From:	Nick Read[	GRO
Sent:	Fri 20/01/2023 5:52:2	6 PM (UTC)
То:	Jane Davies	GRO

Jane, just before we close for the weekend, i thought i would comment on your exchange with Tom and Henry. A reluctant support for a 5% pay increase, a 3 year £150k retention and possible support for a 50% STIP/LTIP for next year is insulting/risable, particularly given what was being recommended pre Christmas. I fell played. Please will you arrange for a formal meeting with Henry on Monday.