

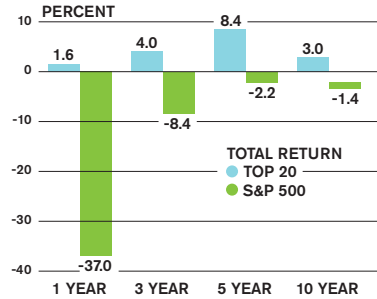
SELECTED RESULTS FROM BEST COMPANIES FOR LEADERSHIP SURVEY

2009 TOP 20 BEST COMPANIES FOR LEADERSHIP

1 GENERAL ELECTRIC	11 IBM
2 SOUTHWEST AIRLINES	12 CISCO
3 3M COMPANY	13 UNITED PARCEL SERVICE
4 PROCTER & GAMBLE	14 IKEA
5 ACCENTURE	15 ABB
6 WAL-MART STORES	16 ZAPPOS
7 NESTLE	17 HEWLETT-PACKARD
8 COCA-COLA	18 GOLDMAN SACHS
9 MCDONALD'S CORPORATION	19 UNILEVER
10 INFOSYS TECHNOLOGIES	20 GENERAL MILLS, INC.

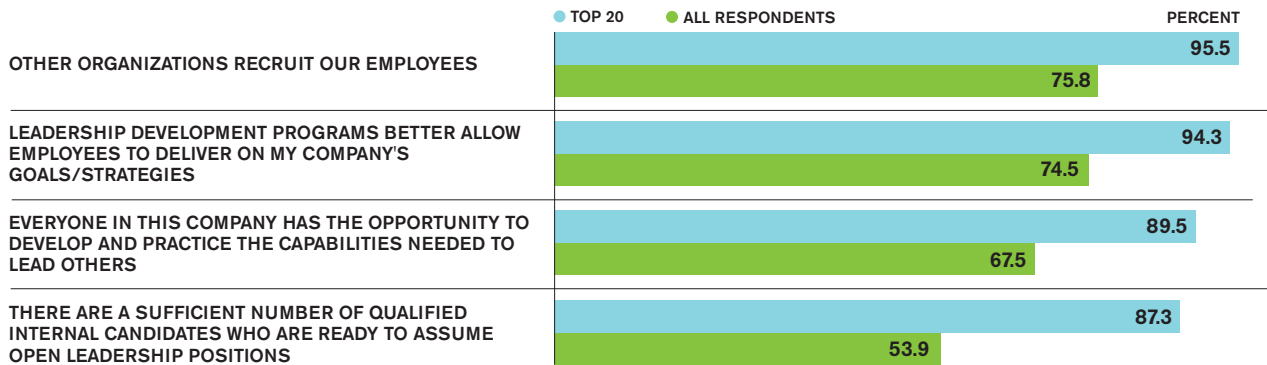
Source: Bloomberg BusinessWeek/Hay Group 2009 Best Companies for Leadership Survey

LEADERSHIP IS LINKED TO FINANCIAL RESULTS: TOP 20 VS S&P 500



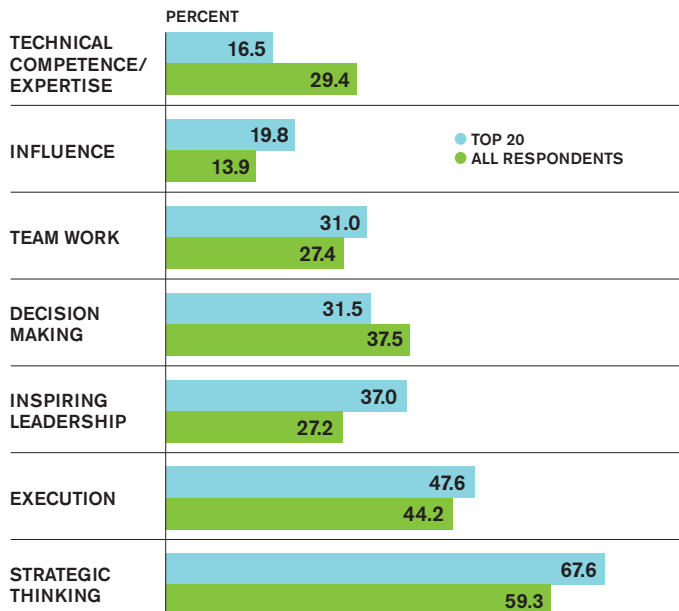
Source: Bloomberg BusinessWeek/Hay Group 2009 Best Companies for Leadership Survey

BEST-IN-CLASS ORGANIZATIONS CREATE BETTER LEADERS



Source: Bloomberg BusinessWeek/Hay Group 2009 Best Companies for Leadership Survey

WHAT ORGANIZATIONS VALUE IN LEADERS



Source: Bloomberg BusinessWeek/Hay Group 2009 Best Companies for Leadership Survey

SURVEY DEMOGRAPHICS

REGION	PERCENT
NORTH AMERICA	45.4%
EUROPE/MIDDLE EAST/AFRICA	29.7%
ASIA	16.0%
SOUTH AMERICA	5.6%
PACIFIC	3.3%
TOTAL	100%

ANNUAL REVENUE IN US\$	PERCENT
UNDER 500 MILLION	31.9%
501 MILLION TO 1 BILLION	12.1%
1-5 BILLION	23.4%
6-10 BILLION	7.5%
OVER 10 BILLION	25.0%
TOTAL	100%

Source: Bloomberg BusinessWeek/Hay Group 2009 Best Companies for Leadership Survey