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**From:** Colin McLauchlan  
**Sent:** 23 July 2008 15:51  
**To:** Stewart McGarrity  
**Cc:** Steven Bell  
**Subject:** RE: details - PRIVATE & CONFIDENTIAL

Stewart

DLA are aware and in accordance and the advice was this route. We have written to him.

Been invoiced by one (Bob) of the four procurement team - will send you numbers tomorrow.

Suggest if you have any fundamentals discuss with Willie. This was seen as outside secondment process and personal recognition. He was on secondment and indeed did suffer financially as a consequence so no double wammy. Indeed Alastair and Jims bonus above any contractual arrangements.

If any better way happy to be advised

Thanks

colin

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**From:** Stewart McGarrity <Stewart.McGarrity@tie.ltd.uk>  
**Sent:** 23 July 2008 14:31  
**To:** Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>  
**Cc:** Steven Bell <Steven.Bell@tie.ltd.uk>  
**Subject:** RE: details - PRIVATE & CONFIDENTIAL

PRIVATE & CONFIDENTIAL

Colin,

Before we make this payment –

- Is the email below the extent of documentation to support the payment (do we get an invoice? - is it documented in an agreement? – is he VAT registered?)
- Presumably DLA are aware that one of their partners is trousering a personal payment from one of their clients?

On the issue of the payment generally-

- I was not aware of any agreement to make payment other than the additional £114k settlement with DLA for Andrew's secondment. The £50k amount is not included in the manpower budget spreadsheet. Are there any other bonus payments coming through? I've seen nothing to settle our agreements with Matthew Crosse or Geoff Gilbert yet.
- My considered opinion is that Andrew's situation is different from Jim McEwan and Alasdair Richards who are self employed consultants earning their principle income from tie/TEL. Andrew is a DLA partner who might well be pulling down hundreds of thousands of pounds a year – at least partly on the back of fees charged to tie.

For avoidance of doubt - None of this contradicts my view that Andrew is a top class and committed individual and that he and his team were an indispensable part of the procurement process.

Regards,

Stewart

Stewart McGarrity  
Finance Director  
tie Limited  
Mobile: [REDACTED]

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**From:** Colin McLauchlan  
**Sent:** 21 July 2008 09:11  
**To:** Stewart McGarrity  
**Subject:** RE: details

Not in today with Willie in berlin

This was agreed through Willie as per Jim and Alatair Richards for procurement

colin

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**From:** Stewart McGarrity <Stewart.McGarrity@tie.ltd.uk>  
**Sent:** 21 July 2008 07:50  
**To:** Colin McLauchlan <Colin.McLauchlan@tie.ltd.uk>  
**Subject:** RE: details

What agreed incentive payment? Please can we have a chat about this later on?

Stewart

Stewart McGarrity  
Finance Director  
tie Limited  
Mobile [REDACTED]

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**From:** Colin McLauchlan  
**Sent:** 17 July 2008 18:09  
**To:** Emily Malone  
**Cc:** Stewart McGarrity  
**Subject:** FW: details

Please can you make a payment of £50,000 to the following account in respect of the agreed incentive payment.

Mr Fitchie is liable for any tax implications of this payment and will manage accordingly.

Thanks

Colin

**Colin J McLauchlan**  
**HR and Corporate Affairs Director**  
tie ltd  
City Point  
65 Haymarket Terrace  
Edinburgh  
EH12 5HD

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fax: +44 (0) [REDACTED]  
mobile: +44 (0) [REDACTED]  
e-mail [colin.mclauchlan@tie.ltd.uk](mailto:colin.mclauchlan@tie.ltd.uk)  
Web: [www.tie.ltd.uk](http://www.tie.ltd.uk)

For more information on Transport Edinburgh go to: [www.transport-edinburgh.org.uk](http://www.transport-edinburgh.org.uk)

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**From:** Fitchie, Andrew [mailto:Andrew.Fitchie@dlapiper.com]  
**Sent:** 17 July 2008 16:39  
**To:** Colin McLauchlan  
**Subject:** details

Colin

Bank : **RBS, West End Branch, 142-44 Princes Street, Edinburgh EH2 4EQ**


Account holder: [REDACTED]

Account Number: [REDACTED]

Sort Code: [REDACTED]

Many thanks

**Andrew Fitchie**  
**Partner, Finance & Projects**  
DLA Piper Scotland LLP  
T: [REDACTED]  
M: [REDACTED]  
F: +44 (0)131 242 5562

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