

[REDACTED]

---

**From:** Andrew Miller  
**Sent:** Monday, 18 September 2017 18:27  
**To:** Nicholls J (John) (TRANS)  
**Subject:** CEO discussions

Hi John,  
I know we are talking tomorrow at 11.30am however I thought that I would let you know that Ron has left the business [redacted].  
More discussions tomorrow.



Glasgow Prestwick Airport Ltd.  
Aviation House  
Prestwick  
KA9 2PL  
Scotland  
United Kingdom

**Andrew Miller**  
Non-Executive Chairman  
Glasgow Prestwick Airport Ltd.

T:(+44) [redacted]

[andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com)  
[www.glasgowprestwick.com](http://www.glasgowprestwick.com)



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[redacted]

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**From:** Nicholls J (John) (TRANS)  
**Sent:** 19 September 2017 13:10  
**To:** Cabinet Secretary for Economy, Jobs and Fair Work  
**Cc:** DG Economy; Brannen R (Roy); PS/Transport Scotland ([chiefexecutive@transport.gov.scot](mailto:chiefexecutive@transport.gov.scot)); [redacted]; [redacted]; [redacted]; Baxter M (Mike) (TRANS)  
**Subject:** Official - sensitive : Glasgow Prestwick Airport Chief Executive Officer

[redacted]

Mr Brown will wish to be aware that the CEO of Glasgow Prestwick Airport, Ron Smith, is to leave his post. [redacted] GPA plan to make a low-key public announcement next week, and will liaise with TS comms colleagues on media lines.

The appointment and management of the GPA senior executive team are matters for the GPA Board. [redacted].

I will provide further updates as more information becomes available.

John

[redacted]  
[redacted]  
[redacted]  

---

**From:** [redacted]  
**Sent:** 10 October 2017 15:59  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** FW: Senior Management Team

[redacted] -- Info. Thursday or Friday announcement.

[redacted]

[redacted]  
[redacted]

[redacted]  
[redacted]



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[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:01  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

[redacted]

Meant to say, I'll ask John's PA to liaise with [redacted] once the news is out to arrange for John and I to meet [redacted].

[redacted]


[redacted]

[redacted]

[redacted]  
[redacted]



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---

[redacted]

[REDACTED]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:05  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** RE: Senior Management Team

If we absolutely have to it would just be thanking Ron for his service and wishing him well. [redacted].

[redacted].

[redacted]  
[redacted]

[redacted]  
[redacted]



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**From:** [redacted]  
**Sent:** 10 October 2017 16:01  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** RE: Senior Management Team

Thanks [redacted].

Would we make any form of comment, if approached?

[redacted]

---

[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:17  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Hi [redacted]

Is it the forms I enclose as I have already sent these to SG HR, can you request an estimated approval timeline please.

Thanks

[redacted]



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[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:24  
**To:** [redacted]  
**Subject:** Re: Senior Management Team

[redacted].

[redacted]

Sent from my BlackBerry 10 smartphone.

---

**From:** [redacted]  
**Sent:** Tuesday, 10 October 2017 16:21  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted]

[redacted].

I have attached the note John put up to Mr Brown on 19 September.

Regards

[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:09  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]  
[redacted]  
[redacted]  
[redacted]



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---

**From:** [redacted]  
**Sent:** 10 October 2017 16:05  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Hi [redacted]

Please find attached the forms that our HR team require. If you can complete these and get them back to me as soon as possible I can send them on.

Thanks

[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 15:51  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

[redacted]

Can you liaise with [redacted] on the form that we need to fill in for SG HR folk. [redacted]. Just be clear this time round that it's retrospective approval being asked for [redacted].

Thanks

[redacted]

[redacted]  
[redacted]  
[redacted]  
[redacted]



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**From:** [redacted]  
**Sent:** 10 October 2017 10:56  
**To:** [redacted]  
**Cc:** [redacted]; [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Morning [redacted]

Of course, here is a brief summary explaining timelines. Please let me know if you need anything else from me.

Ron Smith

- [redacted]
- Ron Smith is leaving the business by mutual agreement at the end of October.
- We thank Ron Smith for his service over the past 16 months and wish him well for the future.
- [redacted].
- [redacted]

[redacted]

Press release

- We will be put on our website and company intranet
- We could put this on Friday morning or wait until Monday morning
- Inform Business Managers, who will then cascade the internal message to employees.

