



Tom Aitchison CBE
Chief Executive

PERSONAL AND CONFIDENTIAL

Mr W Gallagher
21 Glasgow Road
KILMARNOCK
KA3 1TJ

Our Ref: ceo\transport\wgoffer

Your Ref:

Date: 1 June 2006

Dear Mr Gallagher

OFFER OF APPOINTMENT OF CHAIR OF THE LIMITED (NON EXECUTIVE POSITION)

I refer to your interview on 24 May 2006 for the non-executive position of Chair of the Limited. I am pleased to confirm that at its meeting today the Council approved your appointment as recommended by the Recruitment Committee. The details are set out below.

The period of appointment will be for three years, with the possibility of renewal.

You will be required to chair meetings of the Board of the Limited, which are unlikely to exceed six or seven meetings a year. In addition, you will chair a monthly meeting of the EARL Project Board. You will also be expected to represent the company on official occasions and participate in the business of Board sub-committees.

The appointment carries a basic remuneration of £20,120 per annum plus reasonable expenses incurred during the business. There is no entitlement to superannuation benefits. This remuneration is based on a time commitment of up to two days a week. However, since it is likely that for an initial period the role will require a greater time commitment, I confirm that in these circumstances the level of remuneration will be increased on a pro rata basis. I also refer to your request at interview regarding allowances and confirm that a degree of flexibility can be applied.

I would be grateful if you would confirm your acceptance of this position by signing the attached copy of this letter.

Yours sincerely

[Redacted signature area]

TOM AITCHISON
Chief Executive

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