

Matt Quarles Joins Compensia

Compensia, Inc. is pleased to announce that Matt Quarles has joined the firm as a Senior Consultant effective July 1, 2009. In announcing his hiring, Mark H. Edwards, Compensia's Chairman, noted that Matt, who is based in Los Angeles, "will enable us to further solidify our Southern California presence and better serve our clients in this dynamic and challenging time for executive compensation. Matt's diverse experience, having partnered with public, private, and pre-IPO organizations across a wide range of industries, complements our mission of providing effective and practical executive pay solutions for technology and life sciences companies."

Matt has 10 years experience as a consultant advising Board compensation committees and senior management on executive pay and equity compensation issues. Prior to joining Compensia, he spent nine years in the Boston and Los Angeles offices of Watson Wyatt Worldwide, most recently as a Senior Consultant in Watson Wyatt's Los Angeles office.

Matt has extensive experience in assisting organizations in developing their compensation philosophies, designing executive and broad-based equity compensation plans, and developing cash- and equity-

based incentive compensation programs that further an organization's strategic objectives while satisfying a myriad of tax, accounting, and regulatory implications. His client engagements also include addressing compensation issues arising in merger and acquisitions transactions and counseling clients on compensation programs in leveraged buy-out situations.

He can be reached in Compensia's Los Angeles office at (323) 465-3382 or via e-mail at mquarles@compensia.com. ■

About Compensia

Compensia (www.compensia.com) is a management consulting firm providing executive compensation advisory services to Board compensation committees and senior management of knowledge-based companies. Formed in 2003 by a group of leading executive compensation experts, our mission is to offer Thoughtful Pay solutions in today's complex environment. For further information, contact Tim Sparks at (408) 876-4024 or via e-mail at tsparks@compensia.com.