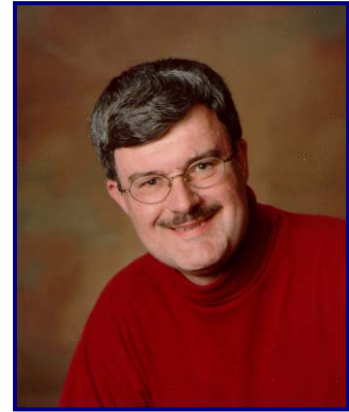


Bolder Technology, Inc.



Richard D. Hackathorn, Ph.D. President and Founder

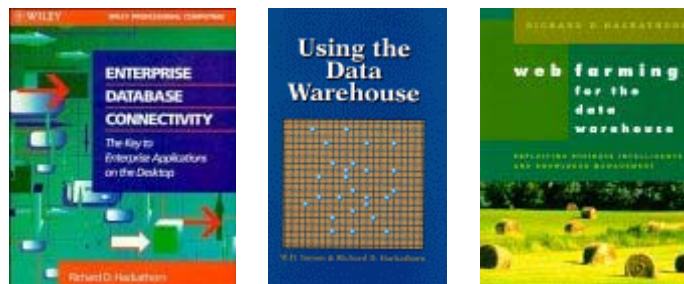
Dr. Richard Hackathorn is president and founder of Bolder Technology, Inc. (BTI) in Boulder, Colorado. BTI is a twelve-year old consulting and education firm specializing in the Information Technology industry. See <http://www.bolder.com/> for details.

Richard has over thirty years of experience in the IT industry as a well-known industry analyst, technology innovator, and international educator. He has pioneered many innovations in database management, decision support, client-server computing, database connectivity, data warehousing, and web farming. Current focus areas are: Active (Real-Time) Business Intelligence, Associative Link Analysis, Web Farming, and Ethics of Business Intelligence.

In 1982, he founded MicroDecisionware Inc. (MDI), an early vendor of database connectivity products, growing the company to 180 employees. Sybase acquired MDI in 1994 becoming its Boulder facility. He was also the director of the Business Intelligence practice area at Enterprise Management Associates from 2000 to 2001.

Richard has published several hundred articles in trade and academic publications, presented regularly at leading industry conferences, and conducted professional seminars in eighteen countries. He writes for DM Review with a monthly column entitled *The BI Watch* that reaches over 75,000 IT professionals.

He has written three professional texts, entitled Enterprise Database Connectivity, Using the Data Warehouse (with William H. Inmon), and Web Farming for the Data Warehouse.



For eleven years, Richard was a professor at the Wharton School of the University of Pennsylvania and at the University of Colorado. He received his B.S. degree in Information Science from the California Institute of Technology and his M.S. and Ph.D. degrees in Information Systems from the University of California, Irvine.



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