

Following the recent announcements, this frequently asked questions document has been produced in an attempt to provide you with as much information in the time period available.

*This FAQ is for those employees affected by the liquidation of Bullitt Mobile Limited and Bullitt Bidco Limited – in Liquidation (“the Companies”) and who may be owed money by the the Companies*

*For those employees based in Europe or the USA, your situation is more complex and you will be contacted separately to explain how the liquidation impacts you.*

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Questions?	Answers
<b>What’s happened to the Company?</b>	<p>As we’re sure you are aware, the Company has been experiencing financial difficulties and we have been working alongside the Directors for some time to seek alternative solutions for the business.</p> <p>Having exhausted all options, the directors have taken the very difficult decision that the business cannot continue to operate and have appointed David Baxendale and Tom Crookham of PwC as joint liquidators.</p> <p>All employees were made redundant by the Directors on 11 March 2024.</p>
<b>What is a CVL?</b>	<p>A Creditors' Voluntary Liquidation (CVL) is a formal insolvency procedure which involves the directors of an insolvent Company, voluntarily choosing to bring their business to an end, and the subsequent winding up of the Company. A CVL must be administered by one or more licensed insolvency practitioners, who are appointed as Liquidator(s).</p>
<b>As my employer can’t pay my redundancy pay, what should I do?</b>	<p>Because your employer is insolvent, it cannot pay you amounts that may be due to you as a result of your redundancy. There is a claims process which is administered by the Redundancy Payments Service (‘RPS’) and details of the process and how to make your claim can be found at <a href="https://www.gov.uk/claim-redundancy">https://www.gov.uk/claim-redundancy</a></p> <p>You will receive a formal letter from the liquidators confirming your redundancy within 7 working days from the date of our appointment as joint liquidators. Contained within this letter will be all the information you will need to make your claim to the RPS, including a unique case reference number (beginning CN), that you will need to access the RPS online claims portal.</p> <p>If you have recently moved or if you are unsure whether your correct address is held within the Company records, please email <a href="mailto:uk_bullitt_cvl_employees@pwc.com">uk_bullitt_cvl_employees@pwc.com</a>, providing your NI Number, old address and new address details.</p>

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**How do I claim my statutory payments from the RPS?**

You can make your claim by using the Redundancy Payments Online service. More details can be found on the government website by using the following link Redundancy Payments Service fact sheet at <https://www.gov.uk/claim-redundancy>

If you need help with the online form, or if you do not have internet access and so need to make your claim over the phone, please contact the **RPS on 0330 331 0020**.

Before you can make your claim, you will need to receive the unique case reference number mentioned above which will associate your claim to the Company which made you redundant. This will be provided to you within your redundancy letter and sent to you as soon as possible.

**In order that your claim can be reviewed and considered for payment by the RPS, please ensure that as soon as you receive your redundancy letter with the unique CN reference number, you complete your online claim form in order that the RPS can process your claim and make payment promptly.**

Details of the information that you'll need to make your claim can be found at <https://www.gov.uk/claim-redundancy>

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**What can I claim from the RPS as a result of my redundancy?**

As the Company which employed you is insolvent, it can't pay you for amounts owed to you under the terms of your Contract of Employment which might include pay in lieu of holiday accrued but not taken, notice pay, redundancy pay and unpaid wages up to the date of your redundancy.

The RPS will consider claims for statutory payments, more details of which can be found at:

<https://www.gov.uk/claim-redundancy>

All claims paid by the RPS are paid at the statutory maximum weekly rate of pay, which is paid currently at £643.00 if an employee was made redundant prior to 5 April 2024. More information about the claims process can be found at:

<https://www.gov.uk/your-rights-if-your-employer-is-insolvent/after-you-apply>

What you may be paid by the RPS depends on your circumstances. The RPS can pay:

- Statutory Redundancy pay: if you've worked for your employer for at least 2 years,
- Holiday pay accrued but not taken in the current holiday year,
- Unpaid wages, overtime and commission and;
- Compensation for failure to receive statutory notice (if you've worked for your employer for at least 1 month).

You can find further information regarding what you can / can't claim from the RPS on the gov.uk website (link below):

[Explaining your redundancy payments-GOVUK](#)

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**If the RPS does not pay my claim in full, what happens?**

You will be a Creditor of the Company. Employee creditor claims can be either unsecured claims or preferential claims.

Preferential claims would include unpaid wages up to £800 (and subject to a time limit) as well as all pay in lieu of holiday accrued. Any claims which are not preferential claims, will be unsecured claims. Further details regarding creditor claims are below.

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**What does it mean if I am a creditor of the Company?**

There are three main types of creditor:

**Secured creditors** have security registered at Companies House. When the secured creditor has a fixed/standard charge over an asset, the secured creditor will be paid out of the realisations from that specific asset, after the costs of realising the asset have been deducted.

**Preferential creditors** primarily consist of employees for arrears of wages, accrued holiday pay, unpaid contributions to occupational pension schemes and state scheme premiums, all within certain limits. As of December 2020 this will also include certain aspects of HMRC's claim, these claims will rank as secondary preferential claims (paid after the employees claims) and consist of the VAT, PAYE and NIC deductions. Preferential creditors rank ahead of all other creditors when realisations are achieved from assets where there is no fixed charge registered.

**Unsecured creditors** are all other 'creditors who are owed monies' (with the exception of shareholders/members). Unsecured creditors rank below preferential and secured creditors.

