

To the Managing Director of Epsilon Industrikonstruktion AB

Dear Sir

**The use of findings of my doctorate research in your organization during 2004/5 applies:**

As you may recall, I have done some work with your organization with regard to the alignment of your strategy and culture with the specific purpose of assisting your executive team to reach agreement regarding their preferred organizational culture.

This research was conducted during the period October 2004 to June 2005.

In writing this up I realized just how much you and your team had achieved during this research period and I am rather proud of the findings. The doctorate thesis which I am doing as a result of this study is nearing completion now and I need to submit it soon. It is important for me to get from you, in writing, the permission to make use of the company's name.

As per our original agreement with regard to the research mentioned above, I pledged confidentiality with regard to the content of coaching sessions conducted with members of the executive team of your organization. This, in my ethical frame of reference, means that I shall not divulge any information in a way that a person's name is attached to it.

The content of the coaching discussions are very relevant to make sense about "people's experience of aspects relating to organizational values and culture, which formed the essence of my questions during coaching sessions. To provide meaningful data it is imperative that I as well as those who will evaluate this piece of work, make sense of the responses of those whom I worked with (without name) and especially the trends and patterns in these responses.

I therefore require your permission to utilize the name of the organization and to comment on the above, without making known any names of any of the members of the executive team, which I had the privilege to work with during this time.

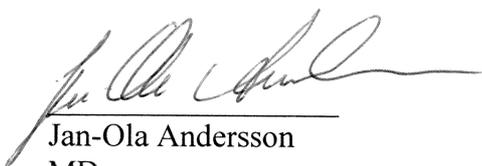
Should you be in agreement regarding the above, please could you sign this document, scan and email it to me. This would ensure that the quality of the document is high in order for me to use it in my thesis.

Again, thank you for the opportunity to work with you on this and good luck for the future. I shall certainly send you a copy of the final product.

Warm Regards

Salome van Coller-Peter

I hereby grant my permission as per the above pledge of confidentiality:



Jan-Ola Andersson

MD.....