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**From:** Julie Thompson [Julie.Thompson@tie.ltd.uk]  
**Sent:** 23 September 2009 14:52  
**To:** Tom Aitchison  
**Subject:** Remuneration Committee - sent on behalf of David Mackay - STRICTLY PRIVATE & CONFIDENTIAL  
**Attachments:** Remuneration Committee Terms of Reference.pdf; Bonus%20Proposals%20Presentation%2021 09 09.pptx; Remco Paper 180909 Final Version.pdf  
**Importance:** High  
**Sensitivity:** Confidential

Dear Tom

Earlier today we considered and approved revised Terms of Reference for this Committee. We also debated the revised Bonus Proposal which we are rightly required to recommend for approval and endorsement by your good self.

Copies of the relevant documents are enclosed together with a brief slide presentation on bonuses.

Naturally Richard and I would be happy to explain the proposals in greater detail once you have had the opportunity to digest the content which I hope you will find both clearly focussed and clearly measurable.

You will also no doubt note that a key tenet for the Executive Team is that no bonus is payable until Open for Revenue Service begins.

I look forward to hearing from you in due course.

Best regards

David

Julie Thompson  
PA to Chairman - David Mackay  
PA to CEO - Richard Jeffrey

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