

29 September 2015
Personal and Confidential

Brendan Paddick
2A East Mall Drive
Columbus House
Freeport
Grand Bahama
Bahamas

Dear Brendan,

**Amendment to your Letter of Appointment with the Company dated 31 March 2015
(your "Letter of Appointment")**

I refer to your Letter of Appointment.

As approved by the Board of Directors on 14 September 2015, with effect from 1 October 2015 the annual fees payable to you under your Letter of Appointment will be increased from £65,000 to £75,000.

In addition to this, and as a result of your additional role in respect of The Bahamas Telecommunications Company Limited you will receive an additional fee of £35,000 gross per annum with effect from 1 October 2015.

For the avoidance of doubt, there are no other changes to your Letter of Appointment.

Yours sincerely,



Clare Underwood
Company Secretary