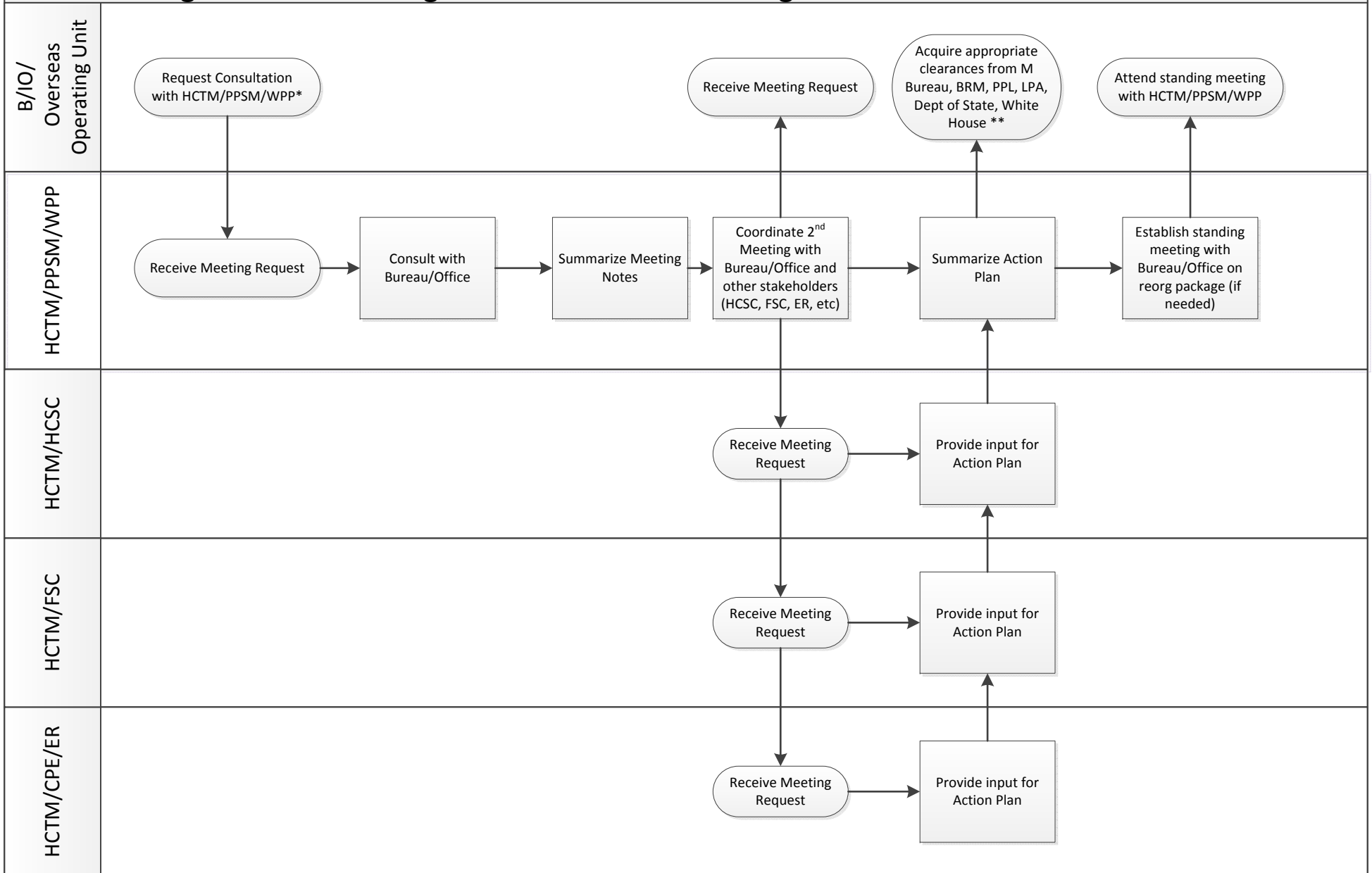


ORGANIZATIONAL CHANGE PROCESS

PHASE 1 Organizational Change Consultation & Planning

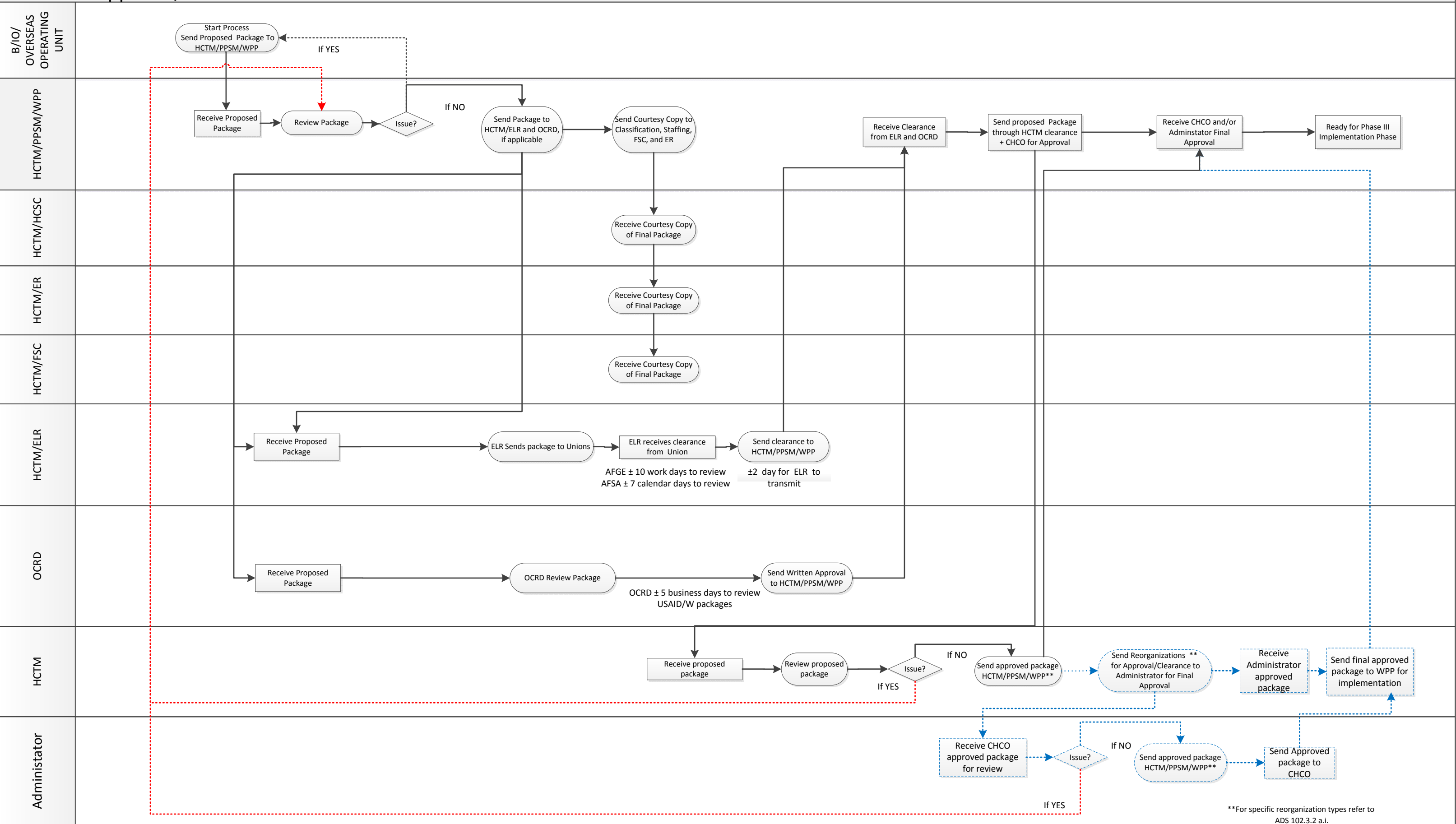


*WPP will recommend that the initiating B/IO/OOU representatives consult with ELR, who will coordinate with the Unions, if needed, to discuss the organizational change. This is considered to be pre-decisional involvement.

**Refer to ADS-102 for further information

ORGANIZATIONAL CHANGE PROCESS

PHASE 2 Approval/Clearance Process



**For specific reorganization types refer to ADS 102.3.2 a.i.

ORGANIZATIONAL CHANGE PROCESS

PHASE 3 Implementation Process

