

Confidential

Mr. D. C. Barry

HUNTER
ADVERTISING
LIMITED

9 Upper Pembroke Street
Dublin 2
Telephone 760221

December, 1978

Dear Donal,

Pension & Death Benefit Plan

As the Agency continues to advance, we now have the opportunity to consider ways in which all of us can benefit from our efforts.

Although retirement may seem a long way in the future, planning at this stage, will enable the company to make sound provision for everyone's future. The Board have therefore decided to invest in a substantially improved Pension and Death Benefit Plan which will come into effect from 1st January 1979.

I am sure you will agree, when you have read the details of the Plan, that it provides an additional and meaningful benefit for everyone.

When printed, revised explanatory booklets will be distributed. In the meantime, the attached notice sets out the salient features of the revised Plan. The scales of benefit set out represent the total entitlement, i.e. they are inclusive of benefits secured to date under the existing Plan.

At 1st January 1979, your benefits are as follows:

Salary:	...	£ 9,000
Pensionable Salary:	...	£ 9,000
Pensionable Service:	...	$\frac{2}{3}$ rds
Pension Expectation:	...	£ 6,000 p.a.
Widow's Pension on Death in Retirement:	...	£ 4,000 p.a.
Death in Service Benefit:	...	£63,000

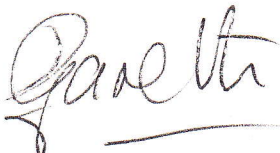
Note: The existing Income Continuance Plan continues unaltered.

The full cost of the revised Plan is being met by the company and you are not required to make any personal contribution. If, however, you wish to provide for higher benefits than those outlined above, you may make a further contribution to the Scheme and should contact Donal Barry in this regard.

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A meeting will be arranged as soon as possible at which a representative of Irish Pensions Trust Limited, who administer the Plan, will explain the new provisions and answer any questions you may wish to ask. You will be notified of the date of this meeting as soon as it has been fixed.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "G. J. Oldham", written in dark ink. The signature is fluid and somewhat stylized, with a long horizontal stroke at the end.

G. J. Oldham.

P. S. The member's pension and the widow's pension on death in retirement will escalate at the rate of 5% per annum compound during course of payment.