARD OF DIRECTORS AND FOR EACH PROPOSAL.

PLEASE MARK, SIGN, DATE AND RETURN THIS PROXY CARD PROMPTLY USING THE ENCLOSED REPLY ENVELOPE.

Address Changes: _____

(If you noted any Address Changes above, please mark corresponding box on the reverse side.)

CONTINUED AND TO BE SIGNED ON REVERSE SIDE.

ITT EDUCATIONAL SERVICES, INC.
13000 NORTH MERIDIAN STREET
CARMEL, IN 46032-1404

VOTE BY INTERNET – www.proxyvote.com

Use the Internet to transmit your voting instructions and for electronic delivery of information up until 11:59 P.M. Eastern Time the day before the meeting date. Have your proxy card in hand when you access the web site and follow the instructions to obtain your records and to create an electronic voting instruction form.

ELECTRONIC DELIVERY OF FUTURE PROXY MATERIALS

If you would like to reduce the costs incurred by our company in mailing proxy materials, you can consent to receiving all future proxy statements, proxy cards and annual reports electronically via e-mail or the Internet. To sign up for electronic delivery, please follow the instructions above to vote using the Internet and, when prompted, indicate that you agree to receive or access proxy materials electronically in future years.

VOTE BY PHONE – 1-800-690-6903

Use any touch-tone telephone to transmit your voting instructions up until 11:59 P.M. Eastern Time the day before the meeting date. Have your proxy card in hand when you call and then follow the instructions.

VOTE BY MAIL

Mark, sign and date your proxy card and return it in the postage-paid envelope we have provided or return it to Vote Processing, c/o Broadridge, 51 Mercedes Way, Edgewood, NY 11717.

TO VOTE, MARK BLOCKS BELOW IN BLUE OR BLACK INK AS FOLLOWS:

TTES1 KEEP THIS PORTION FOR YOUR RECORDS
DETACH AND RETURN THIS PORTION ONLY
THIS PROXY CARD IS VALID ONLY WHEN SIGNED AND DATED.

ITT EDUCATIONAL SERVICES, INC.

THE DIRECTORS RECOMMEND A VOTE "FOR" ITEMS 1 AND 2

1. To elect as Directors of ITT/ESI the nominees listed below.

Nominees:		For	Against	Abstain
1a.	Joanna T. Lau	0	0	0
1b.	Samuel L. Odle	0	0	0
1c.	John A. Yena	0	0	0

		For	Against	Abstain
2.	To ratify the appointment of PricewaterhouseCoopers LLP to serve as ITT/ESI's independent registered public accounting firm for its fiscal year ending December 31, 2009.	0	0	0

In their discretion, the proxies are authorized to vote upon such other matters that may properly come before the meeting or any adjournment or adjournments thereof.

The shares represented by this proxy, when properly executed, will be voted in the manner directed herein by the undersigned Shareholder(s). **If no direction is made, this proxy will be voted FOR items 1 and 2.** If any other matters properly come before the meeting, or if cumulative voting is required, the persons named as proxies in this proxy will vote in their discretion.

For address changes, please check this box and write them on the back where indicated.

Please sign below exactly as your name or names appear(s) hereon. Joint owners should each sign. When signing as attorney, executor, administrator, corporate officer, trustee, guardian or custodian, please give full title in such capacity.

Signature [PLEASE SIGN WITHIN BOX] Date

Signature (Joint Owners) Date