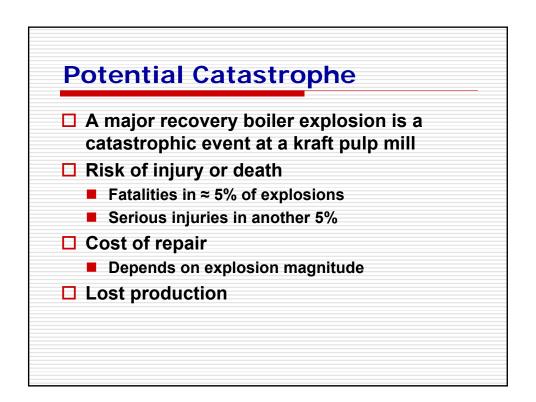


Thomas M. Grace T. M. Grace Company, Inc. Appleton, Wisconsin





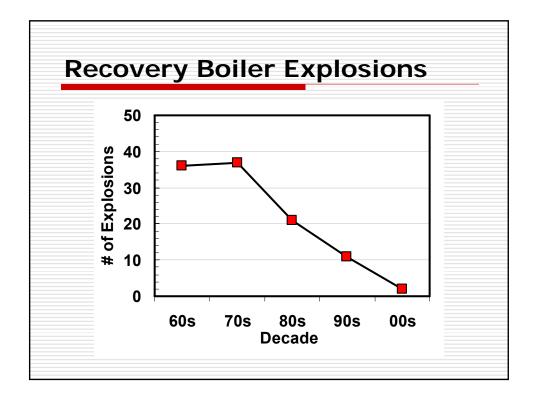




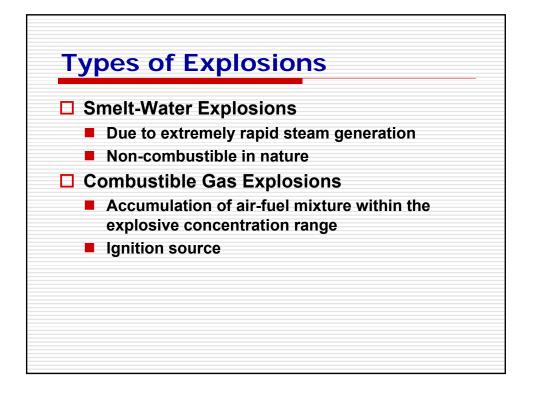


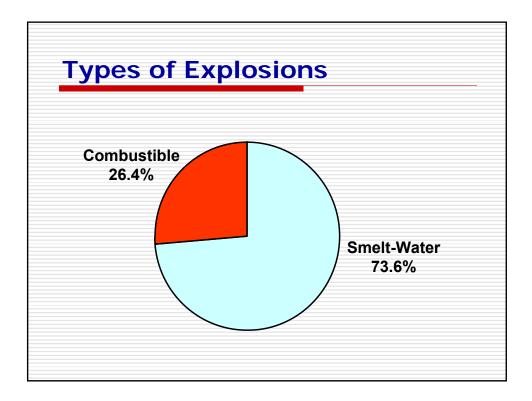


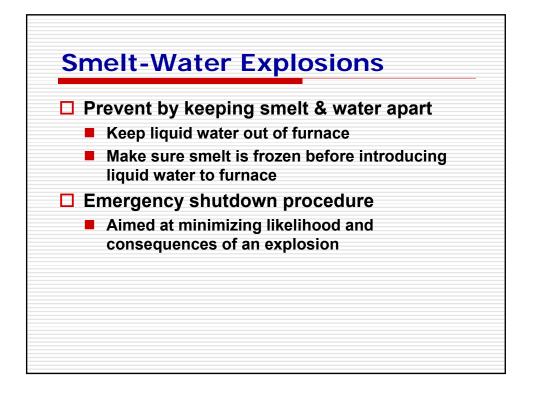


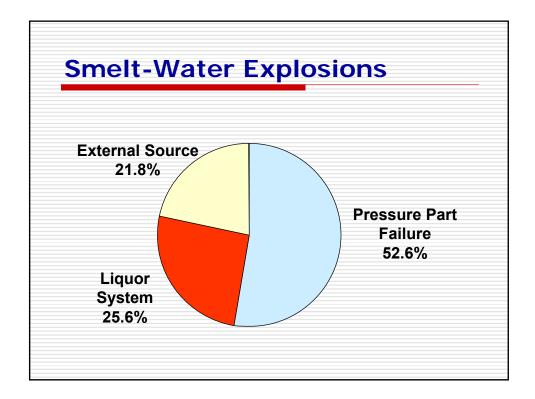


