

CREWLINK

3812

22 March 2012

We are pleased to offer you the position of Customer Services Agent in Crewlink Ireland Ltd (hereafter referred to as "the Company") which is subject to your signed acceptance of the specific terms and conditions outlined in this document and the relevant sections of the Crewlink General Terms and Conditions of Employment Booklet (The Rough Guide to Crewlink). Amendments to this booklet are made periodically and it is your responsibility to ensure that you are familiar with the most up to date version and the relevant sections which apply to your employment. Details of amendments and the most current version of the booklet are regularly posted on <http://db2crewlinksystem.co.uk> or by internal memo. An up to date copy is always available in the Personnel Department.

PARTICULARS OF EMPLOYMENT

This is a fixed term contract between Crewlink Ireland Ltd ('the Company') whose head office is located at Unit 39 Southern Cross Business Park, Boghall Road, Bray, Co. Wicklow, Ireland and:

1. POSITION

You will be employed by the Company and contracted to Ryanair Limited as a Customer Service Agent. This position will commence on 06 April 2012 ("the Commencement Date") and will end no later than 05 April 2015. This is a three year fixed term contract.

This position is at all times subject to the Company holding a contract with Ryanair Ltd (herein referred to as the Client) for the provision of Cabin Crew. In the event of the Company losing the contract to provide personnel to the Client this contract will automatically terminate.

Employees will be able to end their contract with Crewlink Ireland Ltd before 05 April 2015 as long as the required notice period is given in advance and that all outstanding financial obligations have been met.

2. TERM OF CONTRACT

The term of this contract is from 06 April 2012 to 05 April 2015. The Unfair Dismissals Act 1977 as amended, will not apply to the termination of your employment where the termination consists only of the expiry of the term of the contract without its being renewed.

In circumstances where Ryanair and Crewlink agree to extend their corporate arrangements this contract may be extended (subject to satisfactory assessments) however an extension of the terms and conditions of this contract is not guaranteed.

As follows the Company can terminate your employment at any time by giving you the statutory period of notice;

Period of Employment	Period of Notice
Up to thirteen weeks	Nil
Between thirteen weeks and two years	One week
Between two years and five years	Two weeks

You may terminate your employment at any time giving the Company one month's written notice. There will be an additional administration cost of €200 deducted should you resign within the first fifteen months of your employment with the company

The Company reserves the right not to require you to work during any part of your notice but alternatively to make a payment in lieu of any notice or termination of employment.

The Company has the right to terminate your employment without notice if you breach the terms and conditions of your employment and/or in the case of gross misconduct. A non-exhaustive list of the examples of gross misconduct is contained in the Company's disciplinary procedure.

3. PROBATION PERIOD

You are required to complete a probationary period of 12 months duration from the commencement date ('the probation period'). The purpose of the probation period is to enable the company to assess your performance, attitude, conduct and general suitability while you are being trained / learning your new job and becoming familiar with the rules, regulations and style of the company. You will be informed in writing when you have successfully completed your probation.

If during the probationary period the company is dissatisfied with your performance or conduct, your employment may be terminated by the company giving you the statutory notice period or payment in lieu thereof. Absence from work, other than for approved holidays, will be unpaid.

4. REPORTING

You will report to the Client Airline's Head of Inflight and to any authorised agent of the Client or their designated deputies. The Company or the Client reserves the right at its absolute discretion to change the person or persons to whom you report.

5. MAIN DUTIES

In your position of Cabin Crew, your duties will include all work normally covered by your job title and you will carry out such duties and comply with such instructions consistent with your position and status as the Company determines from time to time.

Your main responsibilities will include: passenger safety, attention, assistance and control; boarding and ground duties (including passenger marshalling and announcements); on board sales on aircraft; cleaning of aircraft interior, security checks and any other relevant duties that may be allocated to you by the Company or the Client.

6. LOCATION

As the Client's aircraft are registered in the Republic of Ireland and as you will perform your duties on these aircraft, your employment is based in the Republic of Ireland. You will be located initially at RVG Airport and at such other place or places, as the Company reasonably

requires for the proper fulfilment of your duties and responsibilities under this Agreement. It is a condition of your employment that you comply with any such requirement. Our client airline operates aircraft from various locations and the number of aircraft in each location can change throughout the year. For the avoidance of doubt, you must be flexible to transfer to any of our Client's bases at any time without compensation.

It is a condition of your employment that you live one hour travelling time of the primary designated airport to which you are assigned.

