

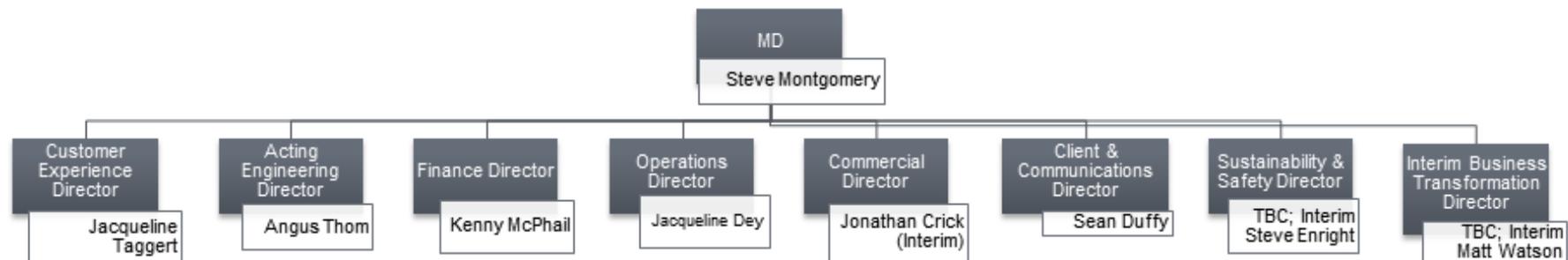
Dear Colleagues

Following on from the recent employee roadshows, I am delighted to announce the team that will lead Scotrail from the commencement of the Abellio franchise on 1st April 2015 as well as update you on progress in resourcing to fill remaining gaps in the new organisation.

As has been said frequently, Scotrail has been a successful franchise under the leadership of the current team. Whilst Abellio are extremely ambitious and have committed to significant improvements this will be building on top of the good work done by everyone involved with Scotrail in recent years; we're not about starting from scratch. In fact, one of our aims in transition to the new franchise is to avoid distracting everyone too much from the important 'business as usual' of delivering the Scotrail service for customers. Therefore the best way to start the new franchise is with some strong continuity combined with a fresh perspective and two or three new faces.

The structure below is consistent with the leadership organisation we proposed as part of Abellio's successful bid for the franchise and which our Safety Certificate (obtained yesterday from the ORR) is predicated upon. We believe the structure and corresponding blend of new and established roles form the optimal organisation to facilitate the initial phase of transformational changes planned for Scotrail as we continue to work with Network Rail to shape the future deep alliance organisation in Scotland.

Abellio Scotrail Day 1 Leadership Organisation





By its very nature, franchise transition is a highly disruptive process and it therefore key that we blend an appropriate mix of established and experienced leaders from the existing business with new roles and fresh talent to facilitate the dual objectives of business continuity with appropriate change management. We are confident that the leadership appointments set out above achieve this balance.

It is planned that later in the year, the Scotrail Alliance organisation will be formed, with a combined leadership team being put in place. Creating a great “Alliance” between Scotrail and Network Rail in Scotland as an efficient and effective, passenger-centric custodian of Scotland’s Railway is one of Abellio’s most significant commitments to Transport Scotland. Recognising this, a Transition team is being established which will be led by **Ian McConnell** as Transition Director. Ian has been leading the mobilisation of the new franchise for Abellio and will develop a team to work in parallel with the Scotrail executive team to plan and deliver a successful Alliance organisation.

