

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

September 2018

Dear Ms Lock

Heritage Lloyds TSB Severance Terms

I understand that a representative of the Bank confirmed at a recent Employment Tribunal hearing that the Job Security Policy and enhanced severance terms were contractual. My previous employer, Lloyds Banking Group, has confirmed that the Job Security Policy and severance terms, which transferred to TSB under TUPE, are, in its opinion, contractual. I should be grateful if you could confirm that my heritage Lloyds TSB enhanced severance terms are contractual.

Furthermore, I should be grateful if you could also confirm that, if my heritage Lloyds TSB enhanced severance terms are contractual, which they must be given what was said at the tribunal hearing, there is no expiry date for those terms; in line with the heritage Lloyds TSB Job Security Policy, unlike for my heritage HBOS colleagues.

If I don't receive a response to this letter within 10 working days, then your silence will be deemed to be acceptance that the enhanced severance terms form part of my contract of employment and there is no expiration date. I should be grateful if you could ensure that a copy of this letter is filed with my contract of employment.

I look forward to your response.

Yours sincerely

TBU Member