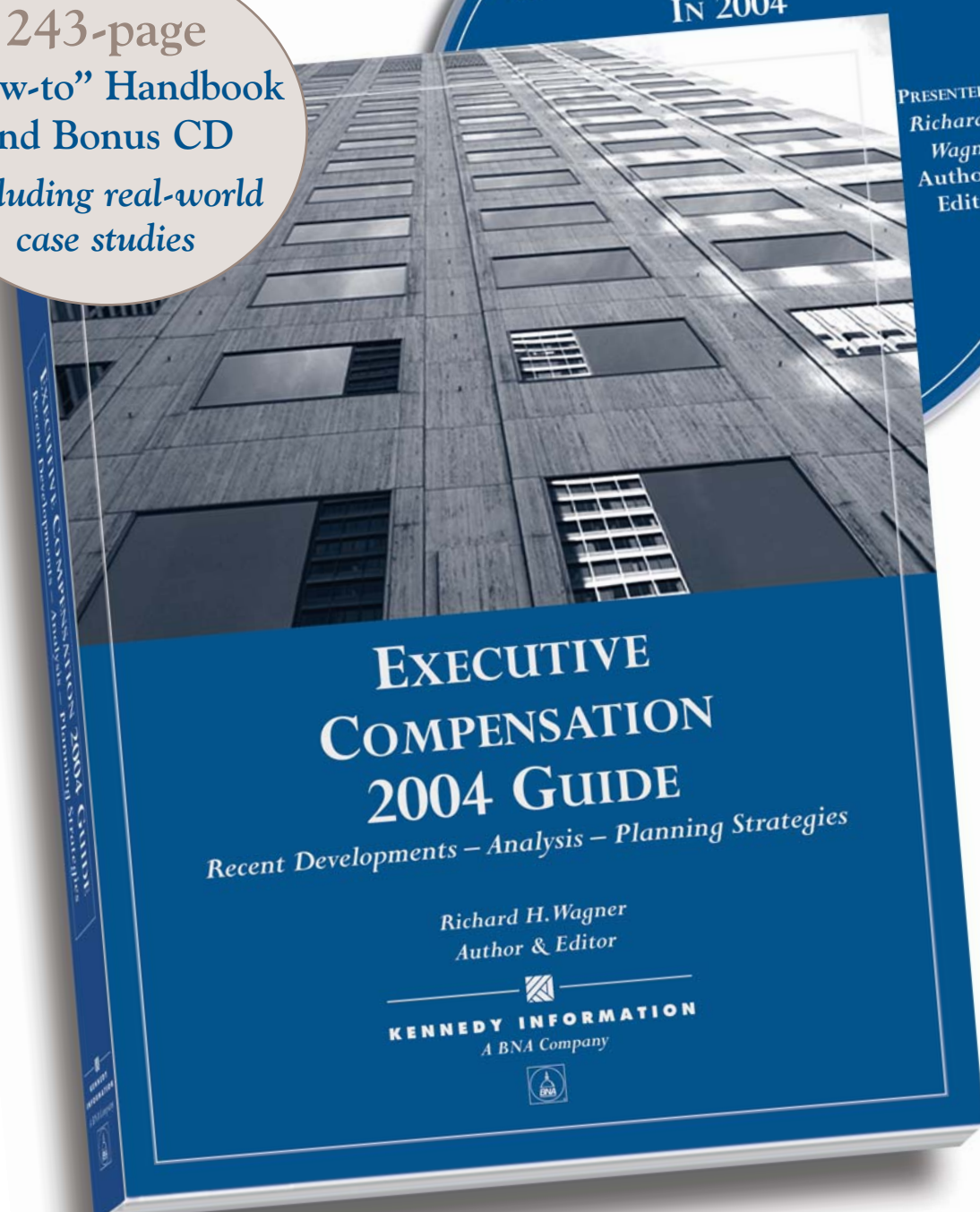


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IN 2004

PRESENTED BY:  
Richard H.  
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# EXECUTIVE COMPENSATION 2004 GUIDE

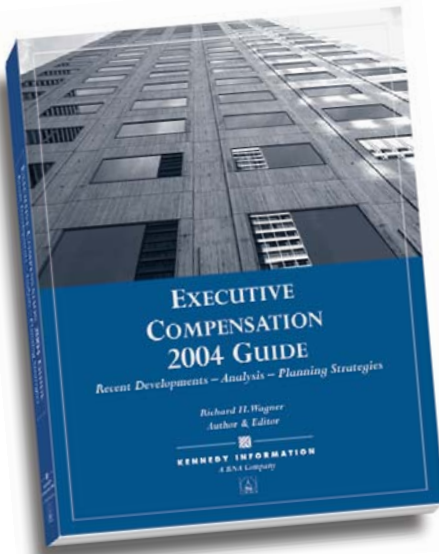
*Recent Developments – Analysis – Planning Strategies*

Richard H. Wagner  
Author & Editor

  
KENNEDY INFORMATION  
A BNA Company



*“The fact that SEC regulations got very complex, or that for each disclosure requirement a loophole could be thought up by some imaginative adviser, does not change the fact that the Board is supposed to tell the shareholders how and how much they’ve decided to pay themselves and the officers. The historic obfuscation efforts that beset the annual proxy statement have served no one.” – excerpt*



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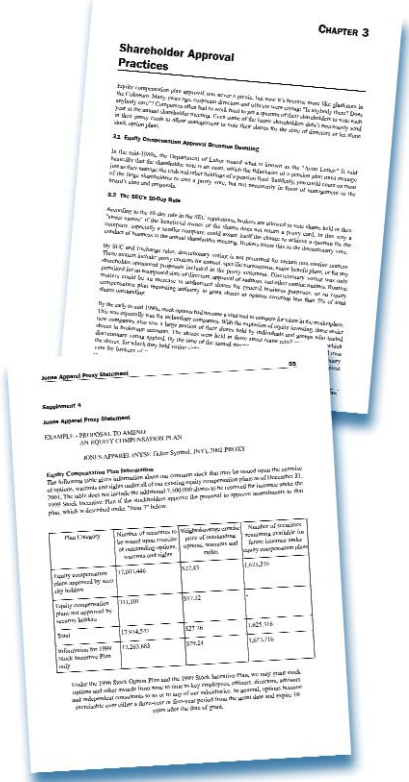
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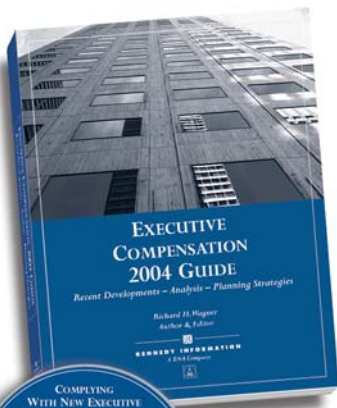
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**About the Author**

**Richard Wagner** is the president of Strategic Compensation Research Associates. He has over 30 years of diversified experience in consulting and in managing human resources and compensation areas. His expertise includes incentive and executive compensation programs, international compensation and benefits planning, organization analysis, financial management and administration in a wide variety of industries. He has a bachelor's degree from The College of the Holy Cross and an M.B.A. from Southern Methodist University (SMU). Published by Kennedy Information, Inc., *Executive Compensation 2004 Guide* is compiled and edited by the editors and analysts of *Investor Relations Newsletter*.

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