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**Subject:** End of year Company update and remuneration/plans looking forward to 2019

Good day

Firstly apologies at the time taken to update you all as we rapidly approach year end. This year has been tough with several ventures absorbing both time and money which have **slowed growth and development of our core business**. Along with this headwind we have also seen a downturn in client revenue as markets are difficult as well as relatively trend-less and 'traders' continually face challenging regulation and leverage constraints.

Despite this, you, our key assets have continued to show commitment and loyalty even though we realise that we often compete on an un-level playing field. Through your resolve and professionalism we manage to deliver a first class service throughout.

Clearly the above does mean achievements can't be as well rewarded as in the past however we have re scheduled some plans as per below:

#### Annual appraisals

For those of you that have been here long enough you'll be aware these are normally done in December and any promotions and/or remuneration are applied in the following tax year, ie April 1st. This year, 2018 however we will enact these at the end of January, just to give us some breathing space - which will become apparent under the next heading!

#### Bonuses

It has been decided to capture Q1 of 2019 in the run up to tax year end so as to try and maximise any bonus provisions rather than draw the line after December 2018. A solid start to the year with maximum effort by all will lead to a greater share of the spoils where successful. These will then be paid as near to post COB 31st March 2019.

#### December payroll

Again as per previous years Decembers payroll occurs on 21st December rather than 31st December, before Xmas festivities. Similarly in light of the above rescheduling the shareholder team will look to add where appropriate a Christmas payment to your pay to smooth things out over the festive break and acknowledge the hard work and effort you all continually apply.

#### 2019 'flight path'

Further details to assist us all in the New Year to have a prosperous and profitable 2019 will be forthcoming once we return in January.

As mentioned above thank you all again for 2018, we wish you all a peaceful and enjoyable break and where possible aim to answer any questions you may have.

Warmest regards

Adam