I will confirm dates with [redacted]

I have enclosed the latest press release from 3X1, I would suggest that [redacted] contacts [redacted].

Kind regards, [redacted]



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**From:** [redacted]  
**Sent:** 10 October 2017 09:17

To: [redacted]  
Cc: [redacted]  
Subject: Senior Management Team

[redacted]

John has been in touch from his holiday to report back on the text he received from [redacted]. Let us know what you need us to do at this end, and if you could keep us in touch with the exact date and timing of an announcement that would be helpful too.

Thanks

[redacted]

[redacted]  
[redacted]  
[redacted]  
[redacted]



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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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[redacted]  
[redacted]

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**From:** [redacted]  
**Sent:** 10 October 2017 17:08  
**To:** [redacted]  
**Subject:** Re: Senior Management Team

Great thanks. I think John may have spoken with [redacted] but may not have passed on the stuff.

Sent from my BlackBerry 10 smartphone.

---

**From:** [redacted]  
**Sent:** Tuesday, 10 October 2017 17:06  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted]

Can't get a hold of either [redacted] or [redacted] from SG HR. I'll try again first thing in the morning and let you know how I get on.

Regards

[redacted]

---

[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 11 October 2017 12:14  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

Hi [redacted]

Yes, I believe [redacted] is aware therefore I'm sure he'll understand the situation if you let him know.

Regards

[redacted]

---

**From:** [redacted]  
**Sent:** 11 October 2017 12:01  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

Hi [redacted],

Does [redacted] know about Ron? There is an event next week about the Heathrow expansion which Ron was to attend, and unfortunately no one can attend from the airport just now, so just wanted to give the heads up to [redacted].

[redacted]



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[redacted]

**From:** [redacted]  
**Sent:** 11 October 2017 17:12  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Hi [redacted]

[redacted]

- [redacted]
- [redacted].

Thanks

[redacted]




[redacted]  
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**From:** [redacted]  
**Sent:** 11 October 2017 11:54  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller <[andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com)>  
**Subject:** RE: Senior Management Team

Hi [redacted]

Our HR team had received these, apologies. [redacted]

Thanks

[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:33  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Thanks [redacted]

No problem, I'll see what I can find out.

[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:28  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Hi [redacted]

Andrew sent it through John Nicholls so unfortunately I am not sure of the direct person dealing with this.

[redacted]




[redacted]  
[redacted]  
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**From:** [redacted]  
**Sent:** 10 October 2017 16:20  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller <[andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com)>  
**Subject:** RE: Senior Management Team

Thanks [redacted]

I'll chase this up with them now. Did you send to a generic mailbox or a specific person?

Regards

[redacted]

---

**From:** [redacted]  
**Sent:** 10 October 2017 16:18  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Andrew Miller  
**Subject:** RE: Senior Management Team

Hi [redacted]

Please see my previous email, I have already completed the forms and sent them to SG HR, approx. 18<sup>th</sup> September 2017.

[redacted]




[redacted]  
[redacted]  
Glasgow Prestwick Airport Ltd.

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M: (+44) [redacted]

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[redacted]



[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 16 October 2017 08:29  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]; Nicholls J (John) (TRANS)  
**Subject:** RE: [redacted]

Hi [redacted] / [redacted]

[redacted]

- [redacted].
- [redacted].

[redacted] [redacted]

I have had no confirmation of when this will be announced however it could be today.

Regards

[redacted]

---

[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 16 October 2017 13:14  
**To:** [redacted]  
**Subject:** RE: [redacted]

[redacted]

Haven't heard anything so just chased [redacted] to see, will keep you posted.

[redacted]

---

**From:** [redacted]  
**Sent:** 16 October 2017 12:51  
**To:** [redacted]  
**Subject:** RE: [redacted]

What's happening with their news release?

[redacted]  
[redacted]

[redacted]  
[redacted]



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[redacted]

[redacted]  
[redacted]  
[redacted]  
**From:** [redacted]  
**Sent:** 16 October 2017 13:25  
**To:** [redacted]  
**Cc:** Nicholls J (John) (TRANS); [redacted]  
**Subject:** Re: Senior Management Team

Afternoon [redacted]

Press release won't be today, [redacted].

