



Lloyds TSB

GROUP RISK MANAGEMENT
Group Audit
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**STRICTLY PRIVATE & CONFIDENTIAL
TO BE OPENED BY ADDRESSEE ONLY**

Graham Milne
Group Audit
Scottish Widows
69 Morrison Street
Edinburgh
EH3 8YF

13th March 2002

Dear *Graham,*

DISCRETIONARY BONUS AWARD

Many thanks for your valuable contribution to the business during 2001 and I am pleased to advise you that you will receive a bonus of £500 with your March salary.

Thank you once again for your continued support.

Yours sincerely,

Howard Monks
Head of Audit IT & Systems

COMMITTED TO ACHIEVING
THE STANDARDS OF



INVESTORS IN PEOPLE