

INTERNATIONAL FLAVORS & FRAGRANCES INC  
Form 8-K  
January 19, 2012

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**FORM 8-K**  
**CURRENT REPORT**

Pursuant to Section 13 or 15(d) of the  
Securities Exchange Act of 1934

Date of report (Date of earliest event reported): January 18, 2012

**INTERNATIONAL FLAVORS & FRAGRANCES INC.**

(Exact Name of Registrant as Specified in its Charter)

New York  
(State or Other Jurisdiction  
of Incorporation)

1-4858  
(Commission File Number)

13-1432060  
(IRS Employer  
Identification No.)

521 West 57th Street,

New York, New York  
(Address of Principal Executive Offices)

10019  
(Zip Code)  
Registrant's telephone number, including area code: (212) 765-5500

(Former name or former address, if changed since last report)

## Edgar Filing: INTERNATIONAL FLAVORS & FRAGRANCES INC - Form 8-K

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ..  Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
  
- ..  Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
  
- ..  Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
  
- ..  Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

**Item 2.05 Costs Associated with Exit or Disposal Activities.**

On January 18, 2012, International Flavors & Fragrances Inc. (the Company) adopted a strategic initiative designed to strengthen the Company's global go-to-market capabilities and improve profitability, particularly within the Fragrance Business Unit. As part of this initiative, the Functional Fragrances group within the Fragrance Business Unit will be reorganized into a global category structure similar to the approach used for Fine Fragrance & Beauty Care and Fragrance Ingredients. In addition, the Company will reallocate a portion of its Functional Fragrance resources from the developed markets to the emerging markets, increasing emphasis on its Singapore and Mexico creative centers. As a result of this initiative, approximately 70 positions globally will be eliminated in Fragrances as well as various parts of the organization. The Company will record a pre-tax charge of approximately \$10 million, or \$0.08 per diluted share after-tax, which is related to severance and other employee-related costs.

A copy of the press release announcing the restructuring initiative is furnished as Exhibit 99.1.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

<b>Exhibit No.</b>	<b>Description</b>
99.1	Press release issued by International Flavors & Fragrances Inc. on January 18, 2012.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**INTERNATIONAL FLAVORS & FRAGRANCES INC.**

By: /s/ Kevin C. Berryman  
Name: Kevin C. Berryman  
Title: Executive Vice President and Chief Financial Officer

Date: January 19, 2012