

Subject: Nikki Peters Payments Post Termination and Final Conclusion of Nikki Peters Matters - NOW OFFLIST

From: George Eaton-Busfield <george@g-cv.com>

Date: 11/07/2018, 18:53

To: Stuart Pettman <stuartpettman@gmail.com>, Aubrey Hayward <aubrey.hayward@ransquawk.com>, "Jason, The JET Group" <jason.earl@thejetgroup.co.uk>, Adam Linton <adam.linton@aragonfinancial.co.uk>

CC: George Eaton-Busfield <george@g-cv.com>, Adam Voce <adam@g-cv.com>, "Albie Turner" <ast@pjmarksandco.com>

Dear Stuart, All,

Without Prejudice.

As I believe most are aware Nikki Peters was released from her role as a consultant to GCV LTD "GCV", and thus indirectly as a consultant to the Jet Group Services Limited "JETS", earlier this year. This was and is deemed a sad outcome of relationships with her but the reality is that the situation had become untenable and there is little value going into the half dozen specific incidents that led to this outcome.

Nonetheless, myself, Adam Voce and Mr Pettman (a third party who you know and whom Nikki Peters was separately and independently providing services to - but whom I had introduced her to in the first instance) have tried and want to ensure that she has been 'looked after' and that she has received all monies due to her (and more) to ensure she is protected for a period of time whilst she secures new employment - which she confirmed to me in a telephone call last Sunday she now has.

With this in mind, I wanted to ensure there was shared transparency on the efforts and goodwill that has been demonstrated to Nikki, despite (Sadly) the fact that this has not been reciprocated.

Thus, please all be advised of the following summary on this matter and the final payments that Mr Pettman intends to make today / tomorrow to Nikki to conclude this difficult and rather sad matter.

Please note I outline the below from memory as I am too busy and have too many other important and critical matters to try and address for the company but the following details are accurate to the best of my recollection.

1. Nikki was released in the last few months by GCV LTD in her role as a consultant to GCV Ltd and thus indirectly to The Jet Group Services Limited.
2. Nikki had completed a substantial amount of work for GCV / JETS and For Mr Pettman independently (not via GCV to be clear).
3. Prior to termination Nikki had mentioned to myself that she was outstanding (and still is) on x2 invoices that were due for payment by SP of around £900 each and that as a result she was short of disposable income.
4. As a result of '3' I borrowed £2500 from Adam Voce and gifted it to her. I explained that I did it as a friend(!) to help her out but it was NOT to be offset against any invoices outstanding with SP as I / GCV / JETS had no wish to get involved in personal matters between her and SP as a third party but that I was willing to assist as we had been in a relationship together and I didn't want her to go short given I had introduced SP to her.
5. Subsequently, I offered her £1700 x3 payments over x3 months to try and ensure that she had income whilst seeking other employment, subject to her signing a Settlement / Compromise agreement (as indeed has the majority of other staff that have left done - e.g. Jeff, Anita, Sarah etc.)
6. Nikki refused to sign the settlement agreement. I note she is the only person I am aware of that upon leaving the company(s), who has refused to do so when asked in order / in congruence to the providing them with enhance compensation on their departure.
7. I further note Nikki has however signed previously a fully comprehensive Non-Disclosure Agreement relating to her activities with the parties herein.
8. This was disappointing obviously but given the circumstances and the personal relationships involved I still agreed, despite being under no obligation either personally or as part of any connections to the companies herein, to try and ensure she received further payments whilst she sought new employment.
9. Thus following the gift of £2500, a following £1700 was transferred by myself and then more

recently another £1700, and having spoken to SP today, he has advised that he will now also (today or tomorrow) be sending her full settlement of her two outstanding invoices of circa £900 each and £1800 in total.

10. Therefore, I believe the following illustrates a just summary:
- a. Nikki was released for persistent and multiple failures and breaches of conduct – majority of which related to her interaction with myself – and likely are driven by personal matters more than anything - but as above there really is no point in discussing further.
 - b. As a result of her termination she claimed **£1200** was due to her and YET I NOTE that myself and others will have paid the following to Nikki Peters as of today's date (SP has just confirmed he has transferred the funds outstanding to her for the outstanding invoices on the telephone as I type).
 - i. £2500 gift to cover her cashflow difficulties from myself borrowed from Mr Voce.
 - ii. £1700 subsequent payment to assist her despite her not agreeing to any settlement agreement.
 - iii. £1700 further payment to her as she stated she was still struggling financially last month I believe.
 - iv. £1800 approximately in payment and settlement of her invoices with Mr Pettman.
 - v. **£7700 TOTAL**
11. I share this full transparency with you given current circumstances and discussions at the company and given that Miss Peters still seems to be of the opinion that she has been unfairly treated. Obviously noting the above I find this very hard to understand and trust you will concur.
12. In any event lessons learnt and an apology from myself for incorporating a romantic partner of mine into the business historically. Albeit Nikki did some great work I think it is clear to everyone that the cost of such was simply "not worth it". I believe I made a naïve / aspirational decision with good intent but I sincerely apologise for the negativity that has been resultant.

