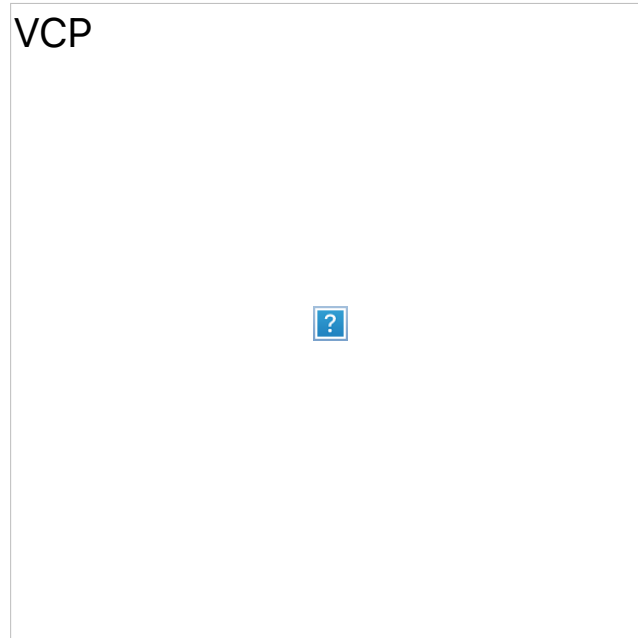


VCP Reward Programs



REWARD PROGRAMS

iDEFENSE VCP Retention Program

In an effort to reward long-term VCP contributors, iDEFENSE is launching a VCP Retention Program. This program will provide additional incentives to top contributors above and beyond the base compensation received for their submissions.

Details:

At the end of each quarter, the top five contributors of the past year will share a \$15,000 US bonus pool. The bonus pool will be divided among the top five contributors as such:

- 1 - \$5,000
- 2 - \$4,000
- 3 - \$3,000

4 - \$2,000

5 - \$1,000

The top five contributors are determined by iDEFENSE based on their total payout* over the past year. The first payout will cover the period from July 1, 2004, through June 30, 2005. Eligible submissions must be received no later than 12 a.m. EST on June 30, 2005. The following table outlines the first six pay periods and payout dates:

Time Start	Time End	Payment Date**
July 1, 2004	June 30, 2005	Aug. 1, 2005
Oct. 1, 2004	Sept. 30, 2005	Nov. 1, 2005
Jan. 1st 2005	Dec. 31, 2005	Feb. 1, 2006
April 1st 2005	March 31, 2006	May 1, 2006
July 1st 2005	June 30, 2006	Aug. 1, 2006
Oct. 1, 2005	Sept. 30, 2006	Nov. 1, 2006

* Total payout includes payments per submission and referral rewards, but does not include rewards received through the retention or incentive programs.

** Payment date is an approximate date.

iDEFENSE VCP Incentive Program

In an effort to reward new VCP contributors, iDEFENSE is launching a VCP Incentive Program. This program will provide additional incentives to top contributors above and beyond the base compensation received for their submissions.

Details:

At the end of each quarter, the top three contributors of the past quarter will share a \$6,000 US bonus pool. The bonus pool will be divided among the top three contributors as such:

- 1 - \$3,000
- 2 - \$2,000
- 3 - \$1,000

The top three contributors are determined by iDEFENSE based on their total payout* over the past quarter. The first payout will cover the shortened period from Aug. 1, 2004, to Sept. 30, 2004. Eligible submissions must be received no later than 12 a.m. EST on Sept. 30, 2004. The following table outlines the first six pay periods and the payout dates:

Time Start	Time End	Payment Date**
Aug. 1, 2004	Sept. 30, 2004	Nov. 1, 2004
Oct. 1, 2004	Dec. 31, 2004	Feb. 1, 2005
Jan. 1, 2005	March 31, 2005	May 1st 2005
April 1, 2005	June 30, 2005	Aug. 1, 2005
July 1, 2005	Sept. 30, 2005	Nov. 1, 2005
Oct. 1, 2005	Dec. 31, 2005	Feb. 1, 2006

* Total payout includes payments per submission and referral rewards, but does not include rewards received through the retention or

incentive programs.

** Payment date is an approximate date.

iDEFENSE VCP Referral Program

In an effort to expand the Vulnerability Contributor Program, iDEFENSE is launching a VCP Referral Program. This program will provide additional incentives to existing contributors that successfully refer others to the VCP.

Details:

For every new contributor that is referred to the VCP, the referrer will receive a reward on the referee's first accepted VCP submission. To

qualify, the new contributor's submission must be accepted based on criteria listed at <http://www.idefense.com/poi/teams/vcp.jsp>.

The amount rewarded is determined by the severity of the first accepted submission:

Low	\$100
Medium	\$300
High	\$500
Extreme	\$1,000

The referrer will be paid at the same time as the referee. Payments received through the referral program count towards the calculated total payout used in determining the top contributors in both the retention and incentive programs. Referrer's must be a contributor and have at least one standing contract with iDEFENSE.