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MEDIA RELEASE
December 8, 2003

Class Action Launched against Mitel Networks Corporation

OTTAWA, December 8, 2003—Nelligan O'Brien Payne has commenced a class action suit on behalf of former Mitel Networks Corporation employees in Ottawa.

Mitel Networks is a leading global provider of enterprise and small business communications solutions and services. The class action arises from employee terminations from April 30th to October 15th, 2003.

The damages sought are due to the company's failure to provide reasonable notice of termination of employment to employees, and focuses on ensuring that employees are fairly compensated for their loss of employment. The claim also is seeking damages arising from Mitel's decision (on June 17, 2002) to unilaterally reduce employee salaries by ten percent as well as a decision (on December 15, 2001) to decrease its contributions to a group pension plan.

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