7. FLIGHT PAY

Earnings will be in the form of Flight Pay as outlined below. Flight pay will be paid one month in arrears and directly into your bank account on or around the 10th of each month. The Flight Pay rates will be fixed for the duration of this contract.

RYG BASE	Flight Pay
	€16.20 (Per Scheduled Block Hour)

Flight pay is calculated on scheduled block hour basis, and includes a premium for all hours associated with flight duty; including but not limited to pre and post flight reporting, delays and all onboard duties including the use of the handheld EPOS system. Your rate of flight pay also includes a premium for Sunday and Bank holiday working. Flight pay is only paid for revenue flights. Flight pay will not be paid when you are unavailable to fly no matter what the circumstances.

An allowance for Cabin Crew meals is incorporated in the 'Flight Pay'. It is therefore your responsibility to provide your own sustenance while on duty.

8. SALES BONUS

You may be entitled to receive a Sales Bonus award on in-flight sales in accordance with the agreement between Ryanair and Crewlink. The Bonus is non contractual in status and is not intended to be incorporated into your contract of employment by reference in this agreement. The Sales Bonus award may be varied, amended or withdrawn at any time by the Crewlink giving you at least one month's notice of such changes. Crewlink Cabin Crew are required to take the utmost care when dealing with bar allocations and accounting. Your Sales Bonus will be calculated on a flight-by-flight basis which is currently calculated as 10% of onboard sales less any adjustment for any shortages in stock at selling price and any shortages in cash for any flights on which you operate as a crew member. The bonus figure shown on your monthly wage slip will be based on this above calculation.

Sales bonus is paid one month in arrears (ie: bonus earned in January will be included in the March 10th payroll).

Once notice to terminate employment has been given by either you or the Company, you will not from that date be entitled to receive any payment of Sales Bonus for in-flight sales whatsoever. For the avoidance of doubt this includes any accrued but unpaid Sales Bonus due at the date notice to terminate has been given.

9. WORKING HOURS

Due to the nature of your employment and the business sector in which the Company operates, there are no formal hours of work and the Company can require you to work at such time and on such days as the Company may specify from time to time which may include Saturdays, Sundays and public bank holidays.

Your remuneration has been calculated to take account of this and includes a premium for Sunday/bank holiday work.

You must be prepared to work shift duties and additional hours when requested by the Company, without additional remuneration, in order to meeting the requirements of the business and ensure the proper performance of your duties (including rostered shift work).

10. HOLIDAYS

You are entitled, in addition to the usual bank and public holidays, to 20 working days paid holiday per annum (which shall accrue and at the rate of 1.66 days per month). The dates of your holiday must be approved beforehand by the Company and at all times the allocation of annual leave will be strictly governed by the requirements of the business. You accept that you may be required to work during peak periods, which for the avoidance of doubt includes Christmas, Bank and Public Holidays. Payment for holidays is paid at a rate of €60.00 per day

Where holiday leave has been agreed beforehand by a manager, but operational requirements necessitate your attendance at work the Company reserves the right to cancel your annual leave and require you to rearrange holiday time in the future (this step will only be a last resort).

The holiday leave year runs from 1st April to 31st March each year. Holiday leave cannot be carried over from one year to the next, hence, any untaken holiday leave at 31st March will be forfeited.

On the termination of your employment, where you have taken more or less than your holiday entitlement as calculated above, an adjustment based on your normal rate of pay will be made in your final pay. You will be entitled to paid holiday pro rata to the number of complete calendar months worked by you in the relevant calendar year. The adjustment will be either by way of deduction if you have taken more than your entitlement or by way of an additional payment where you have taken less than your entitlement.

11. STANDBY DAYS

Cabin Crew will be required to work a number of "Stand By Day" per month, whereby they must be available to work within one hour of being called. If called to work remuneration will be in way of the standard scheduled block hour pay rate. If you are required to complete standby in uniform at the airport you will be paid €30.00 attendance rate. Otherwise there is no pay for standby duty.

12. ABSENCE FROM WORK

If you are absent from work due to illness or injury or for any other reason you must let Ryanair Crew Control know at least TWO hours prior to the start of your working day or shift

that you will be unable to attend. You must also keep the Company advised regularly if you continue to be absent and of your likely return date.

If you are absent for three or more consecutive days (including Saturdays and Sundays) due to illness or injury you must obtain a doctor's certificate and comply with the company's published absence reporting procedures. Thereafter any further absence must continue to be supported by doctor's certificates.

