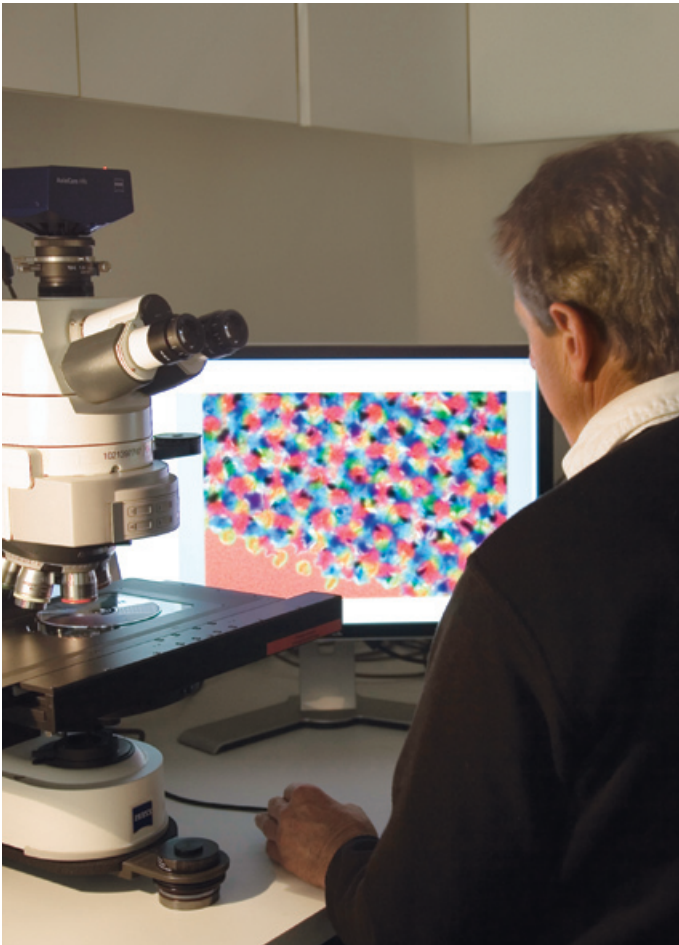


It is important for CiSRA to retain and develop experienced engineers by improving career opportunities within the organisation.

CiSRA

LOCAL IDEAS, GLOBAL IMPACT



CiSRA is committed to researching and developing interactive digital imaging technologies.

In 2008, CiSRA increased its technical capabilities and focused on strengthening management quality while facing the main challenge of protecting intellectual property and remaining competitive in the global R&D market.

In late 2008, CiSRA conducted an information security audit and developed a series of information security policies. Intellectual property management processes and practices were also improved, including patent management tools and the development of a patent skills matrix.

To make sure that CiSRA remains at the technology frontier, the company has continued to expand its comprehensive engineer training program, which includes:

- Manager Training
- Project Management
- Communication and Culture – Japanese Training Course
- Team Work and Communication
- Programs for new graduates, which include
 - Information Security
 - Export Control
 - Patent Management
 - Technology Domain Knowledge

It is important for CiSRA to retain and develop experienced engineers by improving career opportunities within the organisation. To this end, CiSRA implemented a new career system, offering career options in two paths: technical or management. Previously, the only choice for talented senior engineers was in management. Two new senior technical positions were created – Senior Principal Engineer and Distinguished Engineer – and a number of promotions were made into these roles.