

PRIVATE AND CONFIDENTIAL

Date: 21/08/2008
Our Ref: CARE Scheme Review
Direct Line: 0113 394 2728
Direct Fax: 0113 234 5599

Dear

Career Average Revalued Earnings (CARE) Scheme

I am writing further to my letter dated 4 August 2008, regarding the Scheme review which is now underway.

As mentioned in my letter, a key determinant of the future of the Scheme will be the views of you, the employers. To this effect, I am pleased to enclose further information on the Valuation Results and the issues facing the Scheme, together with a Questionnaire for your completion.

If you, or another colleague of your organisation, will be attending the CARE Employer Day on 23 September 2008, you may wish to delay completing and returning the questionnaire until after this meeting, as the issues facing the CARE Scheme and the options being considered will be discussed on the day. If you have not yet responded to our invitation to attend the CARE Employer Day, I would be grateful if you could complete and return the response form as soon as possible.

Please complete this questionnaire, and return the completed form, **by Friday 24 October 2008**, in the pre-paid envelope provided or via fax to 0113 234 5599.

The responses received will then be analysed and a summary presented for consideration at the Board meeting to be held in December 2008.

Should you have any questions on this, please feel free to contact me.

Yours sincerely,



Paul Milton
Account Manager

Enclosed:

Appendix 1 – Care Scheme Review Factsheet – Information and Options
Appendix 2 – Questionnaire – Have Your Say