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LTSB.



# Lloyds TSB

**GROUP AUDIT**  
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**STRICTLY PRIVATE AND CONFIDENTIAL**

Graham Milne  
Edrington House  
Nether Mordington  
Berwickshire  
TD15 1UF

Ref: 2086528

19<sup>th</sup> December 2003

**Without Prejudice**

Dear Graham,

I refer to your email dated 14th December declining our final compromise offer.

In the circumstances the Bank has no alternative but to terminate your employment on the grounds that there has been an irretrievable breakdown in the relationship between you and the Bank. In light of comments made by you against various individuals within the Bank, including your line management, the Bank considers that there has been a complete breakdown of trust and confidence in the employment relationship, thereby making your return to the workplace untenable.

Your employment will end with immediate effect and you will be paid in lieu of your notice period and any accrued holiday entitlement. Any other appropriate documentation will be sent to your home address in due course.

If, through the Flavours scheme, you have selected a computer, medical screening or are contributing to a matched learning fund, there may be a clawback payment required from your final salary payment. For further information, refer to your Flavours enrolment pack or contact the Flexible Benefits helpline on 0870 010 4509.

It is regrettable that it has been necessary to make this decision but we feel that it is in the best interests of both parties that this matter is brought to a conclusion. We would wish you every success in your future career.

Yours sincerely

**Martyn Scrivens**  
Director of Group Audit



**INVESTOR IN PEOPLE**