

Ref.: ps/081-nc

8th June 1999

Mr Frédéric Matrimon
1 Queensbury Close
Bedford
MK40 4RF

Dear Frédéric,

I am delighted to be able to offer you the position of **Business Manager** with Valeo Lighting Systems based in Birmingham, U.K.

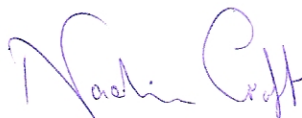
In this position you will report directly to myself as the Managing Director of VLS UK, with responsibility also to the relevant Customer Director for your particular area of lighting activity. As we discussed, your specific customer responsibilities have not yet been finally decided due to structural changes currently in process. I will keep you informed on this issue.

Your annual salary will be £35,000 and will be next subject to review in January 2001. The position also entitles you to a fully expensed company car, private health insurance for yourself and your family and a contributory pension scheme. More specific details of these, together with relocation allowance and contractual terms, will be sent to you later this week.

In the meantime I am anxious to establish your notice period in order that I can arrange the necessary induction training, etc. Please contact me in order that we can discuss this and any other issues.

I trust that this offer meets with your expectations and I look forward to your joining us at VLS UK.

Yours sincerely,



AP.

Paul Stevens,
Managing Director,
Valeo Lighting Systems U.K.

Registered Office:
Valeo Services Ltd.
Woodgate Business Park
162 Clapgate Lane
Birmingham B32 3DE
England
Registered No. 1372914
VAT No. 661 5456 30



1 PAYE Reference

Office number **067** Reference number **V876**

2 Employee's National Insurance number

PC 28 07 55D
(Mr Mrs Miss Ms Other)

3 Surname

MATRION **MR**

First name(s)

FREDERIC

4 Leaving date

Day **30** Month **09** Year **2001**

5 Continue Student Loan Deductions(Y)

6 Tax Code at leaving date. If Week 1 or Month 1 basis applies, write 'X' in the box marked Week 1 or Month 1

Code **K106** Week 1 or Month 1

7 Last entries on Deductions Working Sheet (P11)
If there is an 'X' at item 6, there will be no entries here

Week or month number **6**

Total pay to date £ **18030.50** p

Total tax to date £ **4667.20** p

8 This employment pay and tax. If no entry here, the amounts are those shown at item 7

Total pay in this employment £ p

Total tax in this employment £ p

★ **To the employee . . .**

Detach this Part 1A and keep it safe
Copies are not available

This form is important to you, so take good care of it.
You may need the information shown on Part 1A when completing any Tax Return you are sent at the end of the tax year.
Please also read the notes on Part 2 attached to this Part 1A. Those notes give some important information about what you should do next and what to do with Parts 2 and 3.

Employer's name, address and Postcode

VALEO SERVICES LTD.
VALEO SERVICES LIMITED
WOODGATE BUSINESS PARK
162 CLAPGATE LANE
BIRMINGHAM
B32 3DE

To the new employer

If your new employer gives you this form please detach this Part 1A and return it to the employee. Deal with Parts 2 and 3 normally.