

# **Invenda Corporation**

## **Corporate Governance Report**

Delaware, United States  
(State, Country of incorporation)

52-1988332  
(IRS Employer Identification No.)

US46122L1098  
(ISIN Number)

6901 Rockledge Drive, 6th Floor, Bethesda, MD 20817  
(Address of principal executive offices)

(240) 333-6100  
(telephone number)

## **ORGANIZATION**

Invenda Corporation ("Invenda" or the "Company") was originally established as Imaginex, Inc. on August 2, 1996, through incorporation in the State of Delaware. In October 1996, March 1999 and May 2007 the Company amended its Certificate of Incorporation to change its name to Emaginet, Inc., to E-centives, Inc. and to Invenda Corporation, respectively.

## **CAPITAL**

### *(a) Authorized Capital*

The Company's authorized capital stock consists of 130,000,000 shares, of which 120,000,000 shares are designated as common stock, par value \$0.01 per share, and 10,000,000 shares are designated as preferred stock, par value \$0.01 per share. Of the preferred stock, 400,000 shares have been designated as Series B convertible preferred stock and 5,000,000 shares have been designated as Series C convertible preferred stock. A total of 7,300,000 shares of common stock are reserved for issuance under the Company's 2007 Stock Incentive Plan.

The balance of conditional capital as of December 31, 2007 was 14,658,329. The conditional capital is reserved for the servicing of various rights

As of December 31, 2007, there were issued and outstanding:

- 16,465,388 shares of common stock;
- 0 shares of preferred stock;
- 354,031 options to purchase shares of common stock at a weighted average per share exercise price of \$13.53; and
- 584,600 warrants to purchase shares of common stock at a weighted average per share exercise price of \$1.40.

### *(b) Common Stock*

**Market Information:** Since the Company's initial public offering on October 3, 2000, its common stock has traded on the SWX Swiss Exchange under the symbol "ECEN" and beginning on May 18, 2007 under the symbol "INVN". The following table reflects the high and low sales prices, in Swiss Francs and U.S. Dollars, reported on the SWX Swiss Exchange for each quarter listed. The amounts listed in U.S. Dollars reflect the relevant exchange rate as of the date of such high or low price. The quotations prior to May 18, 2007 have not been adjusted for the one-for-ten reverse stock split of all issued and outstanding shares of our common stock, which became effective on that date.

PERIOD	SWISS FRANCS		US DOLLARS		EXCHANGE RATES	
	<u>HIGH</u>	<u>LOW</u>	<u>HIGH</u>	<u>LOW</u>	<u>HIGH</u>	<u>LOW</u>
<b><u>2006</u></b>						
Quarter ended March 31, 2006	CHF 0.44	CHF 0.35	\$0.34	\$0.27	0.7367	0.7701
Quarter ended June 30, 2006	CHF 0.40	CHF 0.22	\$0.31	\$0.18	0.7776	0.8046
Quarter ended September 30, 2006	CHF 0.26	CHF 0.21	\$0.21	\$0.17	0.8177	0.8146
Quarter ended December 31, 2006	CHF 0.33	CHF 0.22	\$0.26	\$0.18	0.7889	0.8001
<b><u>2007</u></b>						
Quarter ended March 31, 2007	CHF 0.31	CHF 0.26	\$0.25	\$0.21	0.8080	0.8013
Quarter ended June 30, 2007	CHF 7.75	CHF 0.28	\$6.30	\$0.23	0.8128	0.8234
Quarter ended September 30, 2007	CHF 5.85	CHF 4.00	\$4.81	\$3.29	0.8225	0.8129
Quarter ended December 31, 2007	CHF 4.10	CHF 2.75	\$3.49	\$2.40	0.8509	0.8711

**Holdings:** As of December 31, 2007, there were approximately 79 holders of record of the Company's common.

**Dividends:** The Company has never declared or paid any cash dividends on its common stock. The Company intends to retain future earnings, if any, to finance the expansion of its business, and does not expect to pay any cash dividends in the foreseeable future. The declaration of dividends is within the discretion of our Board of Directors and subject to limitations set forth in the Delaware General Corporation Law. The Company's certificate of incorporation provides that if dividends are paid, they must be paid equally on each share of outstanding common stock. Payment of any dividends on our common stock is subject to the rights of any preferred stock then outstanding.

*(c) Series C Convertible Preferred Stock*

On February 9, 2005, the Company was authorized to issue up to 5,000,000 shares of the Series C convertible preferred stock at an issue price of \$4.00 per share. Associated with the Company's preferred stock financing, during the year ended December 31, 2005 the Company received \$2,500,000 and issued 625,192 shares of Series C convertible preferred stock.

On March 31, 2005, 2,614,794 shares of the Series C convertible preferred stock were issued in exchange for certain of the Company's outstanding 8% convertible promissory notes and associated accrued interest. Pursuant to the terms of the exchange, if the Series C convertible preferred stock that was issued as part of the exchange had not been converted to common stock prior to February 2, 2009, then, as additional consideration, the Company would have had to issue to holder, a warrant to purchase shares of the Company's common stock. The exercise price for each warrant would have been be equal to twenty percent below the average of the market prices for the five trading days prior to, but not including February 2, 2009.

Effective April 30, 2007 all holders of the Series C convertible preferred stock exercised their option to convert their preferred shares, together with unpaid dividends accrued until April 30, 2007, into shares of the Company's common stock. As a result 3,239,986 shares of Series C convertible preferred stock were converted into 3,239,986 shares of common stock and 535,537 shares of common stock were issued as dividends (the shares of common stock reflect the ten-to-one reverse stock split that occurred after the effective date of the conversion).

*(d) Stock Incentive and Option Plan*

The Company's 2007 Stock Incentive Plan, which was adopted in May 2007, provides and its Amended and Restated Stock Incentive and Option Plan, which expired in August 2006, provided for the grant of stock options, restricted stock and other stock-based compensation to the Company's employees, consultants and advisors. As of December 31, 2007, there were 7,290,000 shares of common stock reserved for issuance under the 2007 Stock Incentive Plan.

