
From: Ranvir Singh
Sent: 27 May 2008 13:08
To: 'George Busfield'
Subject: RE: GB Role at RAN Ltd

I'll pass on

From: George Busfield [mailto:george.busfield@uk.ibm.com]
Sent: 27 May 2008 13:06
To: Ranvir Singh
Subject: RE: GB Role at RAN Ltd

Mate - fair point !!

- didn't really register how close we are to the end of the month - but it wasn't / isn't supposed to be a time "Limit"

so apologies if miss communicated - was really just a request to try and get things concluded sooner rather than later - which i would appreciate so we can all move forward.

Appreciate if you could feed that in to MC and SNE informally if they say / feel / oicked up same as you...

Thanks
G

"Ranvir Singh"

27/05/2008 12:23

To George Busfield/UK/IBM@IBMGB
cc
Subject RE: GB Role at RAN Ltd

Mate – without looking at everything in detail, setting a time limit of 3 days is prob not going to help your cause.

I doubt whether we will even have time to sit down and discuss by the end of the week.

Just saying what I think – I might be totally wrong

From: George Busfield [mailto:george.busfield@uk.ibm.com]
Sent: 27 May 2008 10:42
To: Ranvir Singh; Matthew Cheung; Sonny Schneider
Subject: GB Role at RAN Ltd

All,
As discussed to a varying degree with you all, and as proposed at the BM last week, I would ask you to consider the

future role / involvement of myself at RAN Ltd going forward.

I would appreciate it if you could come back to me by the latest at the end of the month as I have other opportunities / decisions that are dependant upon the outcome / your decision.

As stated in the proposals handed out at the BM and a number of discussions therein - (noting Sonny's point that the e.g. 'Sun' diagram in the Strategy Paper is perhaps a little too advanced / usable for RAN Ltd at this time and more simple / direct / achievable plans / structures / models would / will be of more benefit) - I think we can all see benefit in bringing in additional skills / resources as identified by the potential full time / non exec roles that I proposed (M&A, Sales, Strategy, Business Development etc).

Furthermore, as you know I am (and always have been) keen to get more involved as I believe RAN Ltd needs / would benefit - and I personally have an interest.

However, whether my role continues as a non-exec or as an exec position (see handout from BM) I note Sonny's statement on recruitment (made at teh BM - regarding Harry) that both RAN Ltd **AND** myself **must want** to join 'forces' **and feel incentivised / motivated and "lucky" to have the opportunity (on both sides)**

Therefore, given i am spending more and more time working and supporting RAN activity - which, (whilst I want to do it - because I am energised and excited by it) is also reducing the time I have to work on other projects / opportunities / career aspirations etc. and ultimately **BOTH RAN Ltd and I** have to establish an effort / reward equation for GB that we are both happy with

To that end - I presented the GB Role Options Paper to the BM - asking the board to reward / incentivise me with one of the two options that I proposed in the BM handout - i.e.:

- 1) GB remains as non exec, Board grant GB 5% Newly issued share equity, GB incentivised to deliver (beyond the role of a traditional non exec - i.e. significant support / workload) to support all activities identified in BM Handout (M&A, Media Packs, Sales etc)
- 2) OR - GB becomes exec - incentivised and remunerated as per BM Handout - to support Full Time all Sales / M&A etc etc as per role on BM Handout

So in summary - I would like the opportunity to get more involved at RAN and I strongly believe both RAN Ltd and I would benefit as a result - I have a strong CV with valauble skills and drive that I (& potentially RAN Ltd) can use to achieve my / our ambitions - **but both RAN Ltd and myself must be happy and incentivised by any agreement / remuneration.**

- Therefore I would ask you all to consider the proposals I put forward at the BM asap so that I can move forward with my career aspirations in one direction or another. If you could expediate this it would be appreciated.

If an agreement re the above can not be reached then I will **still** continue to support RAN Ltd to the best of my ability - but obviously subject to time allowing for my other obligations / commitments / jobs in such a scenario.

Proposal Paper Attatched

Look forward to hearing back from you. See you all tonight.

Cheers

G

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