From: Sent: To: Subject:

Claire Logan 19 November 2009 14:50 Susan Clark; Steven Bell; Stewart McGarrity; Mandy Haeburn-Little; Richard Jeffrey FW: Bonus changing from 50% to 25%

FYI

From: Claire LoganSent: 19 November 2009 14:49To: Claire LoganSubject: Bonus changing from 50% to 25%

In light of the individual consultation meetings we have changed the date that the change to the 25% scheme is effective from.

From the  $1^{st}$  April to the end of September 2009 you will be qualify for a bonus entitlement of 50% and from the  $1^{st}$  October 2009 you will be included on the 25% annual scheme.

For the period 01/04/09 to 30/09/09 your entitlement will be calculated using the formula of individual performance multiplied by annual corporate performance score with up to 30% paid at year end and up to 20% banked until ORS. From the 1<sup>st</sup> October 2009 the annual bonus scheme and its rules will apply and up to 15% will be paid.

I will confirm this in writing to you in the next 2 weeks.

Kind regards

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