

Sir Richard Lapthorne
Mill Barn
Mill Lane
Weston Turville
Aylesbury
Bucks HP22 5RG

1st May 2012

Dear Richard,

Amendment to your Letter of Appointment relating to provision of car

I refer to your letter of appointment dated 6 June 2007 and subsequent letter of amendment dated 15 January 2010.

This letter amends the clause relating to the provision of a Company car 3(b) as detailed in your letter of appointment dated 6 June 2007, by removing the existing clause 3(b) and replacing it with the following:

Car allowance

From 1st May 2012, you will receive a car allowance of £5,500 gross per month (£66,000 per annum) subject to appropriate deductions of tax and national insurance, paid six monthly in advance (annually in advance for 2012).

All other clauses within your letter of appointment dated 6 June 2007 and subsequent letter of amendments dated 15 January 2010 remain unchanged.

By signing and returning a copy of this letter, you confirm that you agree to the terms set out in this letter.

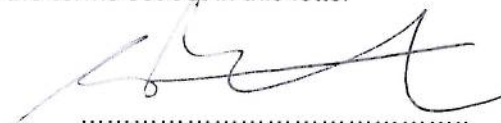
Yours sincerely



Kim Newton
HR Director, CWC Plc

I agree to the terms set out in this letter

Signed



.....
Sir Richard Lapthorne

Date of signature

17/5/12
.....