



Awarded for excellence

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Your reference

DOR/CST SSAS

Our reference

012/106616/000000/G

Date

4 August 1999

FRIENDS' PROVIDENT LIFE OFFICE
DORKING

Dear Sir/Madam

LEADERSHIP FACTOR LTD

DIRECTORS RETIREMENT PLAN

I am authorised by the Board of Inland Revenue to state that the scheme named above has been approved as a retirement benefits scheme for the purposes of Chapter I Part XIV Income and Corporation Taxes Act 1988 with effect from 28 May 1997 and will be treated as an "exempt approved scheme" for the purposes of section 592 of that Act.

The approval is given on the understanding that this Office will at once be advised of any alteration to the rules or other terms of the scheme and will be conditional upon compliance with the undertaking given by the Administrator with sections 605 and 606 Income and Corporation Taxes Act 1988, and any regulations made by the Board under section 612(3) of the said Act.

Yours faithfully

Controller

If telephoning please ask for T DRING
on (0115) 9741427 (Direct Dial)