

## ORIGINAL EMAILS

From: Rawé, Noëlle  
To: Geaney, Finbarr  
Cc: Hughes, Ceri  
Subject: RE: Year-end performance review

Sent: Mon 06/08/2007 10:34

Thank you very much for your feedback Finbarr. Much appreciated.

I am very pleased to see that I am liked and valued by the team, and will take the opportunity to say that the feeling is reciprocated.

You have noted that my mood has been down at times due to, as you put it, 'my house problem'. I am sorry that I have not been able to 'keep up a front' as well as I have done in the past. (In addition to very distressing events taking place outside of work), over recent months 'the problem' has also invaded my work life. Aware of my mood, I have since redoubled my efforts at covering up my emotions, and I hope that this has been equally noticed.

Kind regards  
Noëlle Rawé  
Tel: +44 (

[Pitching Toolkit](#)

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**From:** Geaney, Finbarr  
**Sent:** 05 August 2007 13:30  
**To:** Rawé, Noëlle  
**Cc:** Hughes, Ceri  
**Subject:** RE: Year-end performance review

Noelle,

I have not worked very closely on specific projects with you during the past year but we did indeed work together in the organisation of the KM/Research conference last October.

As a joint project manager for the conference, you were very thorough and paid a lot of attention to detail. You managed the relationship with the hotel very effectively and acted as a clear point of contact between us and the hotel conference organisers in the run up to the event. You were always on top of the detail in the initial planning meetings.

During the event itself, you helped me to organise the IT café and were always willing to see what needed to be done and get on with doing it. A simple example here was helping Alana with the registration packs and facilitating the arrival of delegates – answering questions etc.

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At the conference end, you were again always looking to see what you could do to help. You arranged the repacking and transport of the materials back to our offices and liaised with the hotel again to sort out the last remaining matters.

Outside of the conference organisation itself, I have not worked very closely with you on specific projects, but we have worked together as part of the same team and I would feedback a little on my interaction with you at this level – and specifically on your impact within the team. You have a well known personal legal difficulty with your house. This problem does get you down a lot and it sometimes impacts negatively upon your mood in the office and thus your impact with colleagues. I think that you need to find some way of bringing closure to this house issue, or to better manage the impact which it has on your mood whilst at work. For it to continue into the future is not positive for you on a personal or on a professional level. It is a particular shame as you are genuinely well liked and respected as someone with a very kind and generous heart by all in the team.

Kind Regards  
Fin.

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**From:** Rawé, Noëlle  
**Sent:** 30 July 2007 10:42  
**To:** Geaney, Finbarr  
**Subject:** Year-end performance review

Dear Finbarr

For the purpose of my performance appraisal with Ceri, if you can cast your mind back to the Global Knowledge Management meeting in February and March, I would very much appreciate your free-form comments, including comments on my strengths, along with any areas that may need development.

Overall, my role entailed joint project management of the event with Ceri. To remind you of the activities on which you and I worked together / my activities that impacted on yours:

- Pre-event – off site
  - Joint project management with Ceri
  - Planning of venue equipment requirements: review and discussion of reminder list (I included in
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- Obtaining display boards and banners
- Securing storage of items at the hotel (pre and post event)
- Reworking marketing's PowerPoint pack for the purpose of displaying on the plasma screen
- Pre-event – on site
  - Participation in setting-up the equipment and rooms, and compiling the delegates packs
- During the event
  - Liaising with the hotel to secure additional equipment for the meeting rooms
  - Turnaround of meeting rooms
  - Acting as point of contact for queries
- Post-event – on site
  - Participation in packing up the equipment
  - Securing its return

In case this is helpful, I have included below the skills and behaviours on which my performance will be assessed. The first three were defined as my focus areas for this year.

Thank you in anticipation of your taking the time to do this.

Kind regards  
Noëlle Rawé  
Tel: +4

[Pitching Toolkit](#)

- 1) **Building Relationships** Works in a cooperative, respectful manner with colleagues, clients and the wider community. Balances a focus upon tasks with a consideration for people. Encourages teamwork and promotes respect and understanding for different backgrounds, opinions of others, and work/life balance issues.
- 2) **Making an Impact** Communicates with impact, in a way that is open, honest, consistent and clear. Confidently conveys messages in a credible and persuasive manner. Gains agreement through negotiation.

