

John Goatman
Personnel Manager
Dunlop Tyres Ltd.
District 5
Wear Ind. Est.
Washington
Tyne and Wear
NE37 1LJ
20th Feb 2003

Dear Mr. Goatman

RE: Brian Nesbitt, 11, Wingrove Tce, Springwell Village,
Gateshead, Tyne and Wear, NE9 7RS.

For sometime now, I have been trying to understand what my position is within the Company. The reply in which I received from you on the 20th Jan 2003, I didn't really understand.

I saw the Company Doctor on 5th Feb 2003, and was basically told the same thing. So I still wish to enquire that my position is getting sorted out. And that I am informed about it.

Regarding the reply you sent me on the 20th Jan 2003, I have since been told that there is certain terms of my contract that have no bearing on me. Under par. 2 of the Disability Discrimination Act 1995.

I have also been told, that although I am unable at this time, to return to the original position due to my impairment and excessive hours imposed upon myself. You, as an Employer, are required to offer me any other alternative, existing positions within the company. Further, that if a position will be suitable, or a small amount of training needed to make it, this position should be offered to me. It is also important to note that I should not have to compete for any such role with any other employee.

Yours faithfully,

B. Nesbitt.

Mick Avery
GMB Union Rep.
Dunlop Tyres Ltd.
District 5
Wear Ind. Est.
Washington
Tyne and Wear
NE37 1LJ
20th Feb 2003

Dear Mr. Avery

RE: Brian Nesbitt, 11, Wingrove Tce, Springwell Village,
Gateshead, Tyne and Wear, NE9 7RS.

You have spoken to me on the phone, two times recently.
Once, was on Wednesday, 18th of December 2002, and the other time was
on Friday, 3rd of January 2003.
I would like confirmation in writing, on what was actually said to me, on
those two occasions.

Yours faithfully,



B. Nesbitt.

NO REPLY

John Johnston
GMB
Lynas House
Frederick Street
Sunderland
SR1 1NA
20th Feb 2003

Dear Mr. Johnston

RE: Brian Nesbitt, 11, Wingrove Tce, Springwell Village,
Gateshead, Tyne and Wear, NE9 7RS.
Membership No. 024897N

I have had problems within Dunlop Tyres Ltd for about the last 10 months. And I have found it difficult to get advice and information, understanding about what is happening to me. I definitely believe that I have been treated unfairly.

I would like to know weather you are going to help me sort out my position and problems which relate to Dunlop Tyres Ltd.

I look forward to receiving your response to this letter.

Yours faithfully,



B. Nesbitt.

NO REPLY