Stock

During the year ended December 31, 2007, the Board of Directors approved the issuance of 10,000 shares of common stock to each non-employee director. Peter Friedli declined such director compensation. The 10,000 shares authorized to be issued to David Jodoin have not yet been issued.

Stock Options

As of December 31, 2007 there were 354,031 options to purchase shares of common stock outstanding at a weighted average exercise price of \$13.53 per share. Options typically vest over time, usually ratably over four years from the date of grant, with some subject to acceleration in the event of a change of control of the Company. Typically, an option expires ten years after it is granted. In addition, the plan allows for grants of options the vesting of which is tied to the employee's performance. The plan provides for the granting of both incentive stock options within the meaning of Section 422 of the Internal Revenue Code of 1986 and non-statutory options.

A summary of option activity as of December 31, 2007 and changes during the year then ended is presented below:

	<b>Options</b>	<b>Weighted-Average Exercise Price</b>	<b>Weighted-Average Remaining Contractual Term</b>	<b>Aggregate Intrinsic Value <sup>(1)</sup></b>
Balance, January 1, 2007	672,010	\$ 13.40	3.9 years	
Granted during the period	--	\$ --		
Exercised during the period	(13,875)	\$ 1.34		
Cancelled during the period	(304,104)	\$ 13.81		
Outstanding, December 31, 2007	354,031	\$ 13.53	5.5 years	\$ 313,114
Exercisable, December 31, 2007	335,081	\$ 14.18	5.4 years	\$ 297,852

<sup>(1)</sup> The aggregate intrinsic value is the sum of the amounts by which the quoted market price of the Company's stock at December 29, 2007, \$2.40 per share, exceeded the exercise price of the options, for those options for which the quoted market price exceeded the exercise price ("in-the-money-options").

A summary of the Company's non-vested options as of December 31, 2007, and changes during the year then ended, is presented below:

	<b>Options</b>	<b>Weighted-Average Grant-Date Fair Value</b>
Non-vested at January 1, 2007	40,450	\$4.46
Granted	--	\$ --
Vested	(17,075)	\$4.72
Forfeited	(4,425)	\$3.17
Non-vested at December 31, 2007	18,950	\$4.53

(e) *Warrants*

At December 31, 2007, the Company had outstanding warrants to purchase 584,600 shares of the Company's common stock with a weighted average exercise price of \$1.40. During the year ended December 31, 2007 the Company did not issue any warrants, but 39,900 warrants expired and 11,000 warrants were exercised.

<b>Warrants</b>	<b>Exercise Price</b>	<b>Expiration Date</b>
5,600	\$ 1.00	December 31, 2008
579,000	\$ 1.40	April 7, 2008

(f) *Changes in Capital within the last three financial years*

Year ended December 31, 2007

In April 2007, the Company's Board of Directors approved a reverse stock split at a ratio of one-for-ten, causing each ten shares of outstanding common stock to be combined into one share of common stock. The reverse split became effective at the close of business on May 18, 2007. All references to "share" noted below, for the year ended December 31, 2007, was restated to reflect this reverse split.

- Common Stock: 13,875 shares issued in association with the exercise of outstanding options, 11,000 issued in association with the exercise of outstanding warrants, 535,537 issued as dividends on the Series C preferred stock, 3,239,986 shares issued in association with the conversion of Series C preferred stock and 6,410,626 shares issued in association with the exchange of Convertible Promissory Notes.
- Series C Preferred Stock: 3,239,986 shares of Series C preferred stock were converted into 3,239,986 shares of common stock.
- Options to purchase common stock: 13,875 options were exercised and 304,104 options were cancelled.
- Warrants to purchase common stock: 11,000 warrants were exercised and 39,900 warrants were cancelled.

Year ended December 31, 2006

- Common Stock: 50,000 shares issued to a member of the Board of Directors; 316,000 shares issued in association with the exercise of outstanding options and 12,500 shares issued for consulting services.
- Series C Preferred Stock: No activity during the year.
- Options to purchase common stock: 448,000 options were granted, 316,000 options were exercised and 837,250 options were cancelled.
- Warrants to purchase common stock: No activity during the year.

Year ended December 31, 2005

- Common Stock: 200,000 shares issued to members of the Board of Directors; 363,800 shares issued in association with the exercise of outstanding options; 12,500 shares issued for consulting services and 3,200,000 shares issued in association with the conversion of Series B preferred stock.
- Series B Preferred Stock: 400,000 shares were converted to common stock at a ratio of 1:8.
- Series C Preferred Stock: 3,239,986 shares were issued.
- Options to purchase common stock: 304,000 options were granted, 363,800 options were exercised and 486,750 options were cancelled.
- Warrants to purchase common stock: Warrants to purchase 619,485 shares expired.

**CONVERTIBLE PROMISSORY NOTES**

In March 2003, the Company executed convertible promissory notes for an aggregate sum of up to \$6 million, from which the Company could draw down against at any time and in any amount during the first two years of the notes. Subsequent to the issuance of the promissory notes, the Company agreed to assemble a syndicate of third parties to whom the Company would issue convertible

promissory notes on terms similar to the March 2003 convertible promissory notes (as noted below). The aggregate dollar amount of the convertible promissory notes issued to third parties through the syndication process reduced, on a dollar-for-dollar basis, the \$6 million convertible promissory notes and the balance, if any, would continue to be available to the Company under the initial \$6 million commitment. The last convertible promissory note was issued on March 24, 2005, and through that date the Company issued convertible promissory notes totaling \$11,000,000. On March 31, 2005, convertible promissory notes with principal balances totaling \$9,750,000, along with accrued interest of approximately \$709,000, were converted into 2,614,793 shares of Series C convertible preferred stock.

During the year ended December 31, 2005, the Company issued three 10% convertible promissory notes with principal balances totaling \$4,500,000 and during the year ended December 31, 2006, the Company issued three 10% convertible promissory notes with principal balances totaling \$1,500,000 and one 4% convertible promissory note with a principal balance of \$1,000,000.