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- 3)
- 4) **Business Focus** Identifies and pursues business opportunities. Understands and explains the commercial context and processes of KPMG, (internal or external) clients, markets and the external environment. Builds awareness of own firm's strategy, financial targets and risk guidelines, and operates within these parameters.
- 5) **Accountability** Takes personal responsibility and accountability for own work. Makes timely decisions and commits to definite courses of action. Accepts when things might have been done better and does not blame other factors.
- 6) **Drive and Resilience** Sustains a high level of drive, shows enthusiasm and a positive attitude when coping with pressure at work. Works hard to meet demands at key times of pressure. Shows resilience in the face of challenges or obstacles.
- 7) **Feedback and Learning** Continuously learns from experiences. Seeks out feedback and development opportunities. Builds awareness of strengths and development needs. Shares knowledge and experience with others.
- 8) **Developing People** Gives clear directions, positive and constructive feedback. Coaches less experienced staff. Actively develops or assists the development of others.
- 9) **Problem Solving** Analyzes problems, identifies core issues, investigates, evaluates and integrates information. Generates appropriate solutions to solve problems or issues.
- 10) **Professionalism** Builds the reputation of KPMG through the quality of own work, knowledge and experience. Protects KPMG's professional reputation by behaving with integrity and responsibly towards our organization's people, clients and communities.
- 11) **Delivering Quality Service** Monitors and upholds high quality of service and products to clients (both internal and external). Manages time, plans and organizes work tasks, monitors progress and meets deadlines. Manages multiple priorities.
- 12) **Technical Knowledge** Acquiring and applying business, functional and technical knowledge; keeping deadlines. Manages multiple priorities.
- 12) **Technical Knowledge** Acquiring and applying business, functional and technical knowledge; keeping abreast of broader business issues and trends that may impact own work.

**From:** Rawé, Noëlle

**Sent:** 06 August 2007 10:34

**To:** Geaney, Finbarr [A 'colleague' in my work group, and Judas in my case]

**Cc:** Hughes, Ceri [My line manager, KPMG director and henchwoman in my case]

**Subject:** RE: Year-end performance review

Thank you very much for your feedback Finbarr. Much appreciated.

What I wanted to write: 'What was your reward for stabbing me in the back like that?'

I am very pleased to see that I am liked and valued by the team, and will take the opportunity to say that the feeling is reciprocated.

Addition: 'with some notable exceptions'.

You have noted that my mood has been down at times due to, as you put it, 'my house problem'. I am sorry that I have not been able to 'keep up a front' as well as I have done in the past.

(In addition to very distressing events taking place outside of work), over recent months 'the problem' has also invaded my work life.

See my Comments below.

Aware of my mood, I have since redoubled my efforts at covering up my emotions, and I hope that this has been equally noticed.

Kind regards  
Noëlle Rawé

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**From:** [Geaney, Finbarr](#) [A junior 'colleague' in my work group, and Judas in my case]  
**Sent:** 05 August 2007 13:30 [5<sup>th</sup> August was a Sunday! = It had been cooked 'off-site']  
**To:** [Rawé, Noëlle](#)  
**Cc:** [Hughes, Ceri](#) [My line manager, KPMG director and henchwoman in my case]  
**Subject:** RE: Year-end performance review

Can't open linked documents? Try with:



Noelle, I have not worked very closely on specific projects with you during the past year but we did indeed work together in [the organisation of the KM/Research conference last October](#).

It should read 'Feb–Mar 07'- as evidenced by my below email of 30 July 2007-10:42, and [pages 5 and 10 of my 2006-07 Performance Appraisal form](#).

As a joint project manager for the conference, [you were very thorough](#) and paid a lot of attention to detail. You managed the relationship with the hotel very effectively and acted as a clear point of contact between us and the hotel conference organisers in the run up to the event. [You were always on top of the detail in the initial planning meetings](#).

During the event itself, you helped me to organise the IT café and [were always willing to see what needed to be done and get on with doing it](#). A simple example here was helping Alana with the registration packs and facilitating the arrival of delegates – answering questions etc.

