

Happy New Year 2006!

After closing out the old year with family and friends, we are ready to start a new year with many unknowns, opportunities and aspirations. First things first: I wish all of you *good health!* It's more important than we think. We don't just need improvements of vital signs, painful joints and headaches but better balance between work and private life, between comfort and physical activity! Some of us have the balance shifted more towards work with long hours at the office; others let private life strongly interfere with their work. Let's all think about where the right balance is. We can work hard and play harder. I will help this year to measure "output" and to define "responsibilities" that we all have towards our team members and our customers.

In the past, the *company's direction* has not been well defined, and has not been accepted by all. With the directors and my personal commitment, we will establish specific goals and objectives that are consistent with the direction management sets. Your input is always appreciated, and we never want to put you and ourselves at undue risk. In 2006 we will make up for missed opportunities that were slated for 2005 or even 2004. **The highest priorities are the LEAP Shell, "Specials" and Proteomics!** *Diversification* is still our big goal. Work Station PALs in the pharmaceutical, food, agricultural research, forensic or clinical labs are quick possibilities.

LEAP will seek all the *marketing exposure* possible, not only exhibitions and workshops, but also more web-based information to empower you and our customers. We will continue with the "Show Case" process to introduce new products. Even price lists, quotes and invoices should become more attractive. *Training and education* about new products, applications and sales techniques will be offered regularly.

We also need to adjust and better *integrate our team (and the TEAM is LEAP)*. We will upgrade the role of the product managers and expand several functional groups. Some of you might not feel comfortable with the responsibilities that you are given. Please don't hesitate to let me or one of the directors know if you think your talents would better be utilized somewhere else in the team. It's better you tell us than we make judgments about your performance at the present job. It's the whole team's efficiency that will get us to our goals. Sometimes focusing on the individual's efficiency is a detriment to the team's effectiveness.

We have 3 contests on-going for LEAP's sales force and staff (see attached list). They will be handed out in recognition of leaders in the trenches and good work. It's not easy to maintain a *high level of energy and activities* without a good plan and calendar. We will succeed if we keep positive, keep focused, and concentrate on what we have instead of what we don't have. Look at the web calendar once in a while. The product managers will revamp the product line activity sheet to keep everyone informed. This week we have two visitors, several field trips, physical inventory and shipping instruments. We still have orders in house and hope for a strong January.

Again I wish you a good start in the new year! Werner