

Q: How many people in each rank?

A: We cannot be specific about the exact numbers in each rank but approximately 90 senior officers, 55 junior officers and 45 ratings across all nationalities will be affected.

Q: What redundancy package will be offered?

A: Notice period as stated in CBA and an outplacement package (see the attached material)

Q: How do we sign up for voluntary redundancy and transfer?

A: By sending an email to your crew manager stating that you are interested in signing up for either potential voluntary redundancy, job-share or transfer to other BU's. Information about the sign-up process can also be found at MSSMarineHR. We must emphasize that by signing up *you only indicate your interest* and that we cannot guarantee to be able to offer any of the mentioned. Each case will be assessed individually.

Q: Do these opportunities apply to all ranks?

A: Job-share is primarily for CPT and CE. All ranks can sign up for potential transfer and voluntary redundancy. It is at MSS/BU discretion and based on an individual assessment who will be offered either of the three opportunities.

Q: What will happen to outstanding leave?

A: Any outstanding leave will be cashed out with the last salary.

Q: Will this affect any upcoming crew changes?

A: No, crew changes will take place as planned.

Q: Will we have to work in our notice period?

A: In order to keep our operation running then some of you will have to work in your notice period, or in part of your notice period. For those planned on a vessel known to be laid up then a prolonged notice period may be applicable. No further details can be commented at this point in time while the process is ongoing.

Q: Will those who get to stay with MSS have to work more?

A: We might, in special cases, have to depend on your flexibility during the transition period.

Q: How will MSS communicate the redundancy?

A: All affected colleagues will receive an email where the redundancy letter is attached as well as a physical letter being send to their home address. For the crew on-board who will be affected the CPT will pass on the redundancy letter

Q: Will all affected colleagues be informed at the same time?

A: Yes, within 48 hours all emails will have been send. This does not apply to our UK colleagues because in the UK there as a 30 days mandatory consultation period and our Manning Office in the UK will handle the UK crews and advise accordingly on completion of consultation period early December.

Q: Will MSS inform the fleet once everybody has been informed?

A: Yes, we will communicate to all vessels and to your private email addresses once the process has been completed.