On September 18, 2007, the Company entered into Note Exchange Agreements with the holders of all of its outstanding convertible promissory notes. Pursuant to the Note Exchange Agreements, the Company retired the debt represented by such outstanding convertible promissory notes of \$8,250,000 plus accrued and unpaid interest and final payment fees, by exchanging the outstanding convertible promissory notes for an aggregate of 6,410,626 shares of the Company's common stock. The outstanding convertible promissory notes were surrendered and terminated as part of the debt exchange.

## **BOARD OF DIRECTORS**

As of December 31, 2007, the Company's Board of Directors consisted of Kamran Amjadi, Mehrdad Akhavan, Peter Friedli and David Jodoin, with Mr. Amjadi serving as Chairman of the Board.

### *(a) Elections and terms of office*

*Number and Election:* The number of directors which constitute the whole Board of Directors shall not be fewer than three nor more than seven. Within the limits above specified, the number of directors shall be determined by resolution of the Board of Directors. The current Board of Directors consists of five members. Directors are elected annually at the Company's Annual Meeting of Stockholders. Once elected or chosen pursuant to the Certificate of Incorporation and Bylaws, a director shall hold office until the director's successor is elected and qualified or until the director dies, resigns or is removed; provided, however, that if the Board of Directors decreases the number of directors constituting the whole Board of Directors and designates a particular directorship to be eliminated due to the decrease, a director in the eliminated directorship shall cease to hold office after the next election of directors, unless the director is nominated and elected to another directorship on the Board of Directors.

*Vacancies:* Vacancies and newly created directorships resulting from any increase in the authorized number of directors elected by all of the stockholders having the right to vote as a single class may be filled by the affirmative vote of a majority of the directors then in office, although fewer than a quorum, or by a sole remaining director. Whenever the holders of any class or classes of stock or series thereof are entitled to elect one or more directors by the provisions of the Certificate of Incorporation, vacancies and newly created directorships of such class or classes or series may be filled by the affirmative vote of a majority of the directors elected by such class or classes or series thereof then in office, or by a sole remaining director so elected. Each director so chosen shall hold office until the next election of directors of the class to which such director was appointed, and until such director's successor is elected and qualified, or until the director's earlier death, resignation or removal. In the event that one or more directors resign from the Board of Directors, effective at a future date, a majority of the directors then in office, including those who have so resigned, shall have power to fill such vacancy or vacancies, the vote thereon to take effect when such resignation or resignations shall become effective, and each director so chosen shall hold office until the next election of directors, and until such director's successor is elected and qualified, or until the director's earlier death, resignation or removal.

### *(b) Meetings*

*Regular Meetings:* Regular meetings of the Board of Directors may be held without notice at such time and at such place as shall from time to time be determined by the Board of Directors.

*Special Meetings:* Special meetings of the Board of Directors may be called by the Chairman, Chief Executive Officer or President on not less than 48 hours notice to each director, either personally or by telephone, express delivery service (so that the scheduled delivery date of the notice is at least one day in advance of the meeting), telegram or facsimile transmission, and on five days' notice by mail (effective upon deposit of such notice in the mail). The notice need not describe the purpose of a special meeting.

*Presence at Meetings:* Members of the Board of Directors may participate in a meeting of the Board of Directors by any communication by means of which all participating directors can simultaneously hear each other during the meeting. A director participating in a meeting by this means is deemed to be present in person at the meeting.

*Action without Meeting:* Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if the action is taken by all members of the Board of Directors. The action must be evidenced by one or more written consents describing the action taken, signed by each director, and delivered to the Company for inclusion in the minute book.

*Waiver of Notice of Meeting:* A director may waive any notice required by statute, the Certificate of Incorporation or Bylaws before or after the date and time (1) stated in the notice or (2) of the meeting. Except as set forth below, the waiver must be in writing, signed by the director entitled to the notice, and delivered to the Company for inclusion in the minute book. Notwithstanding the foregoing, a director's attendance at or participation in a meeting waives any required notice to the director of the meeting unless the director at the beginning of the meeting objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to action taken at the meeting.

*Meetings during the year ended December 31, 2007:* The Board of Directors met 3 times and acted 4 times by unanimous written consent. At the 3 meetings, all members of the Board of Directors were present, either in person or via the telephone, and no outside individuals were present. The Board of Directors only has one standing committee, the Compensation Committee, which met 1 time during the year. The normal length of a Board of Directors meeting is approximately two to three hours and the normal length of a Compensation Committee meeting is 30 minutes to one hour.

- (c) *Compensation Committee:* The Compensation Committee determines the salaries and incentive compensation of officers and provides recommendations for the salaries and incentive compensation of other employees and consultants. The Compensation Committee also administers various incentive compensation, stock and benefit plans. As of December 31, 2007, the Compensation Committee consisted of Mr. Friedli. The Company currently does not have a Compensation Committee Charter.
- (d) *Director Compensation:* The Company does not currently compensate directors who are also employees. Each non-employee director currently is reimbursed for reasonable travel expenses for each board meeting attended. During the year ended December 31, 2007, the Board of Directors approved the issuance of 10,000 shares of common stock to each non-employee director. Peter Friedli declined such director compensation. The 10,000 shares authorized to be issued to David Jodoin have not yet been issued. Future year's compensation for non-employee directors has not yet been decided.
- (e) *Compensation Committee Interlocks and Insider Participation:* None of the Company's executive officers serves as a member of the Board of Directors or compensation committee of any entity that has one or more executive officers serving on the Company's Board of Directors or Compensation Committee.
- (f) *Stockholder Communications with Directors:* Company stockholders who want to communicate with the Board of Directors or any individual director can write to:

Invenda Corporation  
Board Administration  
6901 Rockledge Drive, 6th Floor  
Bethesda, MD 20817

Letters should indicate that you are a Company stockholder. Depending on the subject matter, management will:

- Forward the communication to the director or directors to whom it is addressed;
- Attempt to handle the inquiry directly, when it is a request for information about the Company or it is a stock-related matter; or
- Not forward the communication if it is primarily commercial in nature or if it relates to an improper or irrelevant topic.

At each Board of Directors meeting, a member of management will present a summary of all communications received since the last meeting that were not forwarded and will make those communications available to the directors on request.

