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**From:** Colin McLauchlan  
**Sent:** 04 April 2008 12:41  
**To:** Willie Gallagher  
**Subject:** RE: Bonus Recomendations

Done..

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**From:** Willie Gallagher  
**Sent:** 04 April 2008 12:03  
**To:** Colin McLauchlan  
**Subject:** RE: Bonus Recomendations

Did you talk to Brian and Kenneth about our final changes?

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**From:** Colin McLauchlan  
**Sent:** 04 April 2008 11:07  
**To:** Willie Gallagher  
**Subject:** Bonus Recomendations  
**Importance:** High

Willie

Final overview following our review and amendments.

Steven is based on 1.25 years at 50% and current salary, Stewart is 12/12ths and the 4 Procurement team have the 50% reduction

I have played with the % a bit too to get the scores as is (remember GB is only 25%)

Obviously AF is pending

The big sheets are attached

**tie Executive Leadership Team and Senior Management Bonus Payments January 2007 to March 2008**

<b>tie Executive and Tram Leadership Team</b>				
<b>Name</b>	<b>Role</b>	<b>Salary</b>	<b>Score</b>	<b>Bonus</b>
Steven Bell	Tram Project Director		78.0%	
Stewart McGarrity	Finance and Performance Director		74.0%	
Graeme Bissett	Strategy and Planning Director		74.0%	
Colin McLauchlan	HR and Corporate Affairs Director		79.0%	
Susan Clark	Programme Director		64.5%	
Graeme Barclay	Construction Director MUDFA		87.5%	
Alasdair Sim	Project Interface Director		58.0%	
Dennis Murray	Tram Commercial Director		59.0%	
<b>tie indirect Incentive Arrangements for Procurement Team Senior Managers</b>				
<b>Name</b>	<b>Role</b>	<b>Headroom</b>	<b>Score</b>	<b>Bonus</b>
Matthew Crosse	Tram Project Director		19.0%	
Geoff Gilbert	Tram Commercial Director		26.5%	
Bob Dawson	Tram Procurement Director		21.5%	
David Powell	TramCo Manager		19.0%	
Jim McEwan	Infraco Director		53.0%	
Alastair Richards	TEL & Operations Director		48.0%	
Andrew Fitchie	Contracts Director		53.0%	

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