



BAT INDUSTRIES

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Registered Office

WINDSOR HOUSE NEWS

This is to update you on staff movements in consequence of the continuing reorganisation of our tobacco business.

As we announced at the end of last year, **Edouard Ettedgui** and **David Stevens** have been appointed to the Board of British-American Tobacco. David has already moved to Staines, whilst Edouard will spend time here and at Staines. **Neil Withington** and **Neil Wadey** are also both transferring to the new company. Neil Withington as Assistant General Counsel, Product Litigation, and Neil Wadey as a Business Development Manager.

Ulrich Herter will be maintaining an office in Windsor House and is aiming to spend two days a week here, probably Mondays and Fridays. All his mail should be addressed to Windsor House.

During this transitional year, a number of Windsor House departments will be assisting British-American Tobacco with various tasks and helping them to decide how certain functions should be organised and managed in the future.

Control & Audit

Peter Radford will act as internal auditor to the Tobacco Board, whilst helping to establish an audit and control organisation appropriate to the new regional structure.

Accounts

David Potter, supported by **Deirdre Brandt**, will assist **Keith Dunt**, Finance Director, to provide consolidated financial management reports for the Tobacco Board during the interim period. All external financial reports, e.g., the annual and quarterly Group consolidated results, will, of course, continue to be produced at Windsor House.

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BAT Industries Ltd. Incorporated in London No 233112. Telegraphic Address Batind London SW1. Telex 915195

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Treasury

Richard Desmond and team will assist in establishing an appropriate Treasury organisation in the new company. In the meantime, they will continue to assist with Tobacco's operational Treasury transactions.

Taxation

Ken Etherington and Tom Bilton will manage British-American Tobacco's consolidated tax affairs, while helping to determine an appropriate tax organisation for the new company. During the transition period, Tom will also be acting as Tax Adviser, Europe, spending at least 50 per cent of his time in Woking/Staines.

NBD

The NBD team will remain in Windsor House for the time being. The department will be known as Business Development.

Tobacco Finance

Derek O'Reilly, whilst spending time in the tobacco operations, will continue to be based at Windsor House, providing a link between British-American Tobacco and Windsor House.

IT

Whilst Jim Bottome is assisting with several systems-related projects in our tobacco business, Phil Cook remains on secondment to British-American Tobacco based at Woking.

Planning

Hilary Barton is working closely with the tobacco acquisitions and business development team, helping them to design their planning and strategy development process. In her Group strategy role, she will now be able to devote more time to our financial services operations.

Group Public Affairs

Michael Prideaux is actively involved, along with Stuart Chalfen, in the recruitment of the Consumer and Regulatory Affairs Director, as well as in the transitional CORA programme.

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Transition Team

Keith Dunt is acting as Transition Director and Paul Viner as Transition Manager.

David Graas is on secondment from B&W as Finance Project Manager based at Staines. He will also spend some time in Windsor House during the Battalion implementation period.

Other News

Norman Davis has moved from Staines and will be based at Windsor House until the end of March, when he retires and becomes a consultant to the company.

Antonio Americo Rodrigues moves from Souza Cruz to become Depury Business Development Director. He will be spending time in Windsor House with the BD team, as appropriate.

Group Management Development Adviser - A successor to David Stevens, who will be based at Windsor House, is currently being recruited.



David Allvey

25th January 1996

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