

16 April 2009



Mr. Stephen Butler
75 Woodchester Road
Dorridge
Solihull
B93 8EL

Dear Stephen

Further to our recent meetings I am pleased to confirm our offer of employment for the position of Finance Director and Company Secretary for SDI Group plc. In this role the principal accountabilities are those that have been outlined to you previously. However, I have enclosed a copy of the job description for your information.

Your remuneration package is as follows:

- Your normal place of work will be our Rugby office, however, there will be a requirement to travel through the UK and Europe.
- Your basic gross salary will be £90,000 per annum
- Membership of our life cover (2 times salary)
- Private medical cover – Family cover
- Contributory pension of 5% - money purchase scheme
- Business miles in accordance with UK Tax legislation
- Laptop provided by the company
- Mobile telephone provided by the company
- 25 days holiday per year plus statutory holidays
- A bonus of up to 50% of base salary measured against agreed personal and business objectives.
- A car allowance of £10,000 (gross)
- Your notice period will be six months

Upon appointment you will be granted and initial 250,000 options in SDI Group plc at the market price on the day. A further (250,000) share options will be granted on the attainment of agreed targets. Actual dates and targets will be formalised when we have an agreed start date. All options will be subject to the rules of the scheme.

Your offer of employment is subject to:-

- A signed copy of this letter.
- A signed copy of the contract of employment
- A copy of your current driving license and passport.
- Completion of the Company's health questionnaire – form enclosed.
- Completion of a satisfactory six month probationary period.

Please sign a copy of this offer letter and return to me as acceptance of the terms and conditions together with a copy of the enclosed contract of employment.

Would you also please complete the enclosed forms and return to me in the enclosed stamped addressed envelope.

If you have any specific queries regarding this job offer please do not hesitate to contact me to discuss.

Finally, I would like to welcome you to SDI Group plc and trust that you will be successful in your new role with us.

I look forward to hearing from you in due course.

Yours sincerely



Cindy Green MSc HRM Chartered MCIPD
Human Resources Manager

I, Stephen Butler, understand and accept the offer of employment as outlined above, and detailed in the schedule of terms and conditions of employment.

Signed: Stephen Butler

Date: 21/4/2009

Please state below the date that you will be available to commence employment, if not already agreed and stated in the Statement of Terms and Conditions of Employment.

Start date: 1st AUGUST 2009