[At the conference end, you were again always looking to see what you could do to help](#). You arranged the repacking and transport of the materials back to our offices and liaised with the hotel again to sort out the last remaining matters.

Text emphasised because, ['immediately after the event', I was accused of having \(suddenly\) transformed into an individual who "lacked initiative, proactivity, determination and tenacity"](#).

This took place during my so-called 'performance appraisal:

- ['part 1'](#), on [09.10.07 \(\\*\)](#) with Ceri Hughes – e.g. [lines 192-194, 207-214, 235-238, 260, 271, 350-352](#); [section 8.2 KPMG page](#);
- ['part 2'](#), on [24.10.07 \(\\*\)](#) with Peter Bassett, partner, and Kathy Woodhouse – e.g. [lines 76-88, 105-106, 302, 314-324, 543, 857](#); [sections 9.3, 9.5 and 9.6 KPMG pg.](#)

[\(\\*\)](#) I secretly recorded the meetings, and only revealed it at the time of launching the [KPMG page](#), in 2015

[KPMG was so concerned that I might have recorded conversations that it / on its behalf, its 'brothers': Andrew David Ladsky / others in the Jewish-Freemason 'Brotherhood' \(Persecution # 6\) got 'my' doctor to ask me whether I had done it.](#) (Needless to say that I did not tell him).

[They also got 'my' doctor](#) (who is 'Jewish' ['like Ladsky'](#)... and Peter Bassett?) [to](#) do other things:

- [lie that I had not seen him one year previously](#) (in Apr 07), when he had prescribed me an anti-depressant and tranquilisers: my [10.04.08](#) letter to him;

- he then used this as an excuse to not give me a referral to a psychiatrist – for the purpose of ‘mitigating my loss’ in relation to my [03.04.08](#) Claim against KPMG (section 12 [KPMG pg](#)) in the [Stratford Employment Tribunal](#) (section 16 [KPMG pg](#)).

Discussed under section 13 [KPMG pg](#).

In May 08, one month after I saw ‘my’ doctor, the colluding and conspiring then extended to the psychiatrist I had found through a contact.

Within less than half an hour of ‘the consultation’ he was trying to get me locked up in a mental institution (section 13(3) [KPMG pg](#))...thereby continuing with KPMG’s attempts, the previous year, to have me ‘officially certified’ as ‘suffering from mental issues’: section 5 [KPMG pg](#); summary of events added to the [08.05.07](#) email from BUPA Wellness at KPMG.

### The motive behind doing this?

So that KPMG could then ‘safely’ deny my claims:

- its [22.05.08](#) dismissal (includes my Comments) of my [17.01.08](#) Grievance (section 11 [KPMG pg](#));
- its **PACK OF LIES Defence** (includes my Comments) in which it demanded that my [03.04.08](#) Claim in the [Stratford Employment Tribunal](#) be "**STRUCK OUT**" (section 14 [KPMG pg](#)).

(NOTE that [Ladsky](#) also stood to gain from this: re. his (2nd) fraudulent claim against me of [27.02.07](#): I had to serve my Witness Statement in [West London County Court](#) by **4 Jun 08**. The outcome of my doing it: it resulted in a [06.06.08 Notice of Discontinuance](#) of “ALL the claims against me”) ([Overview # 11](#)).

Outside of the conference organisation itself, I have not worked very closely with you on specific projects, but we have worked together as part of the same team and I would feedback a little on my interaction with you at this level – **and specifically on your impact within the team.**

As I remarked during the [24.10.07](#) meeting, line 217: “*That’s a very different change of writing style and tone*”.

My conclusion: **Geaney took dictation from Hughes, who in turn took dictation from Bassett – et.al.**

“**Impact on team**” = same wording as used by Ceri Hughes when I met with her on 19 Jul 07 – as captured in my [27.07.07](#) email to her (discussed under section 8 [KPMG pg](#)).

As I wrote under lines 504-512 of my [17.01.08](#) Grievance, on 30<sup>th</sup> July, Hughes called me in a meeting room and said, in an aggressive, hitlerian tone: “**I don’t’ like being quoted on what I said**” (!!!) = I don’t want a written record of what I said.

