



# EMPLOYMENT TRIBUNALS

**Claimant:** MR EDGARS LAUGMANIS

**Respondents:** (1) WINNER RECRUITMENT LIMITED  
(2) XENTRYST LIMITED  
(3) EVRI LIMITED

**Heard at:** Birmingham (by CVP) **On:** 4 September 2025

**Before:** Employment Judge N. Clarke

## Appearances

For the Claimant: Mr E. Laugmanis, on his own behalf  
For the Respondents: Mr M. Manole, Manager, for the First Respondent  
No appearance for the Second Respondent  
Mr A. Sugarman, Counsel for the Third Respondent

## JUDGMENT

1. The Claimant was not employed by the First or Third Respondent within the meaning of section 236 of the Employment Rights Act 1996.
2. The Claimant was employed by the Second Respondent, but has insufficient continuity of service to maintain the claim for Unfair Dismissal against it.
3. The claims are therefore dismissed.

EJ N. Clarke  
4 September 2025