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|  | Tel: 0800 634 4862Fax: 020 8711 2522Email: info@pensionpractitioner.com |

**Mr Andrew Purdie
Lonsdale House
7 – 9 Lonsdale Gardens
Tunbridge Wells
Kent
TN1 1NU**

15 March 2011

Dear Andrew

**PROPOSED STAFF PENSION SCHEME**

I write further to our recent email correspondence regarding a staff pension scheme and advise as follows:

Where the Company is looking to establish a staff pension scheme I recommend that the scheme does not operate on a discretionary basis with a pooling of funds; which is the traditional way that self administered pensions operate.

I recommend that you consider an ear-marked arrangement with each member having their own pension scheme bank account and are then free to select investments independent of the other members of the pension scheme. The members could also undertake direct investment of their funds in external investment funds

I am happy to have a further meeting to answer any further queries you have in connection with this, but would require your consent to this transfer by 27 March 2011.

Yours faithfully,

Gavin McCloskey

**For Pension Practitioner.Com**

c.c.

The Directors – Aylesford Metal Company (1984) Limited

Johal & Co