- (g) *Limitation of Liability and Indemnification of Directors and Officers:* The Company's certificate of incorporation provides that directors will not be personally liable to the Company, or the Company's stockholders, for monetary damages for breach of their fiduciary duties as a director, except for liability:
- for any breach of the director's duty of loyalty to the Company or the Company's stockholders;
  - for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law;
  - under a provision of Delaware law relating to unlawful payment of dividends or unlawful stock purchase or redemption of stock; or
  - for any transaction from which the director derives an improper personal benefit.

As a result of this provision, the Company and the Company's stockholders may be unable to obtain monetary damages from a director for breach of his or her duty of care.

The Company's bylaws provide for the indemnification of directors and officers and any person who is or was serving at the Company's request as a director, officer, employee, partner or agent of another corporation or of a partnership, joint venture, limited liability company, trust or other enterprise. This indemnification is provided to the fullest extent authorized by, and subject to the conditions set forth in, the Delaware General Corporation Law. This indemnification will include the right to advanced payment of expenses by the Company of any proceeding for which indemnification may be had in advance of its final disposition.

- (h) *Audit Committee/Audit Committee Financial Expert:* The Company does not have a separately designated standing Audit Committee of the Board of Directors, and therefore the Company does not have any independent audit committee financial experts under Item 401(e) of Regulation S-B. In the future, the Company intends to expand the Board of Directors to accommodate a separately designated Audit Committee, and to appoint members of such Committee, at a later date.
- (i) *Code of Ethics:* The Company has adopted a Code of Ethics that applies to its directors and to all of its employees, including its Chief Executive Officer and Chief Financial Officer. The Company's Code of Ethics has been distributed to all employees and is available at the Company's website ([www.Invenda.com](http://www.Invenda.com)). Any additions or amendments to the Code of Ethics, and any waivers of the Code of Ethics for executive officers or our Directors, will be posted on our website.

## **DIRECTORS, EXECUTIVE OFFICERS AND KEY EMPLOYEES**

### *(a) Information on Directors, Executive Officers and Key Employees*

The following table presents information about each of the Company's executive officers, key employees and directors as of December 31, 2007.

<b>Name</b>	<b>Age</b>	<b>Position(s) with Company</b>	<b>Director Nationality</b>
Kamran Amjadi	44	Chief Executive Officer and Chairman	American
Mehrdad Akhavan	44	Chief Marketing Officer, President, Secretary and Director	American
Tracy Slavin	38	Chief Financial Officer	American
John Hoffman	48	Vice President of Network Operations	American
Amori Langstaff	36	Vice President of Client Services	American
Peter Friedli	54	Director	Swiss
David Jodoin	43	Director	American

*Kamran Amjadi* served as the Company's Chairman and Chief Executive Officer from August 1996 (when he co-founded the Company's business) through June 2004 when he resigned as Chief Executive Officer and Chairman. From June 2004 through April 2005 he worked as a consultant for the Company and in April 2005 he was re-appointed the Company's Chairman and Chief Executive Officer. From September 1990 until August 1996, Mr. Amjadi was the Executive Vice President and Director of United States Operations for MP Technologies, a software company. From July 1986 until August 1990, Mr. Amjadi was a software engineer with the Hewlett-Packard Corporation. Mr. Amjadi received his BA in Computer Information Sciences and Economics from the University of California, Santa Cruz.

*Mehrdad Akhavan* was appointed to the new position of Chief Marketing Officer in April 2005. From June 2004 through April 2005 he served as the Company's Chief Executive Officer. Prior to that time, he had served as the Company's President and Chief Operating Officer since October 1999, having served as the Company's Executive Vice President and Secretary since he co-founded the Company's business in August 1996. Mr. Akhavan was elected to the Company's Board of Directors in October 1996 and will hold office until his successor is elected and qualified or until the earlier of death, resignation or removal. From December 1994 until August 1996, Mr. Akhavan was President of TechTreK, a children's computer entertainment and education center. From January 1991 until December 1994, Mr. Akhavan was President of Trident Software, a company he co-founded, which digitized works of art. Mr. Akhavan received both his MBA and his BS in Economics from Georgetown University.

*Tracy Slavin* became the Company's Chief Financial Officer in June 2004. Ms. Slavin joined the Company in September 2000, and until her promotion served as Controller and Senior Director of Accounting. Prior to joining Invenda, she served as Vice President of Accounting for Thomson Financial, a division of The Thomson Corporation, a leading provider of financial information, analysis, research and software products. From 1993 to 1997, Ms. Slavin served as Assistant Controller for Phillips International, Inc., a consumer and business-to-business information company. Ms. Slavin began her career as an auditor with PricewaterhouseCoopers LLP. Ms. Slavin is a CPA who received her MBA, with a concentration in Finance, from The University of Maryland. She graduated with High Distinction Honors from The Pennsylvania State University with a BS in accounting.

*John Hoffman* oversees the Company's internal and external computer services, security and operation as the Company's Vice President of Network Operations. He became a member of the Company's team when the Company acquired BrightStreet.com in December 2001. At BrightStreet.com he oversaw their network infrastructure and managed more than 24 systems providing scalability and high availability architectures. John brings more than 19 years of experience in computer operations, software development and security. He has obtained varied development and operational experience both in high security government work and the Internet. Prior to BrightStreet.com, he held various positions at Lockheed Missile & Space Company, from 1998 to 2000, and at Netcom Online Communications, from 1994 to 1998. Mr. Hoffman earned a BS in Electrical Engineering from the University of the Pacific in 1982.

*Amori Langstaff*, the Company's Vice President of Client Services, joined the Company in March 2000. Amori oversees all client implementations, managing such processes as account services, business strategy, performance analyses and production. She brings to Invenda ten years of experience designing and delivering results-based database and customer loyalty marketing solutions for retail and hospitality companies, including the Mandarin Oriental Hotel Group, Asset Marketing and Regent International Hotels. Amori has extensive experience in creating and implementing marketing campaigns, customer segmentations, database marketing programs and corporate business plans, and in leading consultative client engagements. At Invenda, her contributions have promoted better and more profitable client relationships, streamlined sales and fulfillment processes. Ms. Langstaff received a BA in English from Carleton College in 1992.