There are no Company provisions for sick pay. It is your responsibility to claim statutory benefits for any absence.

The Company will be entitled, at its expense, to require you to be examined by an independent medical practitioner of the Company's choice at any time (whether or not you are absent by reason of sickness or injury) and you agree that the doctor carrying out the examination may disclose to and discuss with the Company the results of the examination. All medical reports and results from any such examinations will remain the property of the company.

13. PRSA (Personal Retirement Savings Account)

In accordance with Irish Law, Crewlink will furnish all employees with information regarding PRSA facilities.

14. EHIC

An EHIC (European Health Insurance Card) should be obtained from your country of origin before training commences. On commencement of employment (or once PPS number has been issued) employees should apply to the Irish Health Service Executive for an Irish EHIC. EHICs provide emergency health cover while on a temporary stay/visit for work/pleasure in another EU country.

15. ID CARD

Upon you supplying satisfactory character and employment references you will be provided with an airport identity (ID) card. You will be required to pay the fee for this ID card (and any other ID card issued to you during the course of your employment) either directly to the issuing authority or by salary deduction depending on local arrangements. Should you move to any other of our client airline's bases you will also be required to pay the cost of the new airport ID. ID cards must be returned to your manager on termination of employment, or if for any reason the Company decides to withdraw them.

You must hold a valid ID card for your designated station with the appropriate access level to allow you carry out the duties attached to your position. It is your responsibility to ensure that you complete the necessary documentation correctly and in a timely manner to ensure that you obtain (and subsequently maintain) the relevant ID card. Failure to obtain or maintain an ID may result in you being removed from duty and your employment being terminated.

You must keep your identification cards on your person at all times whilst in attendance at any airport. You must comply with any rules or regulations issued to you in respect of the identification card. You must not, at any time access any area of the Airport which you are not authorised to enter and any failure to adhere to these requirements will be treated as a misconduct offence which may lead to disciplinary action.

Should you require an airport identity card for any UK airport during the course of your employment you will be required to obtain and pay for a criminal record check certificate (CRC).

16. CAR PARKING

Should you elect to use the airport staff car park or should you elect to have the facility placed on your airport swipe ID card, you will be required to pay for this by way of a deduction from your earnings. The first deduction will be made from your first payment, and monthly deductions will continue thereafter for the duration of the period that you use the staff car park. The Company cannot be held responsible for any loss or damage caused to your vehicle whilst parked in the staff car park.

17. TRAINING

It is a requirement of your employment that you attend and participate in training that is arranged for you by the Client/Company from time to time.

18. UNIFORM / GROOMING

You will be provided with a Client uniform and the cost of this uniform will be deducted from your earnings. Deductions of £30.00 per month will be made from your monthly payments and deductions will commence from your first monthly payment and will continue until 12 deductions have been made.

Should you leave the Company prior to the full cost of your initial uniform being recouped from you by the Company, you agree to return your uniform to the Company and the balance of monies owed to the Company for your uniform may be deducted from your final payment.

As the uniform is distinctive it is easily recognisable, you must always remember that you are projecting the image of the Client. It is therefore imperative that the uniform is maintained and worn in a clean and presentable fashion. You must not act in a way, which brings or is likely to bring the Client's name into disrepute. If, after reasonable investigation by the Company, you are found to have been culpable of bringing the Company's or Client's name or reputation into disrepute, this will be treated as an act of gross misconduct (for which the normal sanction will be dismissal without notice).

You must wear the full uniform at all times when on duty. If you wear your uniform travelling to or from work the full uniform must be worn. Under no circumstances should the uniform be combined with non-uniform clothes. You are not permitted to wear items of uniform outside working hours or for off duty purposes, such as shopping.

Drinking alcohol when in uniform is strictly prohibited, including being present in licensed premises, and doing so will be considered gross misconduct (for which the normal sanction is dismissal without notice). Uniformed staff must not smoke or chew gum in the Customer Services Area.

Comprehensive rules and regulations issued to you in respect of uniform must be strictly complied with at all times.

19. SCREENING FOR DRUGS AND ALCOHOL

The Client is under a duty to provide a safe and healthy environment for its employees, subcontractors and customers. You agree to comply with any alcohol substance abuse

policy introduced by the Client/Company and agree that you may be subject to screening exercises (in accordance with screening policies introduced from time to time). All testing will be carried out by the Company's medical advisers and analysis carried out by a specialist laboratory, any reports generated from such analysis or examinations will remain the property of the Company.

