



UNITE CONSULTATION UPDATE 11

14th December 2012

Dear Colleague,

We would like to update you with this week's developments as there have been meetings with Thomas Cook over three days (11th—13th December). The main body of the discussions took place on day two and day three. On day two, the reps were given the opportunity to question the Company in detail about the figures contained within their redundancy proposal. At the end of that day, the Company confirmed the business rationale to Unite. We committed to outline our final position on their rationale in writing which we did early on day three. This was accompanied by our counter proposal to mitigate against compulsory redundancy. You can read the letter and proposal for yourself at www.tcxunite.com.

In the afternoon of day three, discussions were progressed around the important subjects of voluntary exit and mitigation. These discussions centred around the exit package, who will be eligible and personal illustrations (how these are communicated to you).

The Company stated that a number of individuals had suggested taking 10/2 contracts as a way of mitigating against compulsory redundancies. The Company also stated that they were committed to avoiding such redundancies and committed to examine this option.

This is just the starting point of this phase of discussions—and we would welcome from you any ideas to avoid compulsory redundancies that you may wish to put forward. You can do this by emailing: consultation@tcxunite.com or speak to your local base rep.

Finally, we have again formally requested that the Company extend the consultation. So far the Company have committed to reviewing the consultation end date on a week by week basis. We have maintained that an extension is required in order for '*meaningful*' consultation to take place.

In Solidarity,

Your Reps

www.tcxunite.com