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**Our Reference:** LOB/CMcC/JOC//RT007/334/

21 February 2024

Kevin Bakhurst  
Director General  
RTÉ  
Donnybrook  
Dublin 4

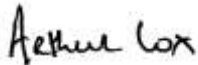
**Re: Certain Arrangements Entered Into With Former Employees**

Dear Kevin

We have been asked to provide further advice regarding recent settlement arrangements entered into with former executives. We can confirm that we advised RTÉ in respect of these arrangements. We are not in a position to detail the substance of this advice or the circumstances pertaining to any individual employee in circumstances where we understand that this letter may be distributed outside of RTÉ.

We can confirm that these arrangements were carefully considered weighing up legal risk along with the cost, time and uncertainty surrounding alternative options. In our view, the terms ultimately agreed represented a better commercial outcome for RTÉ than the alternative options available combined with the attendant risks associated with same and fell within parameters of similar arrangements we have seen in both the private and semi-state sectors.

Yours faithfully



ARTHUR COX

Grainne Hennessy · Séamus Given · Sarah Cunniff · Elizabeth Bothwell · William Day · Andrew Lenny · Orla O'Connor (Chair) · Brian O'Gorman · Mark Saunders · John Matson · Kevin Murphy · Cormac Kissane · Kevin Langford · Eve Mulconry · Philip Smith · Kenneth Egan · Alex McLean · Glenn Butt · Níav O'Higgins · Fintan Clancy · Rob Corbet · Ultan Shannon · Dr Thomas B Courtney · Aaron Boyle · Rachel Hussey · Colin Kavanagh · Kevin Lynch · Geoff Moore (Managing Partner) · Chris McLaughlin · Maura McLaughlin · Joanelle O'Leirigh · Richard Willis · Deirdre Barrett · Cian Beecher · Ailish Finnerty · Robert Cain · Connor Manning · Keith Smith · John Donald · Dara Harrington · David Molloy · Stephen Ranalow · Simon Hannigan · Colin Rooney · Aiden Small · Phil Cody · Karen Killoran · Richard Ryan · Danielle Conaghan · Brian O'Rourke · Cian McCourt · Louise O'Byrne · Michael Twomey · Cormac Commins · Tara O'Reilly · Michael Coyle · Darragh Geraghty · Patrick Horan · Maeve Moran · Deirdre O'Mahony · Deirdre Sheehan · Ian Dillon · David Kilty · Siobhán McBean · Conor McCarthy · Olivia Mullooly · Mairéad Duncan-Jones · Imelda Shiels · Ruth Lillis · Sarah McCague · Sarah Thompson · Niamh McGovern · Ciara Buckley · Ian Duffy · Sophie Frederix · Orlaith Kane · Aisling Kelly · David Vos · Jacinta Conway · Amy McDermott · Gillian Beechinor · Kylie Dollard · Jack Logan · Peter Murphy · Shane O'Neill

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