

From: Gary Dewhurst <gary.dewhurst@gap-personnel.com>  
To: kearneyp@btinternet.com  
Cc: Emma Ceballos <Emma.Ceballos@gap-personnel.com>; Cathy Bateman <Cathy.Bateman@gap-personnel.com>; Mark Roberts <Mark.Roberts@gap-personnel.com>  
Sent: Wednesday, 3 November, 2010 20:36:33  
Subject: Bonus

Peter/Ursula,

I have been forwarded a copy of your email sent to Cathy Bateman earlier yesterday.

Firstly, let me clarify that any actions, on behalf of gap, are upon my specific instruction.

I am disappointed you have reverted to threats - this doesn't surprise me and validates my instruction to stagger and possibly discount any further bonus due.

The "threats" have been noted and will be used in defence of any legal action you take. Contractually, your solicitors will find that gap can pay/withhold/stagger any bonuses due as all bonuses are at the discretion of the Directors..

We have been clear the delay of any bonuses is based upon you being classed as "good leavers" not "bad leavers".

This is still within your control – although the last few days doesn't look promising...

Let me re iterate that if you are indeed "good leavers", you will receive any bonuses due.....if not, you won't.

If you carry out your threat to - "inform all persons concerned what has gone on" – we will simply reciprocate and forward emails we have received over the last month, concerning your previous Directorships/Liquidations/bad debts and explain this is why we let you go.

If you want the actual reasons for you both not passing your probationary period – here goes:-

- Gap made a decision that any of your projected income streams were insufficient to justify your combined costs – which we grossed up to 90k per annum.
- We made what we feel was a reasonable, alternative salary offer, with a promise to re consider pending an uplift in actual income – this was rejected
- Despite being told this on numerous occasions – you continued to challenge this decision, thus rendering the future of the training project under you , impossible.  
We still have outstanding issue to resolve and your co-operation would be gratefully received.  
Message from Matt Shaw:-

I'm trying to track down exam papers for courses undertook by Peter on the 13/10

Highfield at the moment do not have information of ever receiving the exam papers.

Peter undertook 2 perm courses on this date

I will give you 48 hours to respond –if I receive no response, we will render all potential outstanding bonus ineligible and notify all training authorities the reason for letting you go.

Regards