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**From:** Richard Jeffrey <Richard.Jeffrey@tie.ltd.uk>  
**Sent:** 18 June 2010 16:02  
**To:** Fitchie, Andrew  
**Subject:** RE: Conf calls  
**Attachments:** image001.jpg; image002.png; image003.jpg

Andrew, thanks, I am sure you know the note was not directed at you. Have the best weekend you can!

R

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**From:** Fitchie, Andrew [mailto:Andrew.Fitchie@dlapiper.com]  
**Sent:** 18 June 2010 16:00  
**To:** Richard Jeffrey; Anthony Rush; Steven Bell; Mark Hamill; Susan Clark; William Mowatt; Jim Molyneux; J Blair Anderson; Stewart McGarrity; Alastair Richards; Mandy Haeburn-Little  
**Cc:** david\_mackay@[REDACTED]  
**Subject:** RE: Conf calls

Richard

I will attend the call.

kind regards

**Andrew S. Fitchie**  
**Partner, Location Head Finance & Projects**  
DLA Piper Scotland LLP  
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**From:** Richard Jeffrey [mailto:Richard.Jeffrey@tie.ltd.uk]  
**Sent:** 18 June 2010 15:11  
**To:** Anthony Rush; Fitchie, Andrew; Steven Bell; Mark Hamill; Susan Clark; 'William Mowatt'; Jim Molyneux; J Blair Anderson; Stewart McGarrity; Alastair Richards; Mandy Haeburn-Little  
**Cc:** david\_mackay@[REDACTED]  
**Subject:** Conf calls

Dear all,

A number of you have been to see me separately to complain that there is a lack of teamwork/engagement/trust across the project and the different parts of the team at the moment. I know there is a lot going on at the moment, and everyone is very busy, I appreciate the pressure this puts on everyone. It is not possible or necessary for everyone to know everything all the time, but it is important we all keep each other informed as much as possible to avoid tripping each other up or duplicating effort. I had hoped that the instigation of these conference calls might go some way to addressing this problem. This is especially important given the fact that we no longer have the level 2 meetings on a Monday. The next call is at 6pm on Monday, where I will feedback on the days events and any developments over the weekend. Can you all please make the effort to try and be available.

Thanks

Richard

**Richard Jeffrey**  
*Chief Executive*

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