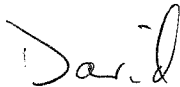


CENTRAL OFFICE

Your Ref:
Our Ref: **BG/dd**
Date: **16th November 2011**
Contact: **Doreen Duncan** Email: **Brendan.gold@unitetheunion.org**
Extension: **2580** FAX DDI: **020 7611 2555**

David Alexander
Director - Human Resources
Thomas Cook Airlines Ltd
Hangar 1, Runger Lane
Manchester Airport
M90 5FL

Dear



Re: Proposed Selection Criteria

As required by Thomas Cook, please see Unite's response to the proposed Selection Criteria.

Regrettably, it is still our firm belief that the consultation process so far has not been meaningful. I remain fully convinced that a reasonable and realistic voluntary severance package would greatly reduce the level of potential compulsory redundancies.

Unite have previously stated that we are opposed to compulsory redundancies, and we maintain that position.

We do not believe that Thomas Cook have behaved responsibly or reasonably in its attempt to date in trying to resolve the current situation. We are therefore unable to make any specific comments on the proposed Selection Criteria.

At the point that Unite is satisfied that all avenues of mitigation have been exhausted, we would then be in a position to discuss selection criteria. We would then look towards working the Company in order to create a selection criteria which would be fair, equitable and acceptable to Unite and our members.

Yours sincerely



Brendan Gold
National Officer
Civil Air Transport