



NUBE

President
S SIVABALAN
General Secretary
J SOLOMON
General Treasurer
TAN ENG HONG

Our Ref: 12-003/09 – BAN/080/2009
Please quote our reference when replying

2nd March 2009

Mr Albert Lau Yiong
Chief Executive Officer
EON Bank Bhd
11th Floor, Menara EON Bank
288, Jalan Raja Laut
50350 Kuala Lumpur

By fax/mail
(03-2694 5876)

Dear Sir,

PERFORMANCE BONUS FOR FYE 2008

Congratulation to you and the Board of Directors on the bank's performance achieved for the year 2008 and performance bonus payout for employees of the Group.

Then again, we are disturbed with the fact that Performance Bonus will not be paid to your employees who are members of NUBE.

You must be fully aware that NUBE is the sole negotiating body in respect of the employees of the Bank who are NUBE members. That being so, EON Bank has not discussed performance bonus with NUBE thus far

It is unfair labour practice to exclude a particular category of employees from performance bonus. Further, selective payout of performance bonus is victimisation of unionised employees in the bank.

Notwithstanding the above, we are confident neither the Board of Directors nor your goodself are of such mischievous sprite to resort to leave NUBE members (in the lowest income group in your employment) without performance bonus particularly after having contributed to the achievement of the Group. Instead, we believe there must be some miscommunication in relation to the performance bonus applicable to NUBE members.

We are concerned over the eruption of unfavourable working environment especially in the current economic condition when NUBE members at EON bank are extremely agitated with the unfair payout.

In the circumstances, we request your kind consideration to review the bank's decision to deprive NUBE members from performance bonus payout for the year 2008.

In view of the urgency, we request your favourable response by Friday, 6.3.2009 as we do not wish for this prolonged dissatisfaction to create unrest.

Thank you.

Yours faithfully,

J SOLOMON
GENERAL SECRETARY

C.c. Members of the Board of Directors
President/Hon. Treasurer

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