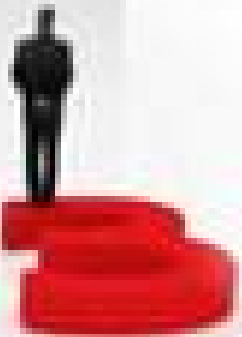


LESSONS TO BE LEARNED.....

KEYS TO SUCCESSFUL DOWNSIZING:

- Planning, formulation and communication of a proper downsizing strategy.
- support of senior leaders and their active involvement
 - incentive and compensation planning
 - effective monitoring systems
 - encouraging employee participation
- continuous motivation to boost employee morale



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