

PAY 2008

WHAT DO YOU THINK!

Unite is consulting members on the Company's final offer on Pay for 2008 for the next two weeks. This survey is completely anonymous. Please complete and return the survey in the enclosed envelope to arrive no later than 2 April 2008. Alternatively you can return the form by fax to 0141 221 3898.

Q1

On a scale of 1 to 6, where 1 is dissatisfied and 6 is very satisfied, what is your view on the Company's Pay Proposals?

- 1 2 3 4 5 6

Q2

Are you prepared to accept the Company's final offer on Pay for 2008 effective on 1 May 2008

- Yes No

Q3

Would you consider taking steps short of industrial action to try and secure a better pay offer?

- Yes No

Q4

Which HBOS division do you work in?

- Corporate Group Functions Retail
 Treasury/Insight/Strategy & Investment
 Insurance & Investment

Q5

What level are you in at HBOS?

- 1 2 3 4
 5+

Q6

What will be your percentage pay increase under the proposals?

- Less than 1%
 Between 1% and 1.99%
 Between 2% and 2.99%
 Between 3% and 3.99%
 Between 4% and 4.99%
 More than 5%
 Don't know

Q7

What level of bonus will you be paid for the 2007 financial year

- 0 – 5%
 5.1% - 10%
 10.1% - 15%
 15.1% +
 Don't know

WORKING FOR YOU IN HBOS

Gwyn Bates & Wendy Dunsmore National Secretaries, Unite the Union