



UNITE UPDATE

PAY FREEZE & CONCESSIONS

4th May 2012

Dear Colleague,

You will probably be aware of the results of the recent consultative ballot which were published, and can still be viewed, on our website www.tcxunite.com

The outcome of this ballot overwhelmingly demonstrated that you are not willing to accept the Company position regarding a nil pay award, and their arbitrary decision to remove our concession scheme without any consultation. The result of the ballot gives your Unite reps a very clear mandate to progress this issue with Thomas Cook, and further if necessary.

The decision to enter into a dispute with Thomas Cook is not something that your reps or Unite would take without having first exhausted every other means of resolving the issue amicably. Your reps have arranged one final meeting in a genuine attempt to resolve the matter prior to carrying out our members' mandate from the consultative ballot. This meeting will take place in the Thomas Cook Hangar in Manchester on May 15th. Present will be Ian Ailles (CEO UK & I and Mainstream), the reps committee and a Unite full time officer. We have been very clear that this situation can be easily and peacefully resolved by the Company being willing to turn the clock back on the imposed changes and engage in true and meaningful consultation.

Unite have requested that the next concessions working group meeting is postponed until after our planned meeting with Ian Ailles. To date, Thomas Cook have denied this request.

As always, if you have any further concerns or queries, please contact your reps. Remember when we remain united, we are strong—past experience has demonstrated this. We will update you following our meeting on May 15th.

In Unity,

Your Reps