

From: Richard Collins <Richard.Collins@rte.ie>
Sent: Monday 19 June 2023 09:36
To: Peadar Faherty <Peadar.Faherty@rte.ie>
Subject: Fw: Private & Confidential

Peadar,
Please review the email below and we can discuss later.

Regards,
Richard



RICHARD COLLINS
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RTÉ

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From: Richard Collins
Sent: Sunday, June 18, 2023 7:27 PM
To: Siun Ni Raghallaigh <[REDACTED]>
Subject: Private & Confidential

Hi Siun,
As requested I have gone back and reviewed RT's last two contracts and compared the published earnings versus what was actually paid to him.

RT's current contract is a 5 year contract running from 1.4.20 - 31.3.24. This annual fee in this contract was for €440k p.a.. In addition RTÉ underwrote and guaranteed a side deal of €75k. This is not mentioned in the contract, nor was it reported in the published earnings for 2020 or '21. It is confirmed in an email from NK to RTÉ's DG, previous CFO and Talent Contracts Lawyer dated 16.1.20.

The previous contract was also a 5 year contract and ran from 1.9.15 to 31.8.20. This was terminated 5 months early when the current contract replaced it. An end of contract loyalty bonus payment of €120k due under this contract was not paid, instead it was rolled into the annual fee in the current contract (ref : NK email 16.1.20).

The annual fees due under this contract were as follows :

<u>Year</u>	<u>Fee</u>
1	€495k
2	€495k
3	€545k
4	€545k

I examined the payments made to RT over these two contract periods and conclude that RT was actually paid €251,250 more than was published over the period 2017-'21.

The reason for this was twofold :

- The €120k bonus due under the 2015-'20 contract was credited against earnings in 2017-'19. There is no logic for this. The bonus was not accrued for in those years and RT invoiced for, and was paid, the full amount of his annual contractual fee. He gave no subsequent credit note, nor did he repay any amounts.
- RTÉ ended up being liable for the side deal fee in the current contract. This was paid through a barter account that sat outside the normal accounting and internal control system. The fees were recorded in the books of RTÉ but camouflaged as a sponsorship credit note and two consultancy invoices.

The table below reconciles the published earnings for RT and his actual earnings over 2017-'21 (see Excel version and more detail in attached file) :

RYAN TUBRIDY PUBLISHED EARNINGS						
	2017	2018	2019	2020	2021	TOTAL
	€	€	€	€	€	€
Published earnings	491,667	495,000	495,000	466,250	440,000	2,387,917
Addback :						
Bonus erroneously credited against fees paid	20,000	50,000	50,000			120,000
Side deal not previously reflected in published earnings				56,250	75,000	131,250
Actual earnings	511,667	545,000	545,000	522,500	515,000	2,639,167
<i>Understatement of published earnings</i>	<i>20,000</i>	<i>50,000</i>	<i>50,000</i>	<i>56,250</i>	<i>75,000</i>	<i>251,250</i>

The above shows also that at a time when RTÉ was seeking a 15% fees cut from Top Talent as part of the Revised Strategy savings plan, an actual 5.5% reduction was achieved from RT rather than the 11% reduction published.

I have reviewed the previous contract (2012-'15) and reported earnings match up with contractual fees.

Deloitte signed off on the 2017-'19 reported earnings and the allocation of the €120k credit over 2017-'19 earnings. I have spoken to [REDACTED] earlier today and explained my logic for why the earnings figures should be restated back to 2017 [REDACTED]

I am available to discuss this email tonight or tomorrow morning before the Board meeting.

Regards,
Richard



RICHARD COLLINS

Chief Financial Officer

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