

Newsletter

- Challenge us!

LTP

2008 March

Customer news:

- **LTP starts cooperation with CASALL, a big sportswear producer from Sweden. We have already agreed all conditions and prices and received production of sales samples from this customer, which means that the next stage will be production orders.**
- **We can already see the benefits of Jon and Inesa's visits to the international furniture fairs in Stockholm and Birmingham: strong contacts are made with Finnish conference furniture producer PIIROINEN and Swedish home furniture company AB WILLO. We are now producing samples according to their styles.**

Visit by delegation of Danish businessmen

On 4th and 5th of March, a group of 15 Danish Businessmen, who all are owners of their own business, was visiting both LTP in Kaunas and LTP-TEXDAN in Kedainiai. Some of the guests noticed our newsletter and I was specifically asked to write a few words about the visit and their comments about our companies. Quoting one of the guests:

"We are very impressed to find a so well organised company with so dedicated staff and so good atmosphere. The level is even over what we find in most companies in Denmark. A big compliment to both all the managers and the staff!"

So from my side, I would like to thank you all. It's a pleasure to be host with that kind of people in both LTP-TEXDAN and LTP and see how good impression they get here.

Jon

Management seminar

On February 21st & 22nd our company's owners Jon and Morten invited LTP & LTP TEXDAN management to a seminar about LTP values and strategy.

During the whole seminar time we were discussing LTP strategic actions in the nearest future, about the advantages of LTP and how we should strengthen them and about LTP culture.

We also spoke about how much absolutely all employees were important for the company and that everybody's input is extremely significant in seeking our common LTP goals. Last year we introduced LTP Strategy Going for 2010 and LTP Values. It's great that majority of us feel more and more responsible in joining

the achievement of our goals and cherishing our values. This year after the end of every quarter more concrete information about LTP financial situation will be presented to everybody: Ilana will present the results with comments in LTP NEWS. The goals and results of departments will be discussed inside the department and

placed on boards, because every department's work is equally important part of the whole LTP chain and we want it to be seen and understood by all LTP employees.

We came back from this seminar as understanding better each other and full of power to implement the new challenges!



During LTP and LTP TEXDAN management seminar

The first LTP Talent program is getting started !

The selection to the LTP Talent program is finished. Every candidate who applied got a questionnaire with 19 questions about the personality, professional and personal plans, how they see LTP now and in the future.

We had 7 candidates in total and all of them are really strong and worth being LTP Talents. Therefore it was not easy at all to select the winners. One of our objectives was that the participants of the Talent program are from possibly various departments. Based on the candidates' applications, questionnaire answers and after evaluating their work in LTP paying attention to their personalities, professional skills and achievements, we have selected 4 LTP Talents:

Dainora Karpaite, LTP Logistic assistant, Indre Rudzinskaite, LTP key account representative, Irma Pikeliene, LTP financier, Ruta Stuliene, LTP TEXDAN key account representative.

Every participant of the Talent programs will have a 2 year personal development program and a mentor from LTP

Top Management, who will advise her in all possible questions.

We are very grateful to all the seven candidates for their open and sincere answers in the questionnaire. To us, the Management of LTP, they are extremely interesting and valuable.

The first LTP Talent program is starting and it for sure will not be the last one. Besides, even without any official tal-

ent programs we have a number of managers who started in LTP as "privates". Therefore the fact that you have not become an LTP Talent really doesn't mean that you will not make a career in LTP, and vice versa: the winners of this program cannot be sure that a career in LTP is already prepared and waiting for them. Everything depends on your wish, efforts and initiative!

Meet Morten Ostergaard

Position: One of the owners, CFO and Chairman of Board of LTP Group.

Challenges in LTP: To Support our management in building the winner culture and aggressive market position; to develop efficient IT systems to support our business; keep focus on improving our profitability.

In business I love: When I see people grow and dare to take new challenges; when I feel the whole company moving dedicated the same direction.

In private I love: Taking good

care of my 3 children; sports; live music.

Motto: Talents win games, but team work and intelligence win championships! (Michael Jordan)



Morten Ostergaard