

17 January 2019

Strictly Private & Confidential
Addressee Only

Dear Angelo

Congratulations on being nominated and awarded in the RewardMe Quarterly prize.

As part of this award we asked senior management if there was anyone they wanted to recognise above and beyond the monthly RewardMe Nomination. When submitting a nomination for the quarterly reward, we asked the management team to describe your exceptional behaviour and performance and why they thought you would be deserving of the reward. We asked your nominator to also select a reward that they thought you would enjoy.

Your nomination was as follows:

“Our nominee is Angelo, because he is simply always, always on and is a truly exceptional and selfless human being. Whether it’s putting himself forward to investigate client/product issues or improving the working environment of his colleagues, he imparts an infectious positive attitude that helps drive projects forward. He attacks new issues with drive and enthusiasm, works seamlessly across functional teams, and is laser focused on execution. He has proactively put a focus on growing the relationship between AppNexus and Copilot, bringing teams together to resolve high priority issues and help build relationships that will help the business close out revenue impacting issues far more quickly in the future. He is the go to person for anything that others view as insurmountable and has driven change on things as varied as fixing the office Wifi, resolving Copilot and AppNexus bugs, creating onboarding checklists, rolling out the Copilot Trader and Sales certification program and effectively motivating his new Product Enablement direct reports to success. He is also always at hand to help resolve difficult issues on key accounts like Ford and TalkTalk. A lot of this work is achieved after hours. Even outside of the office he entertains everyone with his superb magic skills. In fact, he works so tirelessly that the team have to constantly remind him to take at least some of his annual holiday allocation.”

The committee met and determined that you would be a great winner, and deserving of the reward.

To encourage you to take some time off and encourage your passion for anything magical we’d like to make £500 contribution for you to attend the Magic Convention Las Vegas in 2019. Please speak to Halima Khan, in the Human Resources department to discuss and arrange receipt of these vouchers.

I would like to take this opportunity to thank you for your ongoing hard work, and demonstrating the GroupM values and helping us achieve our business goals.

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I hope you enjoy your reward.

Yours Sincerely

Tom

Tom George
Chief Executive Officer

Well done Angelo!