Staff (particularly Flight Crew, Cabin Crew and Engineers) are responsible for the safety of passengers and have a duty to be alert and aware at all times. The use of illegal substances diminishes crew's capacity to work safely and will not be tolerated.

The Company and the Client's drug policy is simple – anyone who takes drugs, whether during duty hours or not, is jeopardising the safety of our passengers and will face immediate dismissal. The possession, sale, transport on aircraft, use or being under the influence of drugs is absolutely prohibited and will lead to immediate dismissal.

20. CONFIDENTIAL INFORMATION

Except insofar as your duties shall require it, you shall not, during the continuance of your training and / or employment with the Company or at any time after the termination thereof, without the previous written consent of the Company, disclose any "Confidential Information" relating to the Company and/or its associated companies (including client airlines) or their respective businesses, any trade secrets, the knowledge of which you may possess while in the training and / or employment of the Company, not use or attempt to use such information or trade secrets in any way that may cause loss or injury to the Client or the Company, its associated companies or companies with which the Company has business dealings.

"Confidential Information" includes but is not limited to all secret or confidential information of whatever kind that may have come to your knowledge during or as a result of your training and / or employment by the Company, its business plans, finances, staff, customers and prospective customers, suppliers or products, information which has been disclosed to the Company in confidence by a third party, and any other information of a kind that would usually be regarded as secret or confidential.

You shall not at any time during your training and / or employment nor at any time after the termination of your training and / or employment, directly or indirectly gather material about any aspect of the Company's operations for use by newspapers, magazines, websites, television or radio stations, any other media outlet or other third party use.

You are expressly prohibited from making any video, audio, electronic or other recording of any aspect of the company's operations whilst on duty or off duty without the express prior written permission of the Company.

You shall not work on behalf of any media organisation or work on a freelance basis during your employment with the Company. Failure to comply with the above provisions shall be considered gross misconduct and you shall be subject to instant summary dismissal. In addition, the Company will initiate legal proceedings against you and/or any relevant third party seeking damages (including exemplary damages) for defamation, libel, breaches of confidentiality and invasion of privacy and furthermore shall pursue you for the legal costs of said proceedings.

21. EXCESS CAPACITY

Because of the uncertainty of the airline business circumstances could arise where the client has excess capacity. If the Client is required to reduce their activity level for any reason, it is a condition of the job offer that you accept the right of the Company, at its sole discretion, to give you compulsory unpaid leave for the duration of the period of excess capacity or to terminate your employment.

22. SEASONAL NATURE OF CONTRACT

Our client airline has a lesser demand for cabin crew during the winter months and therefore you will be rostered a minimum of four weeks' unpaid leave in any flight hours' year (April to March). For the duration of this unpaid leave you will not be required to operate flight or ground duties and you will not receive any pay (including sector pay, monthly allowances etc.) during this period. This unpaid leave will typically be rostered between November and March each year and may not occur in consecutive weeks. For the avoidance of doubt there is no guarantee that you will not be required to operate flight or ground duties during the winter months and the period of unpaid leave may occur at other times during the year. Please note that in accordance with the excess capacity clause as detailed above (clause 21) additional periods of unpaid leave may also be rostered.

For the avoidance of doubt, you will not receive any remuneration during any period of unpaid leave.

23. ACTIVITIES DURING YOUR EMPLOYMENT

You will not during your employment, except with the written consent of the Company be directly or indirectly engaged, concerned or interested in any other trade, business or occupations whatsoever.

Further, you must not during your employment except with the Company's written consent, introduce to any other competing business orders for goods or services with which the Company is able to deal.

24. RULES, POLICIES, PROCEDURES

You must comply at all times with the Company's and Client's rules policies and procedures relating to equal opportunities, harassment, health and safety, compliance, external interests and all other rules and procedures introduced by the Company from time to time.

For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this Contract and they can be changed, replaced or withdrawn at any time at the discretion of the Company or Client. Breach of any of the Company's/Client's rules, policies or procedures may result in disciplinary action.

25. STANDARD OPERATING PROCEDURES AND REGULATIONS

It is a fundamental term of this Contract of Employment that you strictly comply and follow all standard operating procedures of the Company and the Client in the course of your duties and any other rules and regulations applicable to your employment which are communicated to you (including any airport regulations and procedures) to ensure the health and safety of passengers, staff and other persons.

