
From: Richard Jeffrey
Sent: 02 June 2010 13:58
To: UK DL TIE Edinburgh
Subject: Internal Communication: Annual Bonus Announcement

Internal Communication

Annual Bonus Announcement

I would like to take this opportunity to update you all on the annual bonus scheme and the outcome of the Remuneration Committee, which met this morning. At this meeting I made a recommendation that there should be no bonus payments made for 2009/10. I can confirm that this was approved and I will be sending all employees on the bonus scheme a letter this week to explain how and why we came to this difficult decision. In summary the major factor affecting the decision was the overall performance of the project in relation to the cost and time targets, which were set earlier in the year. This does not mean that no bonus will ever be achievable, as going forwards the targets will be reset to reflect the current reality.

The remuneration committee, the Exec Team and I are extremely grateful for all your hard work and commitment to the project to date. A number of factors were taken into account when making this difficult recommendation and this decision does not reflect in any way how we view your individual performances.

I understand that this announcement is disappointing and we welcome any comments you may have. However, I would encourage you to read your letter which provides more detail on the decision and if you still have questions then please raise them with myself or one of the Exec Team. There will also be the opportunity to discuss this at the briefings that are taking place next Friday, 11 June.

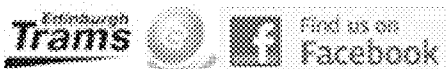
Kind regards

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