Kind regards, [redacted]

Sent from my iPhone

On 16 Oct 2017, at 13:13, "[redacted]" <[redacted]> wrote:

Hi [redacted]

Is there any update on this today? I assume the press release isn't being issued today?

Thanks

[redacted]



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[redacted]

[redacted]  
[redacted]

---

**From:** Nicholls J (John) (TRANS)  
**Sent:** 16 October 2017 17:36  
**To:** [redacted]  
**Cc:** [redacted]  
**Subject:** Re: [redacted]

[redacted]

OK with all of that, thanks.

John

Sent from my BlackBerry 10 smartphone.

---

**From:** [redacted]  
**Sent:** Monday, 16 October 2017 11:04  
**To:** Nicholls J (John) (TRANS)  
**Cc:** [redacted]  
**Subject:** RE: [redacted]

John

**1. Draft reactive lines**

[redacted] gave me a call there and suggested we have media lines ready which I have indicated we had already considered. The plan was that in the first instance any request for comment should be passed to the airport as this is a matter for them.

However, if pressed, are you content with the following line? [redacted].

*"We wish Mr Smith well for the future and would like to record our thanks for his services to Glasgow Prestwick Airport."*

[redacted].

[redacted].

Thanks

[redacted]

---

[redacted]

[redacted]  
[redacted]  
[redacted]  
[redacted]  

---

**From:** [redacted]  
**Sent:** 17 October 2017 09:16  
**To:** Nicholls J (John) (TRANS); [redacted]; Andrew Miller; [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** RE: Senior Management Team

Thanks John

I have copied you in our press release.

Kind regards, [redacted]



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**From:** John.Nicholls@transport.gov.scot [mailto:John.Nicholls@transport.gov.scot]  
**Sent:** 17 October 2017 09:05  
**To:** [redacted]; [redacted]; Andrew Miller <andrewmiller@glasgowprestwick.com>; [redacted]  
**Cc:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted], many thanks. [redacted] – can you ensure that we update Ministers so that they are advised of these developments before GPA issue releases to the media. We will also need to clear the reactive lines you have prepared. Copying to [redacted] for info.

---

**From:** [redacted]  
**Sent:** 17 October 2017 08:57

**To:** [redacted]; Nicholls J (John) (TRANS); Andrew Miller; [redacted]  
**Subject:** Senior Management Team

Good morning all

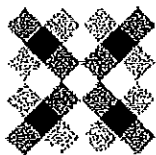
I would like to give you an update on the situation as it stands currently;

- [redacted]
- [redacted]
- [redacted]
- 1330hrs – [redacted] and I will speak to the Business Team to update on the situation, [redacted]
- 1330hrs – Announcement will be put on website and intranet. 3X1 will contact a few papers to give a press release. It should be in the Ayrshire Post today.
- [redacted]
- 1330hrs – Stakeholder engagement – emails will be sent out
- 1400hrs – Update unions

[redacted].

I will keep you all updated.

Kind regards, [redacted]



**Glasgow  
Prestwick  
Airport**

[redacted]  
[redacted]  
Glasgow Prestwick Airport Ltd.

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Glasgow Prestwick Airport Ltd.  
Aviation House  
Prestwick  
KA9 2PL  
Scotland  
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[redacted]  
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**Disclaimer:**

This message contains confidential information and is intended only for [redacted], [John.Nicholls@transport.gov.scot](mailto:John.Nicholls@transport.gov.scot), [andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com), [redacted]. If you are not [redacted], [John.Nicholls@transport.gov.scot](mailto:John.Nicholls@transport.gov.scot), [andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com), [redacted] you should not disseminate, distribute or copy this e-mail. Please notify [redacted] immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. E-mail transmission cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. Glasgow Prestwick Airport Ltd, therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of e-mail transmission. If verification is required please request a hard-copy version. Additionally, the views, opinions, conclusions and other informations expressed in this message are not given or endorsed by the company unless otherwise indicated by an authorised representative independent of this message.

[redacted]

[redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 17 October 2017 10:47  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted].