*Peter Friedli* co-founded the Company's business in August 1996. Mr. Friedli was elected to the Company's Board of Directors in October 1996 and will hold office until his successor is elected and qualified or until the earlier of death, resignation or removal. Mr. Friedli is the sole shareholder and director Friedli Corporate Finance, Inc., Belize, a venture capital firm, since its inception in 1986. Prior to joining Friedli Corporate Finance, Inc., Belize, Mr. Friedli worked as an international management consultant for service and industrial companies in Europe and the U.S. Mr. Friedli also serves as the President of Venturetec and its parent corporation, New Venturetec AG, a publicly traded Swiss venture capital investment company. He also serves as an investment advisor to certain of the Company's shareholders and as a director of certain other companies. Mr. Friedli studied Economics, but did not finish his degree.

*David Jodoin* was appointed as a Director in November 2005. Since December 2005 Mr. Jodoin has been the Chief Executive Officer of Iperia, an enterprise software company specializing in solutions for service providers in the voice over IP industry. From 2002 until 2005, Mr. Jodoin served as Chief Executive Officer of Alpha NetSolutions, Inc., an information technology consulting organization specializing in strategic consulting, web services and Linux migration strategies. Previously, Mr. Jodoin was the founder and Chief Executive Officer of Innovative Computer Concepts, which merged with Vantive Corporation, a publicly held customer relationship management software company, which eventually merged with PeopleSoft, Inc. While at Vantive, Mr. Jodoin held the position of Executive Vice President and General Manager. Mr. Jodoin attended MIT from 1981 through 1982 under the HSSP program, attended University of Lowell from 1982 to 1984 and graduated from Dean College in 1986.

*(b) Definitions of areas of responsibility*

The officers of the Corporation shall be a Chairman, Chief Executive Officer, President and Secretary, and such other officers as the Board of Directors (or an officer authorized by the Board) from time to time may appoint, including a Vice Chairman, one or more Vice Presidents (any of whom may be designated Senior Vice President or Executive Vice President), Assistant Secretaries, Treasurer and Assistant Treasurers. Each such officer shall exercise such powers and perform such duties as shall be set forth below and such other powers and duties as from time to time may be specified by the Board of Directors or by any officer(s) authorized by the Board of Directors to prescribe the duties of such other officers. Any number of offices may be held by the same person. Each of the Chairman, Vice Chairman, Chief Executive Officer, President and/or any Vice President may execute bonds, mortgages, contracts and other instruments and documents under the seal of the Corporation, if required, except where required or permitted by law to be otherwise executed and except where the execution thereof shall be expressly delegated by the Board of Directors to some other officer or agent of the Corporation.

*Chairman:* The Chairman shall (when present and unless otherwise provided by resolution of the Board of Directors or delegated by the Chairman) preside at all meetings of the Board of Directors and stockholders, and shall ensure that all orders and resolutions of the Board of Directors and stockholders are carried into effect.

*Chief Executive Officer:* The Chief Executive Officer shall be the chief executive of the Corporation and shall have full responsibility and authority for management of the operations of the Corporation and shall have and perform such other duties as may be prescribed by the stockholders, the Board of Directors or the Executive Committee (if any).

*President:* The President shall report directly to the Chief Executive Officer and shall have the duties, responsibilities and authorities as may be prescribed by the Chief Executive Officer, the Board of Directors or the Executive Committee (if any). In addition, in the absence of the Chief Executive Officer or in the event of the Chief Executive Officer's inability or refusal to act, the president shall perform the duties of the Chief Executive Officer, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chief Executive Officer.

*Secretary:* The Secretary shall have responsibility for preparation of minutes of meetings of the Board of Directors and of the stockholders and for authenticating records of the Corporation. The Secretary shall give, or cause to be given, notice of all meetings of the stockholders and special meetings of the Board. The Secretary or an Assistant Secretary may also attest all instruments signed by any other officer of the Corporation.

*Chief Financial Officer:* The Chief Financial Officer shall have responsibility for the custody of the corporate funds and securities and shall see to it that full and accurate accounts of receipts and disbursements are kept in books belonging to the Company. The Chief Financial Officer shall render to the Chairman, the Chief Executive Officer, the President and the Board of Directors, upon request, an account of all financial transactions and of the financial condition of the Company.

*(c) Information and control instruments vis-a via senior management*

Due to the small size of the Company, information is communicated through on-going interaction between and among senior management and the Board of Directors. Senior management typically has weekly management meetings that include two members of the Board of Directors (the Chief Executive Officer and the Chief Marketing Officer are directors).

*(d) Content and method of determining the compensation and shareholding programs*

*Senior Management:* The Compensation Committee of the Board of Directors determines the salaries and incentive compensation of the Company's officers and provides recommendations for the salaries and incentive compensation of other employees and consultants. The Compensation Committee also administers the various incentive compensation, stock and benefit plans. The Compensation Committee seeks to provide competitive salaries based upon individual performance together with annual cash bonuses awarded based on the Company's overall performance relative to corporate objectives, taking into account individual contributions, teamwork and performance levels. In addition, it is the policy of the Company to grant stock options to executives upon their commencement of employment and thereafter as determined by the Compensation Committee in order to strengthen the alliance of interest between such executives and the Company's stockholders and to give executives the opportunity to reach the top compensation levels of the competitive market depending on the Company's performance, as reflected in the market price of the Company's common stock.