Ensuring that there was **NO written record of events** was a CONTINUATION of what had been taking place with **Peter Bassett, partner, and Jeanette Dunworth HR:**

- the [13 Feb 07 meeting](#) (sections 3.1-3.3 [KPMG pg](#); Headers 3, 5.1 and 5.3 of my [17.01.08](#) Grievance)

**Bassett** had set up the meeting with me, and had brought **Dunworth** through the back door. (Among others), he raised my use of “*KPMG’s IT systems*” (sending emails to media organisations about my website – which did NOT amount to a breach of IT policy).

He refused to issue me with notes of the meeting. My issuing [Draft Notes](#) threw a spanner in

the works as, taking more than 2 weeks to 'respond', in 'his' [07.03.07](#) email 'Bassett' FALSELY claimed: "*I do not believe these to be an accurate account of what we discussed.*"

As I wrote under **lines 79-106** of my [17.01.08](#) Grievance, comparing my Notes to his email, "*it can be seen that I had captured his points*".

- The [30 Mar 07 meeting](#) (section 3.4 [KPMG pg](#); Headers 4, 4.1 .5.2 and 5.3 of my [17.01.08](#) Grievance)

Also set up by Bassett, but this time, **Dunworth did the talking** – the main point being:

**"Because of [Andrew David] Ladsky communication [to KPMG against me] claiming that your "website contains anti-Semitic Comments" it has been decided that, to protect you and KPMG, it would be best you no longer have access to the internet"**

As in the case of other communications from Ladsky to KPMG (e.g. **para.6** of [KPMG's PACK OF LIES Defence to my Claim](#)), **they did NOT show me the communication**: a [26.03.07](#) letter (discussed under **section 3.5 KPMG pg**). Following my [09.07.07](#) Subject Access Request (SAR), I had to battle with KPMG to finally get this highly redacted version – 7 months later (**section 7 KPMG pg**).

**During the meeting, I denied the accusation**, and quoted from a [20.03.07](#) email from [the Notting Hill-Kensington police mafia](#) to my website Host.

As I reported under **Header 4.1** of my [17.01.08](#) Grievance, yet again, **they did NOT issue me with notes of the meeting**. As I wrote under **lines 143-145** of my Grievance, as Bassett had dismissed my notes of the 13 Feb 07 meeting, "*I saw no point issuing notes. I did not want to be, yet again, portrayed as a liar*".

However, **I recorded what took place**: (1)- in my [09.07.07](#) SAR; (2)- under **Headers 4 and 5.3** of my [17.01.08](#) Grievance; (3)- under **paras 8 and 11** of my [03.04.08](#) Claim.

**(NB: Proving that they had determined to ignore whatever I would say during the 30 Mar 07 meeting, by the time I returned to my desk, not only had they cut off my access to the internet – but ALSO to the entire network.**

**The situation lasted for 24 days** - during which time they were ALL getting endless sadistic kicks from seeing me sobbing uncontrollably at my desk (that had led me to see 'my' doctor in Apr 07 – as reported above) - **section 4 KPMG pg**.

On DAY 24, to his [24.04.07-09h10](#) email, **Bassett** attached a letter (written 'by Dunworth') he asked me to sign, stating that I was 'agreeing' to be barred from using the internet. I returned it attached to my [25.04.07-13h45](#) email).

**You have a well known personal legal difficulty with your house.**

**This problem does get you down a lot and it sometimes impacts negatively upon your mood in the office and thus your impact with colleagues.**

**This extremely sick, libellous, highly vicious, cruel and perverse accusation** (considering my situation at the time: e.g. **section 5 KPMG pg**) that "*I had let my personal problem affect me at work*" was then raised - by:

- Ceri Hughes during the [09.10.07](#) meeting – lines 66-68; section 8.1 [KPMG pg](#);
- Peter Bassett, partner, and Kathy Woodhouse, HR, at the [24.10.07](#) meeting – lines 187-244; 367-392; 734-737; section 9.4 to [KPMG pg](#).

Me, at [line 374](#): “*But he assumed that it was “my house problem. Right?”*”

To which **Bassett**, the henchman and kingpin of the criminal actions against me, replied:

“*Okay, but I mean, we don’t need to discuss what was behind it”*”

“*Whether it was caused by one thing or another, isn’t really the issue”*”

Of course not! Let’s “*not discuss what is behind it*”: [Peter Bassett and his henchwomen and henchmen, Ceri Hughes, Jeanette Dunworth, HR, IT staff, etc,](#) morally depraved, repulsive, gutter ploy to cover-up THE TRUE REASON: the criminal actions they took against me...