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**How much will my creditor claim be if I am made redundant?**

Although the Redundancy Payments Service ("RPS") will pay statutory amounts to redundant employees, it may be that the amount you receive is less than your entitlements under your Contract of Employment. This might be because:

- the amount of a week's pay is greater than the current statutory maximum rate applied by the RPS;
- your contractual notice is greater than the statutory entitlement;
- or because you have a contractual entitlement to an enhanced redundancy payment.

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**How soon after being made redundant can I make my claim as a creditor?**

Other than letting us know if you change your address or contact details, you don't need to take any action to make your claim as a creditor. If there are funds to share amongst creditors, we will contact you to agree your claim amount.

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**Will you calculate my claim for me or do I have to work out the amount of my claim?**

We will calculate your contractual entitlements as well as showing any gross amounts paid to you by the RPS to arrive at your residual claim amount.

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**How can I lodge a claim against the Company for amounts owed to me?**

Unless we tell you otherwise, we will calculate the amount of your claim based on your Contract of Employment and information provided by the Redundancy Payments Service. Your calculated claim will be sent to you by post with guidance on action that you need to take and by when.

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**What information will I need to provide to support my creditor claim should I disagree with the calculated claim?**

If you disagree with our calculations of your claim you may be asked to provide evidence to support your claim. This could be your Contract of Employment, payslips or other documents in your possession.

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**How and when will you contact me regarding my creditor claim?**

We will only contact you regarding your claim if there is money to be shared between the creditors. Updates on the dividend prospects will be included in our 6 monthly progress report.

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**Will tax and national insurance be deducted from my dividend payment?**

We will comply with HMRC guidance when calculating the amount to be paid to you. Any tax and national insurance deductions are paid to HMRC when any dividend payment is made. If you believe that tax and/or national insurance has been deducted in error, please speak to HMRC to discuss how a refund can be processed. We will be unable to deal with any queries or refund any deductions made.

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**Will payment be made directly into my bank account or do you need to send me a cheque?**

Any dividend payment due to you may be made either by cheque or into the bank account details provided from the Company's records, therefore should you require your payment to be made into a different bank account, or your personal details change i.e you move address or you have a change of name, it will be your responsibility to keep us informed of any such changes.

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**If I make a claim to the Redundancy Payments Service, will they become a creditor for amounts paid to me?**

Yes, the RPS will make a claim for amounts paid to you. Their claims will either be preferential or unsecured, depending on what their claim is for. You can find more information about how and what you can claim from the RPS using the following link: [Redundancy Payments Service fact sheet at \[www.gov.uk\]\(https://www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/Redundancy_Payments_Service_fact_sheet_at_www.gov.uk.pdf)

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**What information can creditors expect to receive from you?**

As Liquidators we must deliver notice of our appointment within 28 days of the appointment of the Liquidators. Our notice will be circulated via publication on this website. The Liquidators are also required to provide a written update on the liquidation to all known creditors every 12 months. This report will be sent within one month of every 12 month anniversary or earlier if an Liquidator vacates office.

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**How do I tell you if I have concerns about how the Company was managed?**

One of our duties is to look at the actions of anybody who has been a director of the Company in the three years before our appointment. We also have to decide whether any action should be taken against anyone to recover or contribute to the Company's assets. If you think there is something we should know about, please contact us at [uk\\_bullitt\\_cvl\\_employees@pwc.com](mailto:uk_bullitt_cvl_employees@pwc.com)

This is part of our normal work and doesn't necessarily imply any criticism of the directors' actions.

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**When will I receive my form P45**

These will be issued by the Company following their usual processes and will be posted to the address held in the Company records for you. Please note that a duplicate P45 can't be issued if your address details are out of date and so you don't receive this.

You do not need a P45 to start a claim for benefits or to start a new job. More information can be found [here](#).

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**I have Company equipment, how do I return this?**

If you are in possession of any Company equipment, our agents will be in touch with you directly in relation to the return of any Company property you hold, such as mobile telephones, laptops and ipads.

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**What other support is available to me?**

General queries, employment rights - [www.gov.uk](http://www.gov.uk)

Statutory Maternity Pay or Sick Pay – Statutory Payments Disputes 0300 322 9422

Claiming benefits – Jobcentre Plus 0800 055 6688

Tax Credit Helpline – HMRC 0345 300 3900

Money Advice Service – 0800 138 7777 [www.moneyadvice.org.uk](http://www.moneyadvice.org.uk)

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Tom Crookham and David Baxendale have been appointed as Joint Liquidators of Bullitt Bidco Limited and Bullitt Mobile Limited to manage their affairs, business and property as their agents and without personal liability. The Joint Liquidators are licensed in the United Kingdom to act as insolvency practitioners by the Institute of Chartered Accountants in England and Wales. The Joint Liquidators are bound by the Insolvency Code of Ethics which can be found at: <https://www.gov.uk/government/publications/insolvency-practitioner-code-of-ethics>.

The Joint Liquidators may act as controllers of personal data as defined by UK data protection law depending upon the specific processing activities undertaken. PricewaterhouseCoopers LLP may act as a processor on the instructions of the Joint Liquidators. Personal data will be kept secure and processed only for matters relating to the Joint Liquidators appointment. Further details are available in the privacy statement on the [PwC.co.uk](http://PwC.co.uk) website or by contacting the JointLiquidators.