

Ms R Lock
HR Director
TSB
20 Gresham Street
London
EC2V 7JE

October 2018

Dear Ms Lock

Heritage Lloyds TSB Enhanced Severance Terms

I refer to my last letter on the heritage Lloyds TSB enhanced severance terms and job security policy. I am surprised and disappointed that you have failed to address the specific questions I raised in my last letter.

You say: "we don't normally agree any matters relating to bank-wide policies or contractual issues on an individual basis". For the record, I have not asked you to agree to anything. Moreover, my individual contractual rights are not conditioned by any collective agreement. My contractual relationship is with TSB.

I would be grateful if you would confirm that my heritage Lloyds TSB enhanced severance terms form part of my contract of employment. Furthermore, I would also be grateful if you would confirm that, if my heritage Lloyds TSB enhanced severance terms are contractual, which they must be given that TSB confirmed that at a recent Employment Tribunal hearing, there is no expiry date for those terms unlike for my heritage HBOS colleagues.

If you don't address the questions I have raised above within 10 working days your silence will be deemed to be acceptance that the heritage Lloyds TSB enhanced severance terms and job security policy form part of my contract of employment and there is no expiration date. I would be grateful if you would ensure that a copy of this letter is filed with my contract of employment.

I look forward to your response.

Yours sincerely

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