

30 March 2016

Paul Kelleher

**Promotion and Salary Increase**

Dear Paul

SmartFocus would like to thank you for your valued contributions to date. I am pleased to confirm that with effect from 1 March 2016, you have been promoted to Head of Operations.

Your salary will increase from £999,999 to 999999 per annum effective 1 March 2016 and your variable salary will remain at £9999 per annum.

In line with this promotion, your notice period will increase to two months.



**Registered in England and**

**Wales No: 7588241 Vat No: GB125 9155 13**

All other terms and conditions of employment remain unchanged as stated on your employment contract.