

News Release

IMMEDIATE RELEASE

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WJB CHILTERN AND EXPATEDGE LAUNCH JOINT SERVICES FOR MID-SIZED INTERNATIONAL COMPANIES

London & Palo Alto, Calif, 6 October, 2003 – WJB Chiltern, the UK's foremost tax led professional services group and, ExpatEdge, Inc.®, a leading human resources provider of self-service tools for mobile employees, announce the development of cost-effective human resources and tax solutions for mid-sized multinational organizations with international employees.

These services for companies with international assignees integrate the tax compliance and business advisory services offered by WJB Chiltern and accounting firms who are members of Moores Rowland International's Expatriate Assignment Solutions (EAS) network with ExpatEdge's self-service tools for expatriate employees. The integrated service offered through the EAS alliance (www.expatsolve.com) combines WJB Chiltern's broad range of tax, accounting and business advisory services with the ExpatEdge Virtual Handholding® system.

Commenting on this joint venture, Carol Rutlen, President and CEO of ExpatEdge said:

“Companies are looking for integrated solutions to support their international assignees. The ExpatEdge technology enables the company, the employee and WJB Chiltern to focus on value-added activities. The net result is more support for the employees at a lower cost to the company.”

ExpatEdge (www.expatedge.com) is a leader in providing self-service tools that address the special human resource needs of an employee on temporary assignment. The ExpatEdge tools provide a road map to assignment-related

processes, benefits and responsibilities to support the assignee in his/her host country. Information is life-event driven, tailored for a company's policies and personalized for the employee's circumstances. The Virtual Handholding system contacts the employee before each key assignment-related event--reminding the employee of what needs to be done and providing the tools to accomplish the task. The tools support the employee before, during and after the assignment.

While the Virtual Handholding system supports individual employees on assignment, WJB Chiltern's global tax expertise helps companies reduce worldwide tax burdens. WJB Chiltern's services include advising on appropriate business structure; determining transfer pricing issues, utilizing foreign tax credits; facilitating employees' tax compliance and assisting employers with the entire international assignment process.

Andrew Bailey, Managing Director of WJB Chiltern's Expatriate Assignment Solutions practice says:

"Working efficiently with other service providers is a critical aspect of serving our clients. Not all clients want one service provider and, indeed, best corporate governance practice now tends to steer companies away from this. The alliance with ExpatEdge is clearly a situation where the combined service is greater than that offered independently. By working together, we can offer international clients an enhanced service representing better value for money. The relationship with ExpatEdge is as a direct result of responding to our clients' needs. The ExpatEdge tools will provide additional efficiencies to the international assignment process."

Notes to Editors:

WJB Chiltern is the UK's foremost tax-led professional services group providing a full range of specialist tax, corporate finance, wealth management and business service solutions, including sector expertise in property, media, retail, sport and leisure.

Our clients include listed companies, substantial private companies, public sector bodies and high net worth individuals. We also support around 5,000 firms of professional intermediaries, including accountants, lawyers and independent financial advisers, to whom we provide a range of tax and business consultancy services.

Clients benefit from our membership of Moores Rowland International, a US\$1.6 billion network of world-class accounting firms and advisors with over 700 offices worldwide.

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