

Email from Hans Wilmink to ICAR Board (10/6/2014)

CONFIDENTIAL

Dear All,

Following last Friday and the developments since then, we are in the following position:

1. Most – if not all - of you agreed not to accept the proposal by Philippe Chemineau to pay €12000.- as 'contribution' for extending the final moving date till September 1. I asked Elena to go on with preparations to move out of current office as soon as possible and go to an independent place, as discussed last Friday.
2. We got finally, today, the resignation letters from Andrea.
3. The exec board and Niels Henning had a look at the first draft I made for the scope of work for the SG a.i. Got good feedback and this will come to a new proposal.
4. We have had last Friday the general Assemble for Service ICAR. This GA appointed the Service ICAR board. We need a service ICAR board meeting in short time in order address power of signature for Service ICAR.

What we are heading for today and tomorrow is that we have to finish the resignation in a good way. This is that we have to answer on this as ICAR and as Service ICAR. Elena had a proposal for text which she discussed with ms Milano. I will approach Gianandrea Giacotti of Studio Benessia-Maccagno in Torino as lawyer to check our answer on this resignation.

I will inform Andrea today that he has to give credit card to Elena. We have also to arrange asap the transfer of signature issues.

I will also inform him that we thank for his offer to finish Moscow, but we do not accept this. I propose that Ole Klies Hansen and me will take over the presentations by Joao (I can do that) and by Andrea (Ole can maybe do that). Please indicate me, if you have other thoughts on this. (Elena told me that Andrea booked already the Moscow trip! I will ask Andrea to cancel this trip. Likely it will not be reimbursed).

What I would like also to address asap is the liability issue for board members. This is following Jay's message last week, to find out or you as employer are insured for liabilities coming forward from your activities. I know that CRV board members do have such an insurance (we have it at Zurich insurances, this is via an agent). I want to ask Elena to ask ms Milano on agents for proposals which can be effective as soon as possible.

Other issues will follow later.

I feel that we may need a board meeting again at the end of the week. Not sure, but keep this in mind.

Please feel free to suggest, ask,

Best regards,

hans

PS: I include Elena in this loop, as she needs to be aware of these developments.