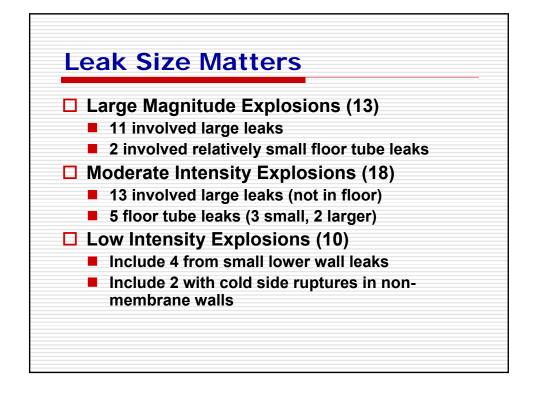




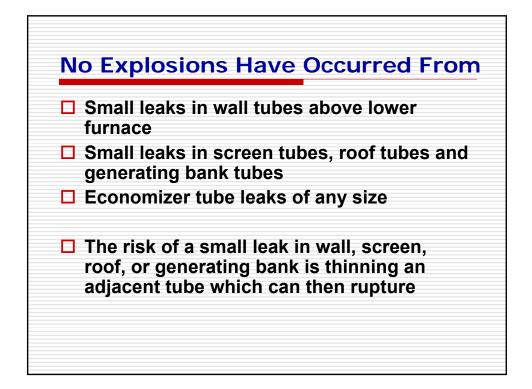




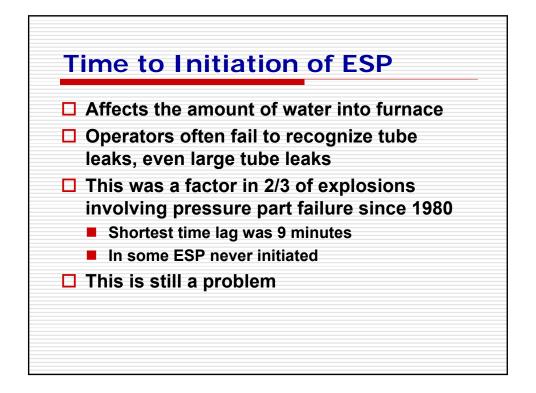


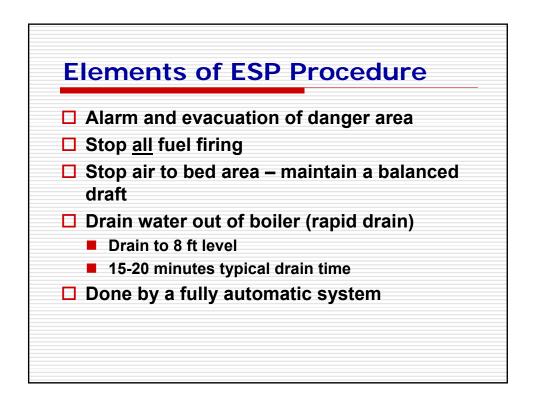


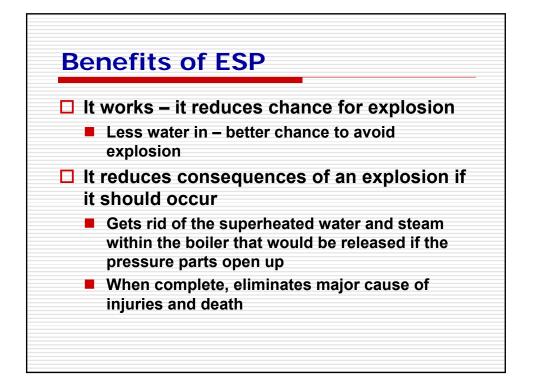




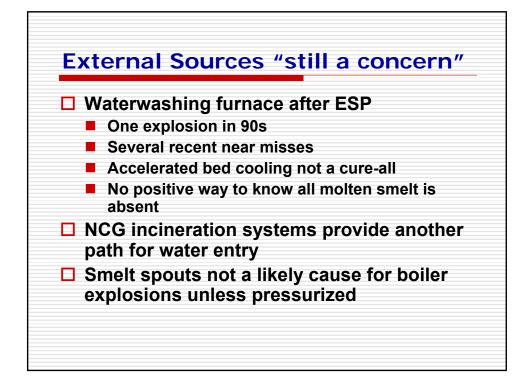


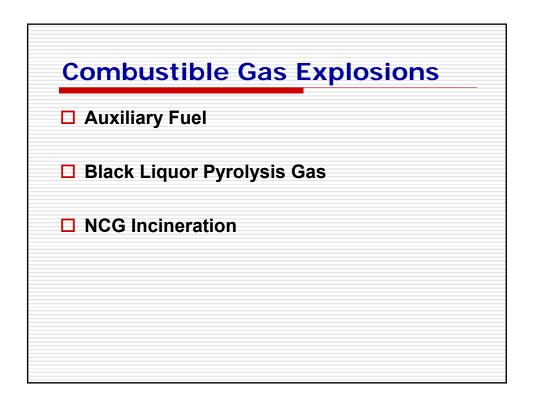