- **Base Salaries:** Base salaries of executives are initially determined by evaluating the responsibilities of the position, the experience and knowledge of the individual, and the competitive marketplace for executive talent, including a comparison to base salaries for comparable positions at peer companies in the Company's geographic region. The Compensation Committee reviews the base salaries of executive officers based upon, among other things, individual performance and responsibilities. The Chief Executive Officer recommends annual salary adjustments by evaluating the performance of each executive officer after considering new responsibilities and the previous year's performance. The Compensation Committee performs the same review when evaluating the performance of the Chief Executive Officer. Individual performance ratings take into account such factors as achievement of specific goals that are driven by the Company's strategic plan and attainment of specific individual objectives.
- **Bonuses:** The Company's bonuses to its executive officers are based on both corporate and individual performance. The corporate performance factors include, among other things, revenue and earnings targets established in the Company's annual budget.
- **Stock-Based Compensation:** A third component of executive officers' compensation consists of awards under the Company's Amended and Restated Stock Option and Incentive Plan, pursuant to which the Company grants executive officers and other key employees options to purchase shares of common stock. The Compensation Committee grants stock options to the Company's executives in order to align the interests of those executives with the interests of the stockholders. Stock options are considered by the Compensation Committee to be an effective long-term incentive because the executives' gains are linked to increases in the value of the common stock, which in turn results in stockholder gains. The Compensation Committee generally grants options to new executive officers and other employees upon their commencement of employment with the Company and thereafter as determined by the Compensation Committee. The options generally are granted at an exercise price equal to the closing market price of the common stock on the trading day of the date of grant. Options granted typically vest over a period of four years following the date of grant. The maximum option term is ten years. The full benefit of the options is realized upon appreciation of the stock price in future periods, thus providing an incentive to create value for the Company's stockholders through appreciation of stock price. Management of the Company believes that stock options have been helpful in attracting and retaining skilled executive personnel.

*Directors:* The Board of Directors has the authority to fix the compensation of directors. No such payment shall preclude any director from serving the Company in any other capacity and receiving compensation therefore.

*(e) Loans*

There are no outstanding loans to officers or the Board of Directors.

**EXECUTIVE COMPENSATION**

*(a) Summary Compensation Table*

The following table sets forth the compensation for the years ended December 31, 2007 for the Chief Executive Officer and other executive officers as of December 31, 2007, and two other most highly compensated employees for the year ended December 31, 2007 (collectively, the "Named Executive Officers").

Name and Principal Position(s)	Year	Salary	Bonuses	Commissions	Option Awards (1)	Total Compensation
Kamran Amjadi Chief Executive Officer and Chairman	2007	\$250,000	\$8,500	\$400,000	\$ -	\$658,500
Mehrdad Akhavan Chief Marketing Officer, President, Secretary and Director	2007	\$200,000	\$6,000	\$ -	\$ -	\$206,000
Tracy Slavin Chief Financial Officer	2007	\$150,000	\$2,600	\$ -	\$ 37,439	\$190,039
John Hoffman Vice President of Network Operations	2007	\$150,000	\$2,600	\$ -	\$ -	\$152,600
Amori Langstaff Vice President of Client Services	2007	\$150,000	\$10,000	\$ -	\$ 18,413	\$178,413

(1) Amounts shown in this column are based on the accounting expense for the corresponding year related to stock option awards made in that year and in prior periods. The assumptions used to calculate the accounting expense recognized in the corresponding year are set forth in the Notes to Financial Statements that begin on page F-7 of the Company's annual report.

*(b) Employment Agreements*

Currently the Company does not have employment agreements with any of its executive officers, and as such they remain employees "at will."

*(c) Grants of Plan-Based Awards*

There were no grants of plan-based awards to any of the Named Executive Officers during the year ended December 31, 2007.

*(d) Outstanding Equity Awards at Fiscal Year End Table*

The following table presents information with respect to stock options held by each of the Named Executive Officers as of December 31, 2007. The Company has not issued any stock awards.

Name	Option Awards			
	Number of Securities Underlying Unexercised Options		Option Exercise Price	Option Expiration Date
	Exercisable	Unexercisable		
Mehrdad Akhavan	10,000	-	\$ 25.00	05/14/2009
	27,500	-	\$130.00	06/30/2010
	186,825	-	\$ 1.30	10/07/2012
Tracy Slavin	1,500	-	\$ 65.00	10/03/2010
	1,125	-	\$ 1.30	10/07/2012

	15,250	7,625	\$ 1.30	06/21/2014
John Hoffman	2,000	-	\$ 5.50	12/12/2011
	10,000	-	\$ 1.30	10/07/2012
Amori Langstaff	500	-	\$ 65.00	03/12/2010
	10,000	-	\$ 1.30	10/07/2012
	11,250	3,750	\$ 1.30	06/21/2014

*(e) Option Exercises and Stock Vested*

During the year ended December 31, 2007, no stock options were exercised by any of the Named Executive Officers and as the Company has not granted any stock awards, there were no stock awards that vested.

*(f) Potential Payments upon Termination or Change in Control*

There are no potential payments upon termination or a change in control of the Company for any of the Named Executive Officers.

**DIRECTOR COMPENSATION**

*(a) Director Compensation Table*

The following table sets forth the compensation for the year ended December 31, 2007 for our non-employee directors.

**2007 Non-Employee Director Compensation Table**

<b>Name</b>	<b>Stock Awards</b>	<b>All Other Compensation</b>	<b>Total</b>
Peter Friedli	\$ -	\$ 63,000 (1)	\$ 63,000
David Jodoin	\$ 34,477 (2)	\$ -	\$ 34,477

(1) Represents the amount expensed during 2007 for Peter Friedli's consulting services.

(2) Represents the 10,000 shares of common stock approved by the Board of Directors for services provided during 2007.

*(b) Outstanding Director Equity Awards at Fiscal Year-End Table*

The following table sets forth the aggregate number of equity awards outstanding at December 31, 2007 for our non-employee directors.

**Outstanding Non-Employee Director Equity Awards at Fiscal Year-End Table**

<b>Name</b>	<b>Stock Option Awards (exercisable/unexercisable)</b>
Peter Friedli	9,000 / --
David Jodoin	-- / --

**SECURITY OWNERSHIP**

The following table presents information regarding the beneficial ownership of common stock as of January 31, 2008:

- each person, or group of affiliated persons, who is the beneficial owner of more than 5% of the Company's outstanding common stock;
- each of the Named Executive Officers;
- each of the directors; and
- all of the executive officers and directors as a group.

Unless otherwise indicated, the address of each person identified is c/o Invenda Corporation., 6901 Rockledge Drive, 6<sup>th</sup> Floor, Bethesda, Maryland 20817.