In any event, Adam Voce, SP, AUB and myself now consider the matter closed and that we have acted and complied with integrity throughout.

Best to you all and for your efforts in trying to support my integration of Nikki despite your misgivings (as sadly have now been proven right!!).

No need to reply to this email but I think important to communicate the holistic and final facts. And for me a sad but perhaps inevitable significant lesson learnt.

- **I would also like to add that SP has fully and consistently supported throughout his intent to honour his debts and liabilities and in his payment to Nikki today only once again demonstrates this. Thank you Stuart for this particularly as this for me related to a personal relationship.**
- **And as a last word for Nikki – She has a Company called "The Cultured Collective" and she sells fermented gut health products that are both yummy and good for you. So if you fancy any Kimchi or Sauerkraut be sure to buy some and support her endeavours via Ocado, Whole Foods, Daylesford and Others.**

Kind Regards and my extensive thanks again. Enjoy the footie – Come on England!!

George

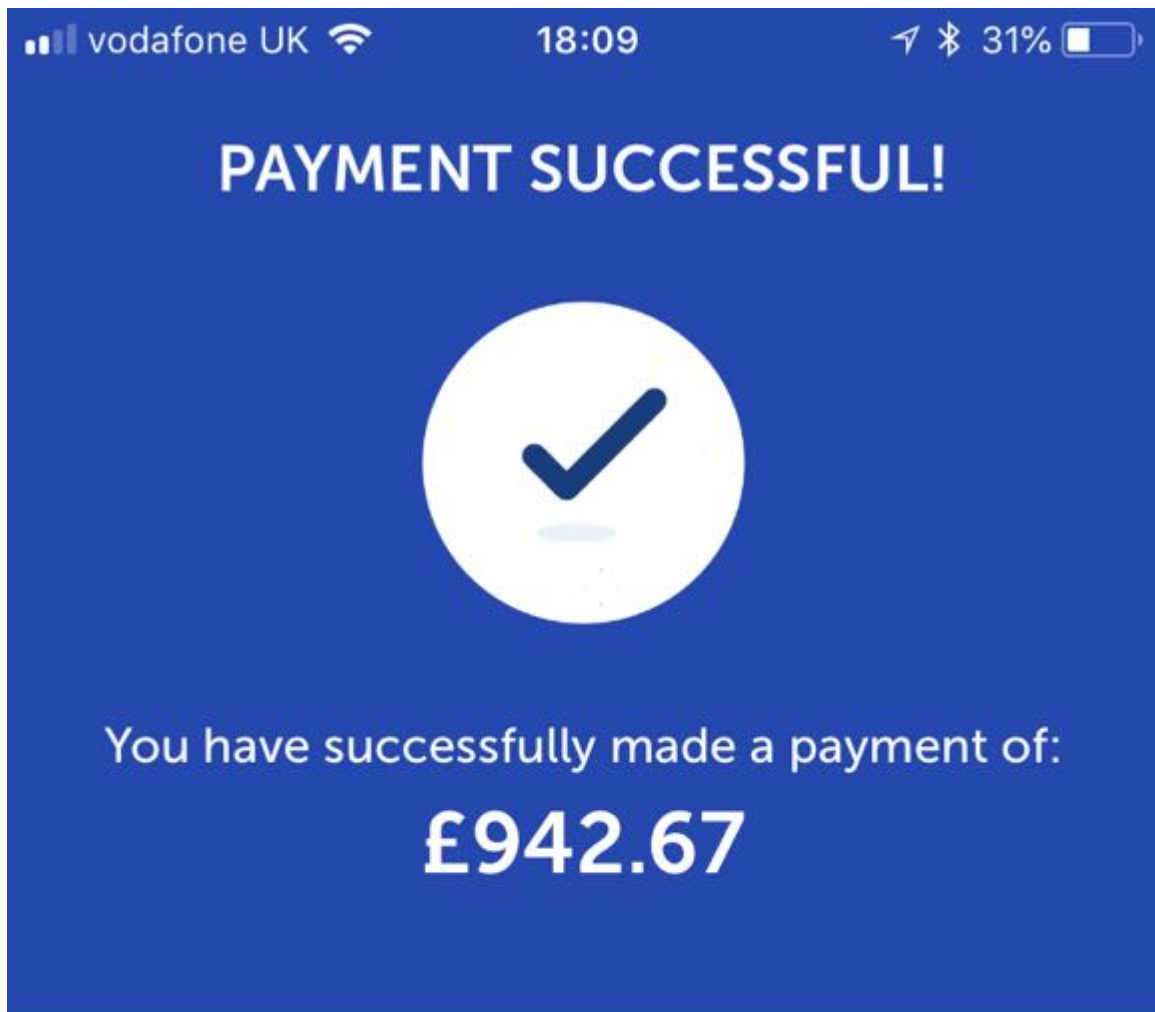
Ps. I attach confirmation from SP for these final payments as he has just sent through.



