
From: Julie Thompson
Sent: 27 March 2009 10:45
To: Philip Barr (philip.barr@edinburgh.gov.uk)
Subject: STRICTLY PRIVATE & CONFIDENTIAL - sent on behalf of David Mackay - CEO Bonus
Attachments: TIE TORs.PDF

Importance: High
Sensitivity: Confidential

Philip

The attached historical information regarding Willie Gallagher will make interesting reading and maybe give some basis for the 50% bonus arrangements. However, I believe this must also be linked to team performances and should naturally reflect closely the arrangements in place for Executive Directors and Senior Managers.

I wonder therefore if the best route is to agree the basic principle of 50% of salary paid annually with 50% of the 50% retained longer term. All of that seems rather clumsy but I am sure you will be able to put it into a better form.

Finally, the **tie** Remuneration Committee of course has a duty of care and responsibility here and they will also need to be in the loop.

Best regards

David

bcc: Colin McLauchlan

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