26. COMPANY PROPERTY

On request and in any event on termination of your employment for any reasons you are required to return to the Company and or the Client all company / Client property including your security and identification passes, all keys, computer hard and software including discs

and all documents in whatever form (including notes and minutes of meetings, customer lists, diaries and address books, computer printouts, plans, projections) together with all copies which are in your possession or under your control. The ownership of all such property and documents will at all time remain vested in the Company/Client.

27. RIGHT TO SEARCH

The Company and the Client reserves the right to conduct a personal search of you and your belongings, including bags, holdalls and personal or company vehicles during the course of your normal working day or when you are arriving on or leaving the Company's or the Client's premises or aircraft at the end of the day.

28. DEDUCTIONS

You hereby authorise the Company to deduct from your pay (including sector pay, commission, holiday pay, bonus and pay in lieu of notice) any amounts which are owed by you to the Company and / or the client and / or St James Management Services Limited /Cavok Ltd or any similar Training Provider, which for the avoidance of doubt, would include but is not limited to any stock shortages on in-flight merchandise at the end of duty, monies for staff car parking, outstanding training fees, the provision of your uniform and the provision of replacement ID cards.

You agree that if there is insufficient pay due to you to recover the full sum owed by you to the Company then you will repay the total outstanding amount within 14 days of receipt of notification of the amount due. If you fail to repay monies owed by you to the Company in full, any additional costs incurred by the Company in pursuing you to recoup the outstanding amounts (including legal costs and debt collection agency fees) will be added to the total monies owed by you and must be repaid by you in full.

28. NORMAL RETIREMENT AGE

Your normal retirement age is 65 years and should you reach this age prior to the conclusion of this contract your employment will automatically terminate.

29. MEDICAL EXAMINATION

Prior to commencing employment with the Company you will be required to successfully undergo an initial medical examination, conducted by a medical practitioner acceptable to the IAA, in accordance with the requirements of Jar-ops 1.995.

You are required to maintain your fitness (as specified in the Ryanair Operations Manual) to carry out your duties as a Cabin Crew member.

It is your responsibility to notify the company should you become unfit to fly, in which case the client may require you to undergo a subsequent medical examination conducted by an IAA medical practitioner.

You must be prepared to be examined by the Company's Medical Officer or his nominee at any time during the course of your employment at the request of the Client's Chief Pilot, or his nominated deputies. Any medical report generated from that medical examination will be the property of the Company.

30. VACCINATION / INOCULATION

Because of the nature of the Client's business as an international transport company, you must agree to be vaccinated and/or inoculated by the Company's Medical Officer, or by a medical practitioner nominated by the Company, at any time during the course of your employment, if and when it is considered necessary by the Company.

31. FORCE MAJEURE

Should unforeseen circumstances arise which prevent the Client from fulfilling its obligations to the Company, this contract will be terminated. For illustrative purposes such circumstances include, but are not limited to; a lack of positions for personnel due to the grounding of aircraft by regulatory authorities, war, acts of terrorism, civil disturbances, etc..

32. DISCIPLINARY AND GRIEVANCE PROCEDURE

The Company has a disciplinary procedure which is detailed in the Crewlink Ireland Ltd. Terms and Conditions Booklet. The disciplinary procedure is not incorporated by reference into this Agreement and therefore does not form part of your contract of employment. The Company has a grievance procedure which is detailed in the Crewlink Ireland Ltd. Terms and Conditions Booklet. The grievance procedure is not intended to form part of your contract of employment.

33. INTERRUPTION OF SERVICE

Should there be any interruption of service in this agreement due to labour disputes, strikes, work to rule, etc. then any agreement with those Personnel concerned will be terminated.

34. SATISFACTORY PERFORMANCE

Your employment is subject to satisfactory performance assessments, which will take place at regular intervals, and to the regulations now in force or from time to time introduced by the Company affecting your particular job or the staff as a whole.

35. STARTING DOCUMENTATION

Prior to the Commencement Date you will be required to complete and sign a Personnel Details Form. This document will then be filed with the copy of your CV produced at the interview stage. If, after the Commencement Date, it is found that relevant information has been omitted or given incorrectly in either of these documents your employment may be terminated under clause 32 above.

