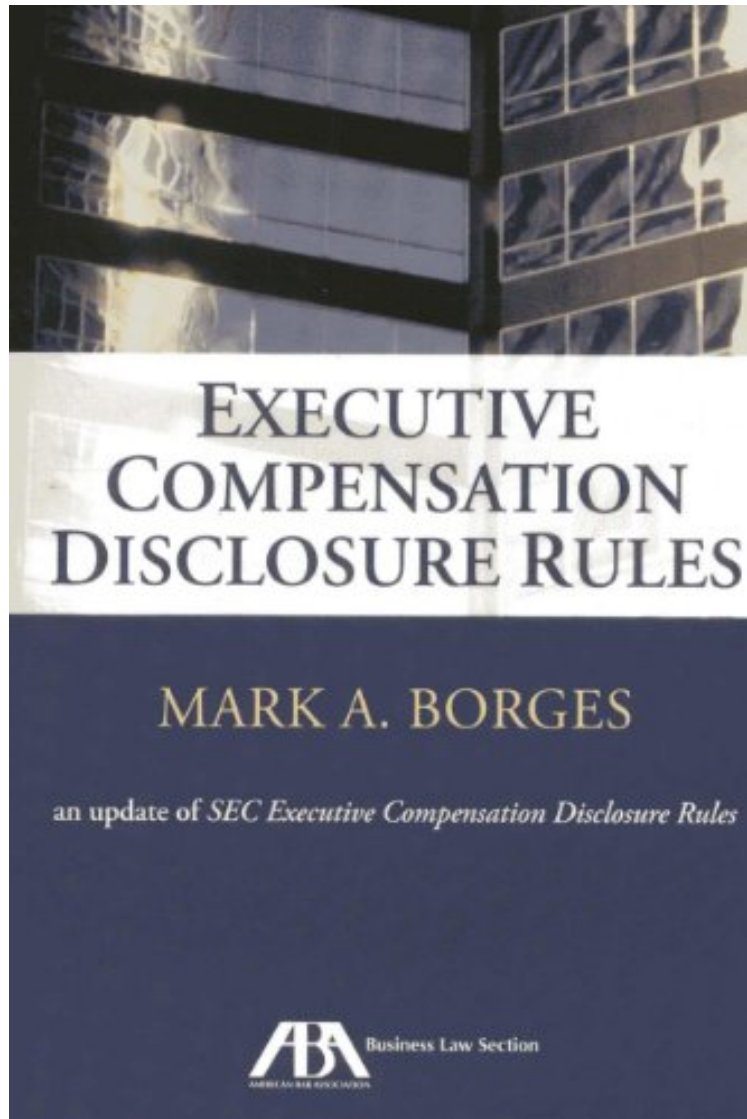


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About the Author Mark A. Borges (San Francisco, CA) is a principal with Compensia, Inc., a national management consulting firm providing executive compensation advisory services to compensation committees and senior management of knowledge-based and other companies. He is a frequent writer and speaker on SEC executive compensation disclosure issues.