Holders of the Company's common stock are entitled to one vote for each share held on all matters submitted to a stockholder vote. The persons named in this table have sole voting power for all shares of the Company's common stock shown as beneficially

owned by them, subject to community property laws where applicable and except as indicated in the footnotes to this table. Beneficial ownership is determined in accordance with the rules of the Securities and Exchange Commission. In computing the number of shares beneficially owned by a person and the percentage ownership of that person, shares of common stock subject to options and warrants held by that person that are currently exercisable or exercisable within 60 days after January 31, 2008 are deemed outstanding. These shares, however, are not deemed outstanding for the purpose of computing the percentage ownership of any other person.

Name	Shares Beneficially Owned	
	Number	Percent of Class
Kamran Amjadi	159,600	*
Mehrdad Akhavan (1)	290,325	1.7
David Jodoin	5,000	*
Peter Friedli (2)	12,241,394	73.6
Venturetec, Inc. (3)	2,436,203	14.7
New Venturetec AG (4)	2,436,203	14.7
InVenture, Inc.	3,155,139	19.2
US Venture 05, Inc.	4,683,520	28.4
Tracy Slavin (5)	17,875	*
John Hoffman (5)	12,000	*
Amori Langstaff (5)	21,750	*
Executive officers and directors as a group (5 persons) (6)	12,714,195	75.3

\* Less than 1% of the outstanding shares of common stock.

- (1) Includes 66,000 shares of common stock and 224,325 shares issuable upon exercise of vested stock options.
- (2) Includes 1,890,932 shares of common stock, 9,000 shares issuable upon exercise of vested stock options and 66,600 shares issuable upon exercise of warrants held by Mr. Friedli individually, as well as shares of common stock and common stock underlying warrants held by entities over which Mr. Friedli has control, as follows: InVenture, Inc. — 3,155,139 shares of common stock; US Venture 05, Inc. — 4,683,520 of common stock and Venturetec, Inc. — 2,336,203 shares of common stock and 100,000 shares issuable on exercise of warrants. Mr. Friedli has sole voting and investment power with respect to 1,966,532 shares and shared voting and investment power with respect to 10,274,862 shares. See "Certain Relationships and Related Transactions" below for a description of Mr. Friedli's relationships with these entities.
- (3) Includes 2,336,203 shares of common stock and 100,000 shares issuable on exercise of warrants.
- (4) Includes 2,336,203 shares of common stock and 100,000 shares issuable on exercise of warrants held by Venturetec, Inc. New Venturetec AG may be deemed to control Venturetec, Inc. by virtue of its ownership of 100% of Venturetec, Inc.'s capital stock and its corresponding right to elect Venturetec, Inc.'s directors, and, therefore, the Company's capital stock owned by Venturetec, Inc. may also be deemed to be beneficially owned by New Venturetec, Inc. New Venturetec AG has shared voting and investment power with respect to 2,436,203 shares.
- (5) Represents shares issuable upon exercise of vested stock options.
- (6) Includes 12,296,394 shares of common stock, 251,201 shares issuable upon exercise of vested stock options and 166,600 shares issuable upon exercise of warrants.

## **CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS**

Peter Friedli, one of the Company's stockholders and a director, has relationships with several of the Company's investors and stockholders. He serves as the investment advisor to Venturetec, Inc. and InVenture, Inc. He also serves as President of US Venture 05, Inc., InVenture, Inc. and Venturetec, Inc., as well as its parent corporation, New Venturetec AG. Mr. Friedli is also the President of Friedli Corporate Finance and was the President of Friedli Corporate Finance, Inc. Belize. During the year ended December 31, 2007 Mr. Friedli engaged in a number of transactions with the Company, both directly and through companies with which he has affiliations, as follows:

Funding Commitment and Promissory Notes. Friedli Corporate Finance has committed to providing the Company's funding needs through the first quarter of 2009.

Promissory Notes. On September 18, 2007, the Company issued an aggregate of 5,316,182 shares of common stock in exchange for the cancellation of outstanding convertible promissory notes held by Venturetec, Inc. and US Venture 05, Inc. As a result of the exchange, the outstanding convertible promissory notes were canceled and the Company owes no further amounts thereunder.

Series C Convertible Preferred Stock. Effective April 30, 2007, Peter Friedli, InVenture, Inc., Venturetec, Inc. and US Venture 05, Inc. exercised their option to convert their Series C convertible preferred shares, together with unpaid dividends accrued until April 30, 2007, into shares of common stock. As a result 3,239,986 shares of Series C convertible preferred stock were converted into 3,239,986 shares of common stock and 535,537 shares of common stock were issued as dividends. These share numbers reflect the reverse stock split which occurred on May 18, 2007, after the effective date of the conversion.

Consulting Agreement. In July 1996, the Company entered into a consulting agreement with Friedli Corporate Finance, Inc. Belize, whereby Mr. Friedli provides the Company with financial consulting services and investor relations advice. There have been subsequent renewal agreements, with the most recent renewal being signed in November 2006, extending the agreement until November 2008. Pursuant to this agreement, Friedli Corporate Finance, Inc., Belize is paid \$4,000 per month plus reimbursement of expenses related to Mr. Friedli's services. In early 2008, to further our cost cutting initiatives, Friedli Corporate Finance, Inc. Belize agreed to the termination of the consulting agreement. Mr. Friedli has agreed to provide the same consulting services free of charge.

Friedli Corporate Finance, Inc. Belize also provides investment banking services, including but not limited to, helping raise funds for the Company. During the years ended December 31, 2007 and 2006, Friedli Corporate Finance, Inc. Belize was paid \$0 and \$250,000, respectively, for such services and related costs, which they have indicated to us, may be distributed to a number of third party banks who assisted in the financing efforts.

## **SHAREHOLDER PARTICIPATION**

### *Voting Rights and Procedures*

Only stockholders of record will be entitled to notice of and to vote at the any meeting of stockholders or any adjournments or postponements thereof. Each stockholder of record will be entitled to one vote on all matters to be voted upon at the meeting, for each share of the Company's capital stock that has voting power and that is held by such stockholder. Holders of a majority of the votes present at the meeting in person or represented by proxy at the meeting, voting as a single class, may approve most actions submitted to the stockholders. Cumulative voting in the election of Directors is not permitted.

