

**Stephen Deane** is a team leader of RiskMetrics Group's Governance Exchange, an online community exclusively for corporate directors, managers and investors. Responsible for developing content, he moderates regular webcasts and facilitates activities for Governance Exchange's Proxy Voting Operations Group. He is also a member of the RiskMetrics Policy Board.

Before joining the Governance Exchange team in 2007, Deane served as the founding director of the ISS Center for Corporate Governance. He led the ISS 2006 Global Institutional Investor Study of more than 300 institutional investors worldwide with \$10.5 trillion in aggregate assets. Deane was the principal author of the final report, which covered investors' attitudes and practices on corporate governance.

Deane has made presentations on governance, compensation and sustainability topics to groups ranging from the board of directors of a Fortune 500 company to a visiting group of Chinese business executives, and at forums ranging from Director Institutes to a conference of the American Bar Association.

His most recent white paper, published earlier this year, is titled *Board-Shareholder Dialogue: Why They're Talking*. His previous white papers on emerging topics including *Majority Voting in Director Elections: From the Symbolic to the Democratic* (April 2005), *What International Markets Say on Pay* (April 2007), and *Compensation Disclosure: Best Practices and Examples* (October 2007).

Before joining ISS in 2001, Deane worked in the field of international development promoting economic reform. From 1993 to 2001, he headed the New Independent States Division of the Center for International Private Enterprise (CIPE), a not-for-profit affiliate of the U.S. Chamber of Commerce.

Deane worked in Moscow during the fall of the Soviet Union and speaks fluent Russian. He received a B.A. in the Great Books program at St. John's College and an M.A. in Soviet Studies from Harvard University.