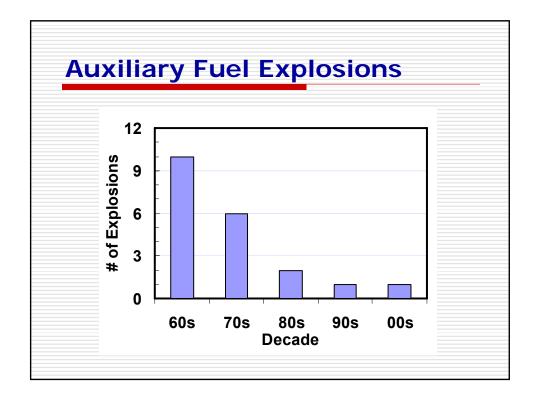


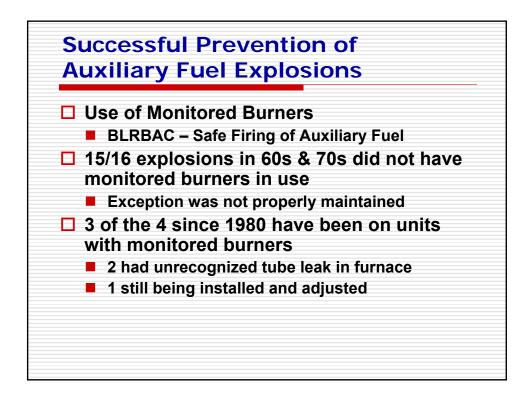


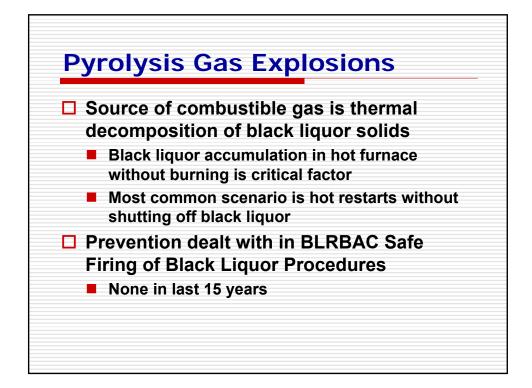


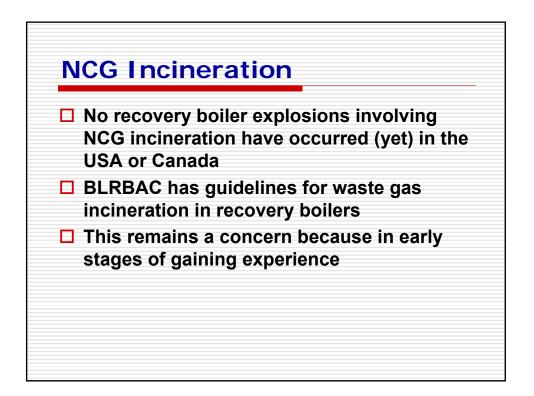


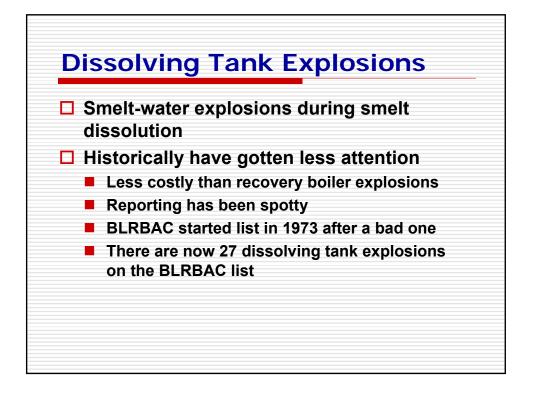


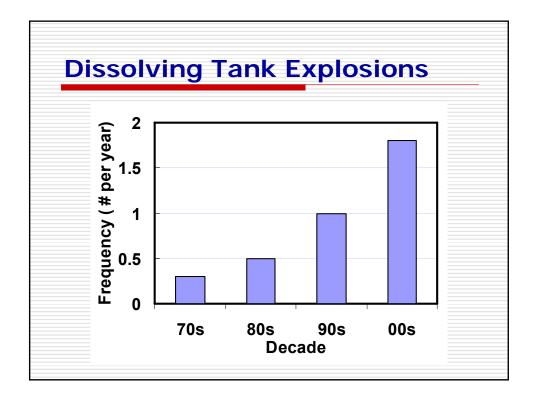


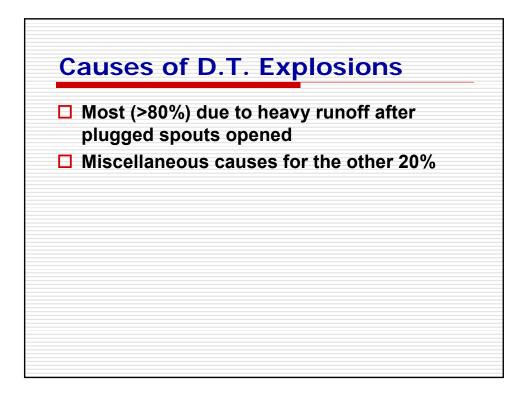




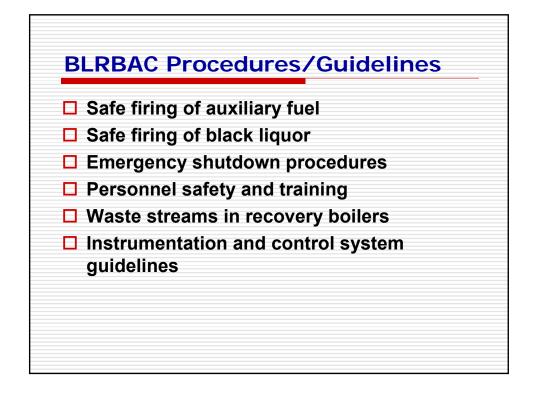