---

**From:** [redacted]  
**Sent:** 17 October 2017 10:47  
**To:** [redacted]  
**Subject:** RE: Senior Management Team

[redacted]

---

**From:** Nicholls J (John) (TRANS)  
**Sent:** 17 October 2017 10:10  
**To:** [redacted]; [redacted]  
**Cc:** [redacted]  
**Subject:** RE: Senior Management Team

Fine with that.

---

**From:** [redacted]  
**Sent:** 17 October 2017 10:02  
**To:** [redacted]  
**Cc:** Nicholls J (John) (TRANS); [redacted]  
**Subject:** RE: Senior Management Team

Let's not bother putting this up to Ministers unless we really have to. [redacted]

---

**From:** [redacted]  
**Sent:** 17 October 2017 09:55  
**To:** [redacted]  
**Cc:** Nicholls J (John) (TRANS); [redacted]  
**Subject:** RE: Senior Management Team

[redacted]

Below is the line I agreed with John yesterday in case we are pressed for a quote.

*"We wish Mr Smith well for the future and would like to record our thanks for his services to Glasgow Prestwick Airport."*

As [redacted] mentioned before we would only issue such a line if we absolutely have to. The plan is that in the first instance any request for comment should be passed to the airport as this is a matter for them.

Would this be enough from your perspective and what is the best way of getting these cleared?  
Would you wait for an approach?



Thanks

[redacted]

---

[redacted]

[redacted]  
[redacted]  
[redacted]  
**From:** [redacted]  
**Sent:** 17 October 2017 11:24  
**To:** [redacted]; Nicholls J (John) (TRANS); Andrew Miller; [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** RE: Senior Management Team

Of course I will.

[redacted].

I look forward to hear from you.

Kind regards, [redacted]



Glasgow Prestwick Airport Ltd.  
Aviation House  
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**From:** [redacted]  
**Sent:** 17 October 2017 09:49  
**To:** [redacted]; [John.Nicholls@transport.gov.scot](mailto:John.Nicholls@transport.gov.scot); Andrew Miller <[andrewmiller@glasgowprestwick.com](mailto:andrewmiller@glasgowprestwick.com)>; [redacted]  
**Cc:** [redacted]; [redacted]  
**Subject:** RE: Senior Management Team

Thanks [redacted]

Can you let me know as soon as the plans are confirmed to allow me to update Ministers as soon as possible.

Regards

[redacted]

---

[redacted]

[redacted]

**Sent:** 17 October 2017 13:07

**To:** Cabinet Secretary for Economy, Jobs and Fair Work

**Cc:** Minister for Transport and the Islands; Cabinet Secretary for the Rural Economy and Connectivity; DG Economy; Brannen R (Roy); PS/Transport Scotland; [redacted]; Baxter M (Mike) (TRANS); [redacted]; [redacted]; [redacted]; Nicholls J (John) (TRANS)

**Subject:** RE: Official - sensitive : Glasgow Prestwick Airport Chief Executive Officer

[redacted]

Mr Brown may wish to be aware that further to the updates below, the press release announcing that GPA have appointed Stewart Adams as interim Chief Executive Officer replacing Ron Smith, who is leaving by mutual agreement at the end of October, will be put on the GPA website at 13:30 today. GPA will also be contacting some newspapers to provide a copy of the press release, the latest copy of which is attached.

The airport also have plans in place to provide an update to stakeholders and Unions.

Regards

[redacted]

## MEDIA RELEASE



**For immediate release XX October 2017 (TBC)**

### **Glasgow Prestwick Airport appoints interim Chief Executive Officer**

**Glasgow Prestwick Airport has appointed Stewart Adams as interim Chief Executive Officer replacing Ron Smith.**

Mr Adams is a hugely experienced aviation executive having worked in the industry for over 40 years and brings with him a proven strategic track record and considerable business insight.

In a continuing competitive trading environment for all airports, Mr Adams' new leadership will help build on the positive steps taken by Glasgow Prestwick Airport to capitalise on signs of improving conditions within the industry.

He joins the airport at an important time, as it seeks to make the most of positive cargo traffic developments and is a front runner to become the UK's first spaceport.

Ron Smith is leaving his position of Chief Executive Officer by mutual agreement at the end of October.