...(see [Protection from Harassment Act 1997](#) ; lines 286-307 of my [05.08.08](#) letter to [ACAS](#) (section 16 [KPMG pg](#)) - from Feb 07 onwards to please the dear ‘brothers’, [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason ‘Brotherhood’ \(Persecution # 6\)](#)...

...by KPMG appointing itself as executioner to punish me for ‘[my daring’ to stand-up against – and expose - organized crime](#) by KPMG’s ‘brothers’: [Andrew David Ladsky and his gang of racketeers; the judiciary \(Kangaroo courts\)](#) (KPMG was in the process of carrying out a project for the Ministry of (In)Justice); [the police; politicians; council; the ‘regulators’ \(Overview # 7\)](#), etc. ([Case summary](#) ; [Résumé de mon cas](#))...

...as I reported (partly) under e.g. **Header 4.9** of my [17.01.08](#) Grievance,...

...because KPMG is one of the pillars of the Establishment, and does a lot of highly lucrative work (£100m+ annual fees) for the public sector (Media section [KPMG pg](#)), and...

...because of the ‘you scratch my back, I scratch yours’ motto it benefits from when its work comes under criticism (e.g. [Trust Fund-Intro](#)).

**AND THEY SURE DID “NOT DISCUSS WHAT IS BEHIND IT”** – as:

- during the [09.10.07](#) meeting (sections 8.1 to 8.3 [KPMG pg](#)), **Ceri Hughes** refused point blank to acknowledge the events I had captured on [pages 22 and 23 of my Performance Appraisal form](#) that had prevented me from doing my work – and threatened to end the meeting if I persisted in raising them...

...– (1)- my [15.10.07-10h05](#) email to Jeanette Dunworth, HR; (2)- [lines 53-148 of the transcript](#); (3)- **Header 6.3** of my [17.01.08](#) Grievance; (4)- **para.17** of my [03.04.08](#) Claim.

- Likewise, during the [24.10.07](#) meeting (sections 9.1 to 9.7 [KPMG pg](#)), **Bassett and Woodhouse**, ignored what I was saying – to which the only response was: (1)- “*It has not been a good year for you*” and variations of this repeated a total of 10 times during the meeting; (2)- Endlessly repeated “*Agreement to disagree*” in relation to many areas (summary added in my Comments on my [05.08.08](#) letter to [ACAS](#));...

...(1)- [throughout the transcript \(\\*\)](#); (2)- **Headers 6.7 and 6.8** of my [17.01.08](#) Grievance; (3)- **paras 20-29** of my [03.04.08](#) Claim.

**(\*)** Note after [line 218](#), and after [line 366](#) how Bassett, in particular, but also Woodhouse

were absolutely determined to make the accusation stick against me – and very deliberately avoided to discuss the actions KPMG had taken against me – that HAD affected me, including reducing me to sobbing uncontrollably at my desk, practically the whole month of Apr 07 – as I said at lines **381-2**.

NOTE that (of course) **KPMG repeated this very sick, libellous, highly cruel, vicious and accusation under para.11 of [its PACK OF LIES Defence](#):**

***“The Respondent believes that the Claimant has been unable to disentangle her “personal issues” from her work and that as a result her performance has suffered”***

See my reply in e.g. my **05.08.08** letter to [ACAS](#), line 148 to my Comments after line 180 (the ‘points’ in brackets refer to paras in my **03.04.08** Claim))

Re. the **“You have a well known personal legal difficulty with your house”**

As I said at **lines 227-229** (section 9.4 [KPMG pg](#)): in that team I had **not been talking about my problem** – and added: **“Other people have been talking about it, much more than I have been talking about it – behind my back”**

**I think that you need to find some way of bringing closure to this house issue,**

As I wrote under **lines 784-785** of my **17.01.08** Grievance (section 11 [KPMG page](#)), I found ‘Geaney’ telling me what ‘I should be doing’ in my personal life highly objectionable. During the **24.10.07** meeting, I also said it at **lines 221-222**.

