

From: Colin McLauchlan
Sent: 04 April 2008 11:07
To: Willie Gallagher
Subject: Bonus Recommendations
Attachments: tie Directors Incentive Spreadsheets.xls; Indirect tie Incentive Spreadsheets.xls
Importance: High

Willie

Final overview following our review and amendments.

Steven is based on 1.25 years at 50% and current salary, Stewart is 12/12ths and the 4 Procurement team have the 50% reduction

I have played with the % a bit too to get the scores as is (remember GB is only 25%)

Obviously AF is pending

The big sheets are attached

tie Executive Leadership Team and Senior Management Bonus Payments January 2007 to March 2008

tie Executive and Tram Leadership Team				
Name	Role	Salary	Score	Bonus
Steven Bell	Tram Project Director		78.0%	
Stewart McGarrity	Finance and Performance Director		74.0%	
Graeme Bissett	Strategy and Planning Director		74.0%	
Colin McLauchlan	HR and Corporate Affairs Director		79.0%	
Susan Clark	Programme Director		64.5%	
Graeme Barclay	Construction Director MUDFA		87.5%	
Alasdair Sim	Project Interface Director		58.0%	
Dennis Murray	Tram Commercial Director		59.0%	
tie indirect Incentive Arrangements for Procurement Team Senior Managers				
Name	Role	Headroom	Score	Bonus
Matthew Crosse	Tram Project Director		19.0%	
Geoff Gilbert	Tram Commercial Director		26.5%	
Bob Dawson	Tram Procurement Director		21.5%	
David Powell	TramCo Manager		19.0%	
Jim McEwan	Infraco Director		53.0%	
Alastair Richards	TEL & Operations Director		48.0%	
Andrew Fitchie	Contracts Director		53.0%	

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