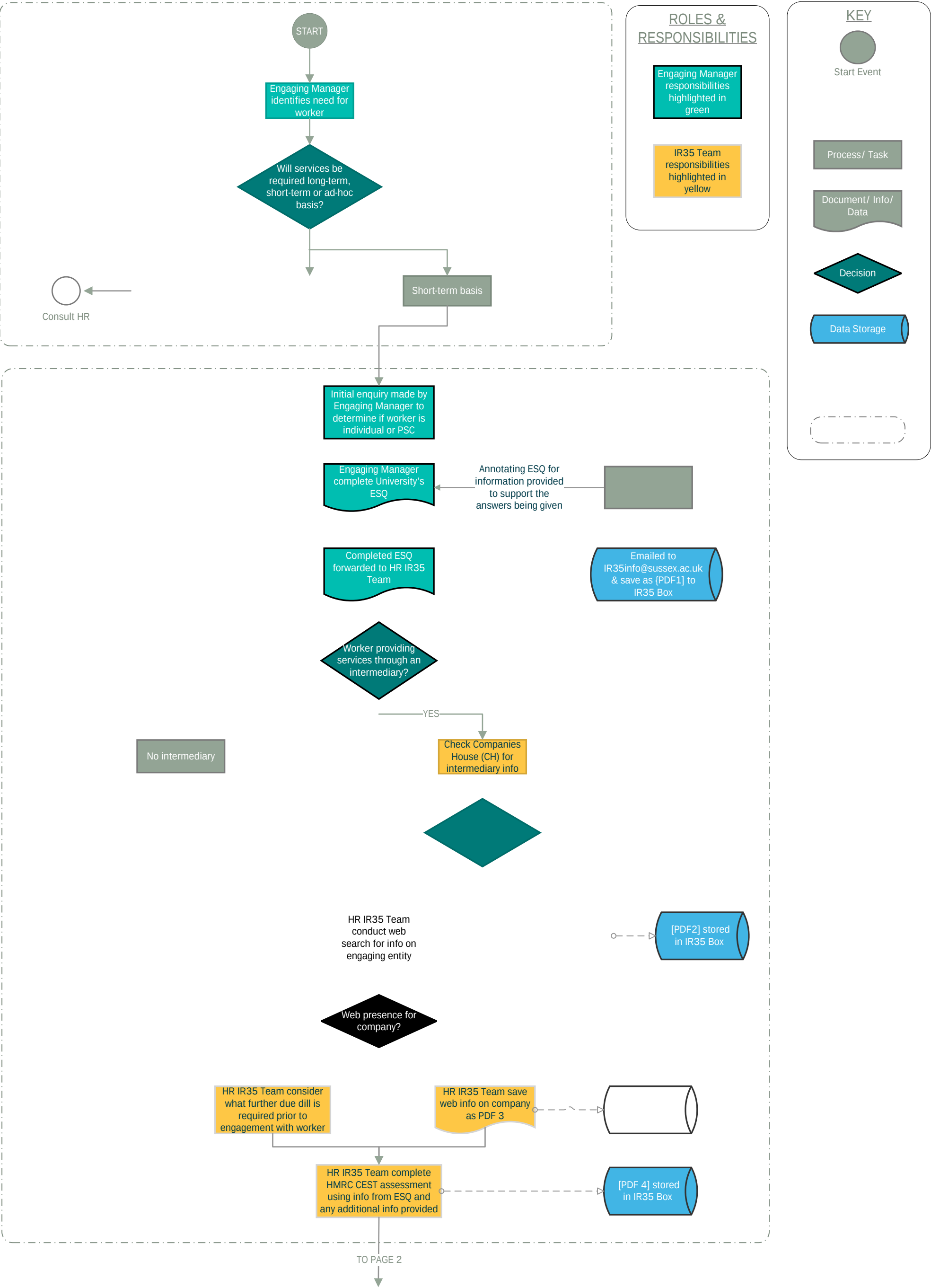




3. COMMUNICATING DETERMINATION
& ISSUING CONTRACT

HR IR35 Team send
Determination Status (SDS)
of outcome and reasons for
determination