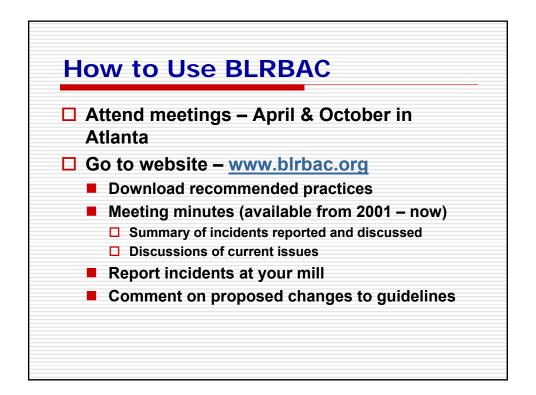


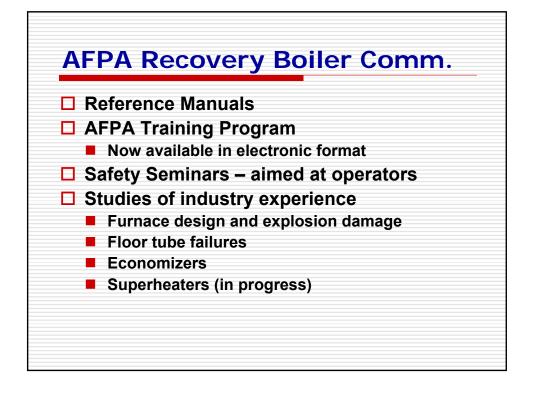




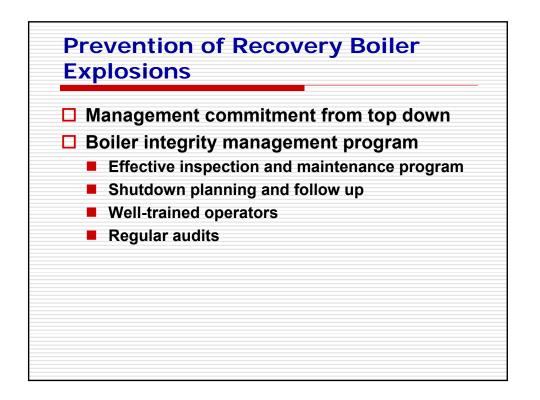




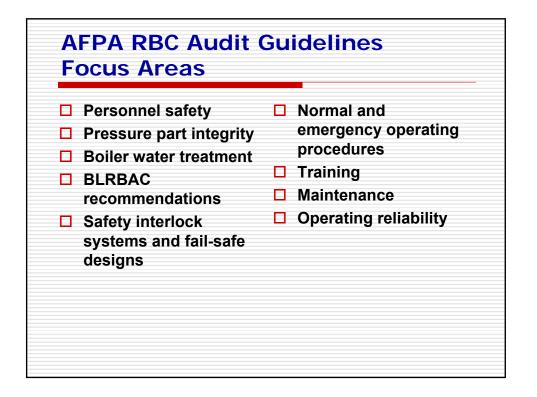










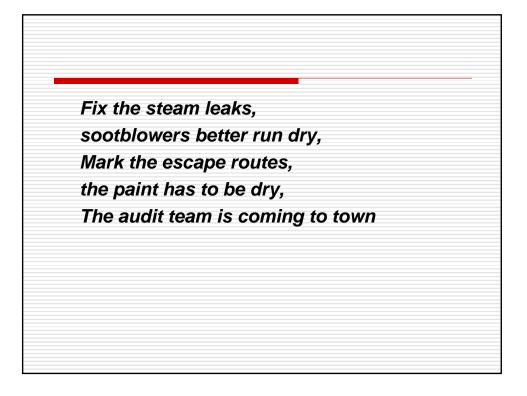


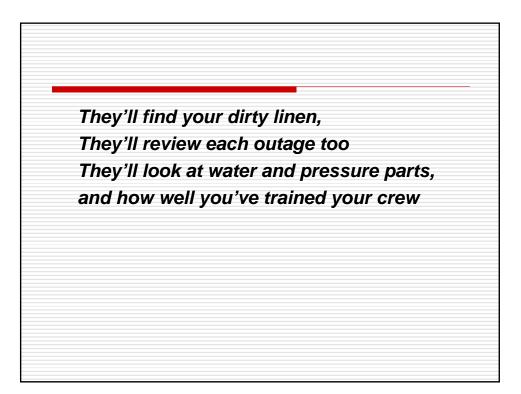




- Lip service from higher management
- □ Lack of belief in the process by operations
- Adversarial relationships retaliation
- Lack of standards to audit against
- Superficiality
- Lack of a follow-up plan







So you better shape up,

got to get on the beam

One that you nailed last year

is on this years team

The audit team is coming to town