A majority of the outstanding shares of the voting stock represented in person or by proxy and entitled to vote will constitute a quorum for the transaction of business at the meeting. For purposes of voting on the matters described herein, at any meeting of stockholders at which a quorum is present, the required vote is as follows: (a) the affirmative vote of a plurality of the shares of votes represented by shares present at the meeting in person or represented by proxy at the meeting, voting as a single class, is required to elect the four nominees for Directors and (b) the affirmative vote of a majority of votes represented shares present at the meeting in person or represented by proxy at the meeting, voting as a single class, is required to approve the other matters at the meeting. Therefore, the aggregate number of votes cast by all stockholders present in person or by proxy will be used to determine whether a motion will carry.

Shares represented by proxies that reflect abstentions will be counted as shares that are present and entitled to vote for purposes of determining the presence of a quorum. Since Directors will be elected by a favorable vote of a plurality of the votes represented by the shares present at the meeting in person or represented by proxy at the meeting, voting as a single class, and entitled to vote at the meeting, abstentions from the election of Directors will not affect the election of the candidates receiving the most votes. With respect to all other proposals to come before the meeting, abstentions will have the same effect as votes against such proposal. Shares represented by brokers who are prohibited from exercising discretionary authority because the beneficial owners of such shares have not provided voting instructions, commonly referred to as "broker non-votes", will be counted as present for determining the presence of a quorum, but will not be counted for any purpose in determining the election of Directors and will have no effect on other proposals.

All Proxies that are properly executed and returned to the Company prior to commencement of voting at the meeting will be voted at the meeting or any adjournments or postponements thereof in accordance with the instructions thereon. A proxy card is signed and returned without specifying a choice, the shares will be voted in accordance with the recommendations of the Board of Directors.

All valid Proxies received may be voted at the discretion of the proxy holders named therein for adjournments or postponements or other matters that may properly come before the meeting. The proxy holders may exercise their discretion to vote all valid Proxies for an adjournment or postponement in the absence of a quorum, to the extent necessary to facilitate the tabulation process or in other cases.

All votes will be tabulated by the inspector of elections (the “Inspector”) appointed for the meeting who will, for each proposal to be voted on, determine the number of shares outstanding, the number of shares entitled to vote, the number of shares represented at the meeting, the existence of a quorum, and the authenticity, validity and effect of all proxies received by the Company. The Inspector will also separately tabulate affirmative and negative votes and broker “non-votes”, and determine the result for each proposal.

*Revocation of Proxies*

A proxy may be revoked at any time before it is valid by filing with the Secretary of the Company a written revocation or a duly executed proxy bearing a later date or by attending the meeting and voting in person. The presence of a stockholder at the meeting will not automatically revoke such stockholder’s proxy. If a stockholder submits a proxy by telephone or through the Internet, they may also revoke it by submitting a new proxy using the same procedures at a later date.

**SUBMISSION OF MATTERS TO A VOTE OF SECURITY HOLDERS**

The Company held its annual meeting of stockholders on December 21, 2007 for the purpose of considering and voting upon the following matters:

- To re-elect all four of the Company’s directors to the Board of Directors to serve until their successors have been duly elected and qualified.
- To ratify the designation of BDO Seidman, LLP as independent registered public accounting firm.

The following table sets forth the number of votes cast for, against or withheld, as well as the number of abstentions as to each of the matters set forth above.

<u>MATTER DESCRIPTION</u>	<u>“For” Votes</u>	<u>“Withheld” Votes</u>	<u>“Against” Votes</u>	<u>“Abstain” Votes</u>
Election of Directors:				
Kamran Amjadi	11,006,241	500		
Mehrdad Akhavan	11,006,241	500		
Peter Friedli	11,006,241	500		
David Jodoin	11,006,241	500		
Ratify BDO Seidman, LLP as our independent registered public accounting firm	11,006,741			

**ACCOUNTING FEES AND SERVICES**

*Accountant Fees*

Aggregate fees for professional services rendered to the Company by BDO Seidman, LLP for the years ended December 31, 2007 and 2006, respectively, are summarized in the table below.

	<u>2007</u>	<u>2006</u>
Audit fees <sup>(1)</sup>	\$164,000	\$152,000
Audit Related fees	0	0
Tax fees <sup>(2)</sup>	27,000	27,000
All Other fees	0	0
Total fees	<u>\$191,000</u>	<u>\$179,000</u>

(1) Audit fees include consents and review of and assistance with documents filed with the SEC

(2) Tax fees consists of fees for services related to tax compliance, including the preparation of tax returns, tax planning and tax advice.

### *Audit Committee Pre-Approval Policies and Procedures*

As the Company does not have an Audit Committee, the Board of Directors has established a policy regarding pre-approval of all audit and non-audit services provided to by the Company's independent registered public accounting firm. On an ongoing basis, management communicates specific projects and categories of service for which the advance approval of the Board of Directors is requested. The Board of Directors reviews these requests and advises management if the Board of Directors approves the engagement of the independent registered public accounting firm. On a periodic basis, management reports to the Board of Directors regarding the actual spending for such projects and services compared to the approved amounts. The projects and categories of service are as follows:

- Audit fees: Professional services rendered for the audits of the financial statements of the Company and assistance with review of documents filed with the SEC.
- Audit Related fees: Services related to employee benefit plan audits, business acquisitions, accounting consultations and consultations concerning financial and accounting and reporting standards.
- Tax fees: Services related to tax compliance, including the preparation of tax returns, tax planning and tax advice.
- All Other fees: Other services are pre-approved on an engagement-by-engagement basis.

### **AVAILABLE INFORMATION**

The Company's Internet website address is [www.invenda.com](http://www.invenda.com). The Company makes available, free of charge, on or through its website its Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K, and amendments to these reports, as soon as reasonably practicable after the Company electronically files such material with, or furnish such material to, the Securities and Exchange Commission. For additional information, inquiries can be sent to [investors@invenda.com](mailto:investors@invenda.com).