You are required to give your correct name, address, details of dependants and contact telephone numbers when joining and to notify the Personnel Department of subsequent changes as they occur. In addition to supplying the information referred to above prior to the Commencement Date you must also supply the following documents to the Company's Personnel Department:-

- ☐ P.45 Income Tax Form (if you have previously worked in Ireland)
- ☐ Irish Bank Account Details (as your salary payments will be made directly into your bank account, it is essential that you have a bank account – if you do not already have one this will be arranged during the first week of your training course)
- ☐ Current telephone number and emergency contact telephone number

36. DATA PROTECTION

For the purposes of the Data Protection Act 1988 and 2003 by signing this Agreement you give your consent to the holding, processing and accessing of personal data provided by you to the Company for all purposes relating to the performance of this Agreement including, but not limited to:-

- i) Administering and maintaining personal records;
- ii) Paying flight pay and commission;
- iii) Carrying out performance appraisals and reviews;
- iv) Recording the commission or alleged commission of any offence.

37. APPLICABLE LAW

The employment relationship between the Company and you shall at all times be governed by the laws in effect and as amended from time to time in the Republic of Ireland. The Irish courts have jurisdiction in all matters relating to the execution and termination of this contract. In the event that this clause becomes inoperable due to legislative changes, legal directive or any other change that the Company determines as material, then this contract will become null and void and your employment with the Company will cease and you will be paid the statutory amount in lieu of notice.

38. REFERENCES

This offer of employment is conditional upon you providing two satisfactory references from previous employers. In the event that satisfactory references are not forthcoming this contract will be null and void and your employment will be terminated.

39. CD ROM ACCESS

During the course of your employment certain instructions, information and updates of company documents (including operations manuals) will be issued electronically via CD ROM. You must therefore have access to a computer with a CD ROM drive for the duration of your employment.

40. COPYRIGHT

Copyright 2004. Crewlink Ireland Limited. All Rights reserved. All news releases and communications provided by Crewlink Ireland Limited are copyrighted. Any form of copying without express written permission is prohibited. Further distribution of these materials outside Crewlink Limited and authorised personnel is strictly forbidden, which includes but not limited to posting, emailing, faxing, archiving in a public database, redistributing via a computer network or in a printed form.

41. GENERAL TERMS AND CONDITIONS

This contract constitutes the only agreement between you and the company and replaces / supersedes any previous agreement, written, verbal or implied. In the event of any conflict between verbal agreements and this contract then the provisions of this contract will prevail. Any amendments or additions to the terms of this contract shall be confirmed in writing by the Company and unless so confirmed and agreed shall not be binding on the parties

42. CONFIRMATION

Please confirm your acceptance of this offer, under the above stated terms and conditions of employment, by signing these documents and returning the original in full to the undersigned as soon as possible. We will be pleased to answer any queries which you might have.

Finally, congratulations on this appointment and we look forward to working with you.

I have read, understand and accept all of the terms and conditions of my employment, as stated in this contract of employment and the "Crewlink Rough Guide" and I will abide by them for the duration of my employment with the Company.

I understand and accept that this is a fixed term contract which commences on 06 April 2012 and ends on 05 April 2015. I also confirm that I will commence work in the above position on 06 April 2012.

28/03/2012
Date

I have read and understand the "Crewlink Rough Guide" and understand how it affects my terms and conditions of employment. I understand that amendments to this booklet are made periodically and I should ensure that I am familiar with the most up to date version and the relevant sections which apply to my employment. I have also read the attached "Ryanair Operations Safety Policy and Objectives Statement" and clearly understand that our primary objective is to conduct our air transport activities safely. I also accept that the "Crewlink Rough Guide" does not form part of my contract of employment and is not intended to become incorporated by reference.

28/03/2012
Date
28/03/12
Date

Signed on behalf of Crewlink Ireland Ltd.

Two unsigned copies of this contract of employment are enclosed, both of which require your signature. Please sign both copies and return to:

Crewlink Ireland Ltd.
39 Southern Cross Business Park
Boghall Road
Bray Co. Wicklow
Ireland

*****VERY IMPORTANT, PLEASE READ*****

This contract of employment will only come into effect when it is countersigned on behalf of the Company and returned to you.

IMPORTANT NOTICE

IN ORDER TO COMPLY WITH SECURITY REGULATIONS ALL ITEMS OF UNIFORM MUST BE RETURNED IN FULL TO THE CREWLINK PERSONNEL DEPT / BASE SUPERVISOR WITHIN 5 WORKING DAYS OF YOUR LAST DAY WITH RYANAIR.