Chairman Andrew Miller said: "We are pleased to appoint Stewart Adams as interim Chief Executive Officer of Glasgow Prestwick Airport.

"He comes with a wealth of experience of the aviation industry both in Scotland and internationally and we look forward to working with him during the process of recruiting a permanent CEO for the airport.

"We would wish to thank Ron for his contribution to the progress that has been made at the Airport during his time as Chief Executive and we wish him well for the future."

**ENDS**

**Media contact** [REDACTED]

#### **Notes to editors**

A highly experienced aviation professional, Mr Adams joins Glasgow Prestwick Airport having worked in the industry for four decades.

He began his career with Dan Air services in Aberdeen in the late 1970s and then went on to hold senior managerial positions at Bond Helicopters and Business Air.

Mr Adams then became a Board member of bmi regional where he was promoted to Managing Director in 2006, before joining Tiger Airways Singapore as Managing Director.

After two successful years, Mr Adams returned to Scotland to join Loganair as Chief Executive Officer. During his time with the carrier, Mr Adams significantly increased turnover, with 2013-2015 the most profitable years in Loganair's history.

As well as vast overall industry knowledge and experience, he has extensive Safety and Compliance experience having sat on Group Safety Boards.

**MEDIA RELEASE**



[redacted]

---

**From:** [redacted] **On Behalf Of** Cabinet Secretary for Economy, Jobs and Fair Work  
**Sent:** 24 October 2017 14:14  
**To:** [redacted]; Nicholls J (John) (TRANS); Cabinet Secretary for Economy, Jobs and Fair Work  
**Cc:** DG Economy; Brannen R (Roy); PS/Transport Scotland; [redacted]; [redacted]; Baxter M (Mike) (TRANS); [redacted]; [redacted]  
**Subject:** RE: Official - sensitive : Glasgow Prestwick Airport Chief Executive Officer

Thanks [redacted], Mr Brown has noted.

[redacted]

[redacted] | [redacted] Keith Brown MSP, Cabinet Secretary for Economy, Jobs and Fair Work  
The Scottish Government | Web: [www.gov.scot](http://www.gov.scot)  
Tel: [redacted] | Mob: [redacted] | Email: [CabSecEJFW@gov.scot](mailto:CabSecEJFW@gov.scot)

---

**From:** [redacted]  
**Sent:** 10 October 2017 20:40  
**To:** Nicholls J (John) (TRANS); Cabinet Secretary for Economy, Jobs and Fair Work  
**Cc:** DG Economy; Brannen R (Roy); PS/Transport Scotland; [redacted]; [redacted]; Baxter M (Mike) (TRANS); [redacted]; [redacted]  
**Subject:** RE: Official - sensitive : Glasgow Prestwick Airport Chief Executive Officer

[redacted]

Further to John Nicholls' e-mail below, [redacted] he will leave the business from the end of October. [redacted]. I attach a copy of Prestwick's news release which will issue on Friday 13 October or Monday 16 October. [redacted].

[redacted].

[redacted]

[redacted]  
[redacted]

[redacted]  
[redacted]



TRANSPORT  
SCOTLAND

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[redacted]



[redacted]

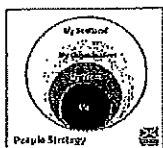
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[redacted]

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**From:** [redacted]  
**Sent:** 03 November 2017 10:40  
**To:** [redacted]  
**Subject:** RE: Prestwick PQs

[redacted] – nothing to add to this. You might want to alert [redacted] in [redacted] as she has overview of such matters.



[redacted] | [redacted]  
People Directorate | Tel: [redacted]  
Supporting the People Strategy by improving online guidance  
HR Help can help if you can't find what you need on saltire - [redacted]  
[redacted]

---

**From:** [redacted]  
**Sent:** 02 November 2017 20:03  
**To:** [redacted]  
**Subject:** FW: Prestwick PQs

[redacted]

Grateful if you could cast your eye over the proposed answers to these PQs from Jackie Baillie which relate to the departure of the CEO of Prestwick Airport. [redacted].

Any comments gratefully received. They're due up on Monday.

Thanks

[redacted]

[redacted]  
[redacted]

[redacted]

[redacted]



<< File: To ask the Scottish Government whether the chief executive of Prestwick airport.docx >>