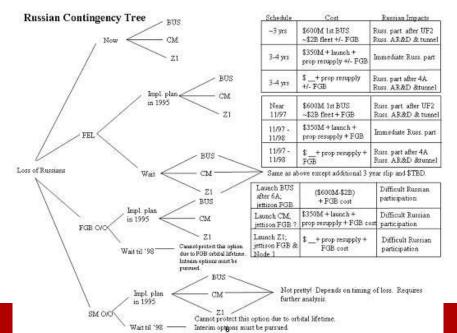


Rules of Principled Negotiation Separate the people from the problem

- Focus on interest, not on Positions
- Generate a number of options before making a final decision
- Make sure the result is based on objective criteria





Acceptance Zones in Negotiating

a) No overlap in acceptance zones			
a) No overlap in acceptance zones Company Cac Optable ownership 51% to 100%			
Plo	P		

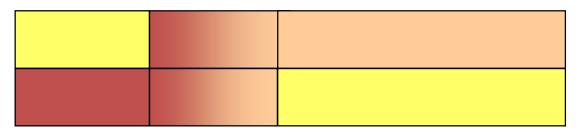


O Janne Mikkilä / Studio Blick

Buyer's acceptable ownership 51% to 75%

b) Overlap in acceptance zones

Company's acceptable ownership 25% to 100%



Buyer's acceptable ownership 51% to 100%