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— SP to NAP 1.jpeg —



From

MR S S PETTMAN

23906295 | 23-05-80 | Cash Account Ove...

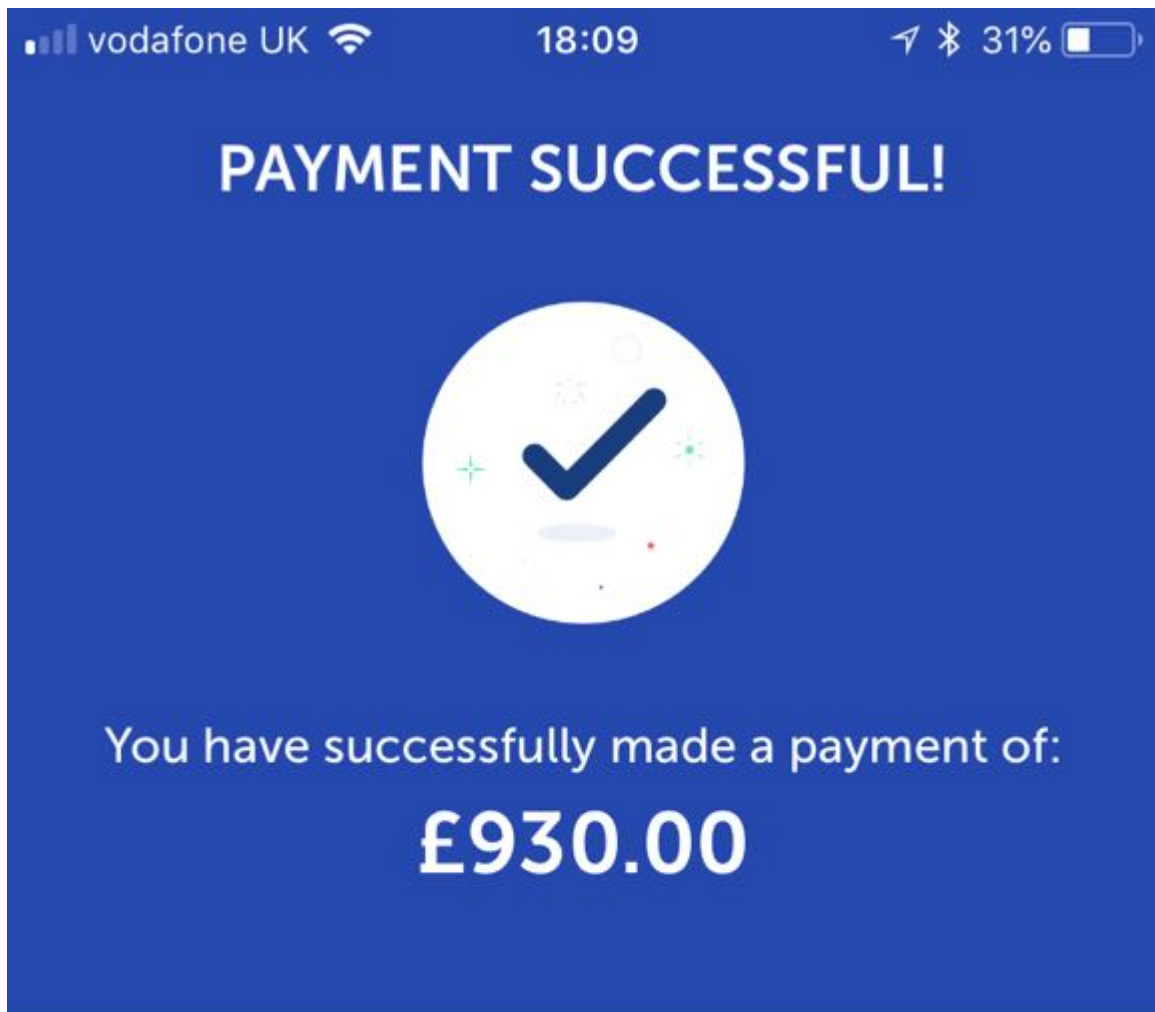
To

Nicola Peters

16324927 | 60-80-06 | NA

consultancy

— SP to NAP 2.jpeg —



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MR S S PETTMAN

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— Attachments: —

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SP to NAP 2.jpeg	44.1 KB
England.jpg	131 KB