

Silverlake & **Tariffflight**

TPG **Total profit !**




About staff & customers
the investors don't give a shit !

You don't know Avaya?

Avaya is today's name of a tradition-rich Frankfurter communications company with its central in the Gallus district, which was previously known as T&N, Telenorma, Bosch Telecom or Tenovis. So the company was consecutively called in the recent years.

Tenovis already was the pawn in the hands of U.S. financial investors (commonly known as grasshoppers), who later sold Tenovis to Avaya, a U.S. communications supplier. At the end of the year 2007 Avaya in turn was bought by the financial investors TPG and Silverlake.

2007 the flight from the tariff commitment of the metal and electric industry was announced. 2009 each sixth employee shall lose his job and entire locations are to be shut down!

Until now the customers are contented with our performances and products. They are now alienated due to the following decisions and strategies of the management.

Successfully Tenovis product will be replaced by U.S. products, which our customers only accept hesitantly.

- In the future our service and distribution should be outsourced
- The product development should be translocated to India
- The repair location should be translocated to a low-wage country

Thereby a massive job shakeout in Germany would be pre-programmed.

Avaya is using the economical crisis, to furthermore assure maximal profit and gaining for the investors among its shades. They won't pay a due to cushion the economical crisis.

Because Avaya is backed by the investors Silverlake and TPG (Texas Pacific Group) whose expected profit is more important than any job in which country so ever.

Political decisions in the past first made it possible for investors in Germany to buy companies with minimal equity. They are hardly interested in staff, customers and the quality of the products. At the time of the takeover the companies are still operating in the black. Due to the strategy of the investors they are led to death and then sold or committed to insolvency. To the accomplishment of the economical crisis billions of taxes are being pumped into stimulus packages, while furthermore still healthy German companies are being gutted by investors and afterwards thrown at the feet of the community. The companies Grohe and Märklin are cautionary tales about such investor-victims.

Will Avaya (formerly Tenovis and Telenorma) be the next victim in Germany?

We are fighting for the preservation of our jobs!

We encourage our customers to claim the accustomed service as before from the Avaya management!

We request from our politicians to set bounds to the behaviour of private investors through appropriate laws.

A company history about more than 100 years

- 1899 Harry Fuld founded a rental company of telephone systems.**
- 1980** The company Telefonbau & Normalzeit is renamed in „**Telenorma**“, major shareholder AEG-Telefunken AG
- 1987** Bosch takes over the communication branch from AEG. The companies' name "**Bosch Telecom**" originates.
- 1994 ca. 18.000 employees** are engaged in the telecommunication, security and time registration business at **Bosch Telecom**.
- 2000 Kohlberg Kravis Roberts**, an investor, buys a part of **Bosch Telecom**. "**Tenovis**" comes into being. **9000 employees** are inherited. **Volume per employee ca. 111.000 Euro**. The credit burden for the buyout is imposed on Tenovis.
- 2001 8000 employees**, Start of the divestment of the company fortune: properties, company vehicles, IT-equipment with following re-rental to ensure the inventors profits.
- 2002 6000 employees**, 950 Mio. total sales, **ca. 158.000 Euro volume per employee**, further divestment of the company fortune to ensure the inventors profits.
- 2003 5500 employees**, 890 Mio. total sales, **ca. 162.000 Euro volume per employee**, furthermore divestment of the company fortune to ensure the inventors profits.
- 2004 5400 employees**, **40% of staff were cut by KKR**, nearly all company Fortune is sold.
- 2005 4500 employees**, the U.S. communications supplier **Avaya** buys **Tenovis**. A new **US-product-portfolio** is being established in Germany with brute force. The **enthusiasm** of the customers is **low**.
- 2007 4000 employees**, **TPG and Silverlake** are buying **Avaya**. **Tariffflight** by withdrawal from the employers' association. In some companies employees are forced into **new contracts (STIP)** with obvious **deterioration in salary progress**. Under the **threat of staff cuts** it is tried to urge the tariff-bound employees under **far inferior conditions (sacrifice at holiday and Christmas allowance**, holidays for further training and unpaid **rise of working time** to 40 hours), into STIP-contracts.
- 2008 3600 employees**, further **600 employees** are announced for **staff cuts, job dislocation** to **India** and **Hungary**. **Ca. 290,000 \$ volume per employee still aren't enough!!!** Last properties are sold, to satisfy the investors profits.
- 2009 3000 employees???**, massive **Dislocation** of sales, maintenance and service to **partners** will bring further **staff cuts**. Repair ware from **Hungary**, a land on the brink of **national bankruptcy?!**

100 years a productive company !

10 years investors and pure profit capitalism !

- 2010 Employees and customers sold down the river ! Profits secured !!!**