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2 December 2004

Mr G Milne
Edrington House
Mordington
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TD15 1UF

Dear Mr Milne

I apologise for the delay in replying to you but the legal advice I sought is now to hand.

That advice concludes that the final act of terminating your employment could not be construed as an act of harassment under the Protection from Harassment Act 1997. The fact of your accepting a settlement before the matter could be heard before an Industrial Tribunal is noted. However, that settlement and the manner in which it was achieved is not considered germane to a breach of the Protection from Harassment Act 1997.

I therefore regret I am unable to assist further and consider the matter closed.

Yours sincerely

Peter Moore
Superintendent

cc. John Troon, LloydsTSB