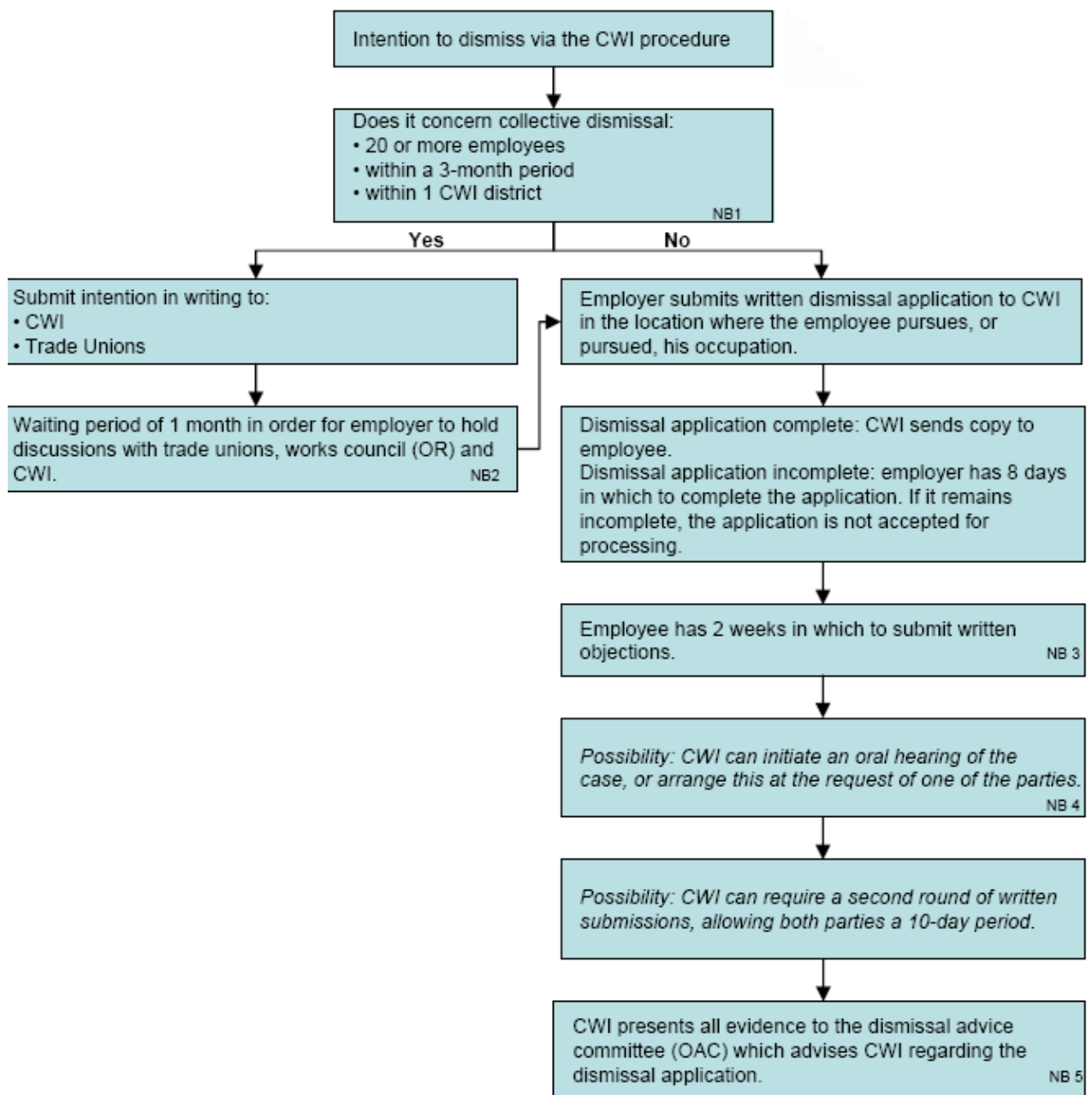
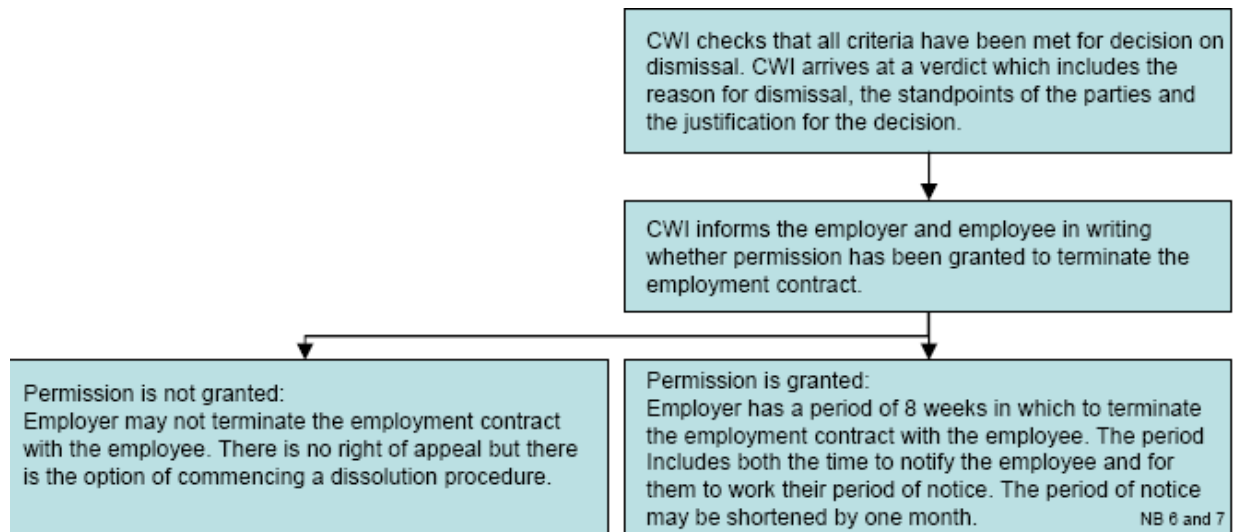


# Intention to dismiss via the CWI procedure





NB 1: Requests to dissolve employment contracts on economic grounds under Art. 7:685 Dutch civil code count towards the total of 20 as long as there are a minimum of 5. Dismissals do not count in those situations where no permission for dismissal is required.

NB 2: No waiting period applies if the notification of the intention to dismiss is accompanied by a statement from the trade unions confirming that discussions have taken place. If there is no notification, CWI does not accept the application and there is a waiting period of 2 months.

NB 3: CWI can ask the UWV for work-related medical advice in the case of a dismissal application for an employ who is unfit or work. The UWV investigates whether recovery is likely within 26 weeks and/or whether there are options for transfer with or without (limited) schooling.

NB 4: As of 1 January 2008, CWI will conduct an oral hearing following the first written round of submissions in cases where a second written round would take place.

NB 5: The dismissal committee comprises one employer's representative, one employee's representative and a CWI official.

NB 6: CWI can attach as a condition to granting permission that no other employee may be taken on for a period of 26 weeks to perform the function previously carried out by the employ who has been dismissed, unless the vacancy has first been offered to the dismissed employee.

NB 7: The employment contract may not be terminated in cases where this prohibited, for instance in the event of illness, pregnancy, or membership of the works council (OR).