The arrogant, condescending and patronizing tone of that comment!

**But, of course, Geaney only took dictation.**

Having failed, over the previous 6 months, to break me, **Peter Bassett** was resorting to another tack, in his blind determination to help the ‘dear brothers’ [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason ‘Brotherhood’ \(Persecution # 6\)](#): expecting me to just walk away like ‘a good little girl’ with my tail between my legs – ‘conveniently’ forgetting all that had happened to me.

Of course ‘the brothers’ Ladsky et.al. in the Jewish-Freemason Brotherhood wanted me to give up [my fight](#)...in order to then crush me afterwards for ‘my daring’ to stand-up to them...once I had closed down my website i.e. out of public view. **In fact, ‘kill me’** rather ‘crush me’ is probably the more appropriate term:

- **on 15 Jun 09**, a cyclist delivered a death threat to me: **“Enjoy your life. You don’t have long to live”**;
- **on 14 Jun 14**, one of [the local police thugs](#) paced up and down in front of my windows, and then stood, back turned to them, wearing a T-shirt – stating: **“120% darkside (sic) of justice – Bounty hunter”**. It is the title of a song that includes: **“We kill em all, zip up the bag, bring em to the morgue”**.

**It was the 3<sup>rd</sup> TIME that Bassett was trying this approach:**

**(1)**- during the **13 Feb 07** meeting (sections 3.1 to 3.4 [KPMG pg](#)), he told me:

**“You must resolve your situation”** – line 103 of [my Draft Notes](#);

(2)- on 2 May 07, I noted in my diary of events that, in a corridor, Bassett had told me:

**"Why don't you bring an end to the dispute and pay [the £10,000 demanded in the claim?](#)**

**KPMG could get a lawyer to make this very tight".**

I replied "[I don't owe the £10,000](#)" (and was proven right by the fact that, more than 1 year later, [the claim](#) ended with a [06.08.08 Notice of Discontinuance](#) of "ALL the claim against me" ([Overview # 11](#)).

I then related what happened in 2003 when "[for the sake of bringing the dispute to an end](#)" I [accepted Ladsky's Part 36 'offer'](#) by paying £6,350 I did *not* legally owe *either*.

(One year earlier, through his corrupt, racketeer solicitors, [CKFT](#), Ladsky had filed a fraudulent [29.11.02](#) claim in [West London County Court](#) against me ([and 13 other apartments](#)). Hence, his [21.10.03 Part 36 'offer'](#) was £8,000 **less** than the original demand) ([Overview # 3](#)).

What did [psycho Ladsky](#) do? He repeated the original demand, as though no ['offer'](#) had been made, [accepted and paid](#), and [sealed in a court-endorsed Consent Order](#) ([Overview # 6](#)).

**or to better manage the impact which it has on your mood whilst at work.**

**For it to continue into the future is not positive for you on a personal or on a professional level.**

"*manage the impact on [my] mood*". How UNBELIEVABLY SICK to be willing to peddle THAT LIE!

Re. the next sentence: I repeat my Comments, immediately above.

It is a particular shame as you are genuinely well liked and respected as someone with a very kind and generous heart by all in the team.

The objective in writing this: to impart 'veracity' to the previous paragraphs.

How can these people look at themselves in the mirror and not feel utter revulsion, I do not know.

Kind Regards **[YEAH! RIGHT!]**

**REMEMBER the ROOT CAUSE for what took place / failed to take place:**

A thoroughly evil, cruel, greed-ridden, vampiric, sadistic, Rachman (\*) crook, [Andrew David Ladsky](#) – deciding he was 'entitled' [to make a multi-million £ jackpot](#) - through [extortion](#), [persecution](#), etc. - at my expense (and that of my fellow leaseholders)...

