



# EMPLOYMENT TRIBUNALS

**Claimant:** Ebenezer Hayford

**Respondent:** Towers Associates (1)  
VMWARE Ltd (2)

**By CVP**  
**On:** 16 September 2021

**Before:** Employment Judge Martin

**Representation**  
**Claimant:** In person

**Respondents:** Mr Charles – Counsel for the First Respondent  
Ms Churchhouse - Counsel for the Second Respondent

## JUDGMENT

The Judgment of the Tribunal is that the Claimant's claims were brought out of time and the Tribunal has no jurisdiction to hear them.

Oral reasons were given at the conclusion of the hearing and written reasons will not be provided unless requested within 14 days of this judgment being sent to the parties.

Employment Judge Martin

Date: 16 September 2021