...to which everyone in that army of **henchmen** – including [KPMG](#)

([Case summary](#); [Résumé de mon cas](#)) – said:

**Yes, of course! O' Great One!**



(\*) Dictionary definition: "*Rachmanism: The exploitation and intimidation of tenants by unscrupulous landlords; 1960's after the notorious landlord [Peter Rachman](#)*"

My view of the conduct of Finbarr Geaney, Ceri Hughes, Kathy Woodhouse, Jeanette Dunworth, 'my other [KPMG](#) colleagues', including in the 'health services', of the KPMG partners, Peter Bassett, [Peter Terry](#) et.al. (associating themselves with [their 'brothers' \(Persecution # 6\)](#)), of my doctor, of my acquaintance in East London ([08.05.07-13h29](#) email from BUPA Wellness at KPMG that includes my summary of events) (\*) : **it supports the findings of [the Stanley Milgram's 'obedience experiments'](#)...**

...- and in particular, the conclusion, 50 years later, that:

*"people follow leaders because they see them as representative of an identity that they share;*

*they don't inflict harm because they are unaware of doing wrong but because they believe what they are doing is right"*

From: "[Stanley Milgram taught us we have more to fear from zealots than zombies](#)", The Guardian, 1 Sep 11

(\*) To which I add ALL the other parties involved in one way or another in my case [since 2001](#) – bar the 3 exceptions listed under [Overview # 7](#)

**IN FACT, TO SUMMARISE: I VIEW ALL OF THEM AS THOROUGHLY EVIL (\*) MONSTERS.** THESE PEOPLE ARE SICK BEYOND WORDS.

(\*) I repeat my Comments under [Persecution 1\(4\)](#)

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**From:** [Rawé, Noëlle](#)

**Sent:** 30 July 2007 10:42

**To:** [Geaney, Finbarr](#)

**Subject:** Year-end performance review

Dear Finbarr,

For the purpose of my performance appraisal with Ceri, if you can cast your mind back to the Global Knowledge Management meeting in February and March, I would very much appreciate your free-form comments, including comments on my strengths, along with any areas that may need development.

Overall, my role entailed joint project management of the event with Ceri. To remind you of the activities on which you and I worked together / my activities that impacted on yours:

- Pre-event – off site
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  - Planning of venue equipment requirements: review and discussion of reminder list (I included in the action plan)
  - Obtaining display boards and banners
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In case this is helpful, I have included below the skills and behaviours on which my performance will be assessed. The first three were defined as my focus areas for this year.

Thank you in anticipation of your taking the time to do this.

Kind regards  
Noëlle Rawé

- 1) **Building Relationships** Works in a cooperative, respectful manner with colleagues, clients and the wider community. Balances a focus upon tasks with a consideration for people. Encourages teamwork and promotes respect and understanding for different backgrounds, opinions of others, and work/life balance issues.
- 2) **Making an Impact** Communicates with impact, in a way that is open, honest, consistent and clear. Confidently conveys messages in a credible and persuasive manner. Gains agreement through promoting and negotiating a position to the benefit of both parties.
- 3) **Business Focus** Identifies and pursues business opportunities. Understands and explains the commercial context and processes of KPMG, (internal or external) clients, markets and the external environment. Builds awareness of own firm's strategy, financial targets and risk guidelines, and operates within these parameters.
- 4) **Accountability** Takes personal responsibility and accountability for own work. Makes timely decisions and commits to definite courses of action. Accepts when things might have been done better and does not blame other factors.
- 5) **Drive and Resilience** Sustains a high level of drive, shows enthusiasm and a positive attitude when coping with pressure at work. Works hard to meet demands at key times of pressure. Shows resilience in the face of challenges or obstacles.
- 6) **Feedback and Learning** Continuously learns from experiences. Seeks out feedback and development opportunities. Builds awareness of strengths and development needs. Shares knowledge and experience with others.
- 7) **Developing People** Gives clear directions, positive and constructive feedback. Coaches less experienced staff. Actively develops or assists the development of others.
- 8) **Problem Solving** Analyzes problems, identifies core issues, investigates, evaluates and integrates information. Generates appropriate solutions to solve problems or issues.
- 9) **Professionalism** Builds the reputation of KPMG through the quality of own work, knowledge and experience. Protects KPMG's professional reputation by behaving with integrity and responsibly towards our organization's people, clients and communities.
- 10) **Delivering Quality Service** Monitors and upholds high quality of service and products to clients (both internal and external). Manages time, plans and organizes work tasks, monitors progress and meets deadlines. Manages multiple priorities.
- 11) **Technical Knowledge** Acquiring and applying business, functional and technical knowledge; keeping abreast of broader business issues and trends that may impact own work.