

IMPORTANT NOTICE TO ALL AFFECTED EMPLOYEES

When is the Effective Date for purposes of the transfer of employment within the McAleese Group?

As you are aware, the Proposed Restructure has been approved by creditors at the second meeting of creditors on 19 December 2016.

Accordingly, if you are in receipt of a letter confirming that you are an affected employee, the Effective Date for the transfer of your employment is **Friday, 23 December 2016**.

This means that if you work on your next agreed or scheduled workday/shift on or after Friday, 23 December 2016, this will be taken as consent to the transfer of your employment to a new employer within the McAleese Group. If you are on leave on Friday, 23 December 2016 or on your next agreed or scheduled workday/shift after Friday, 23 December 2016, your attendance at work following the cessation of your leave will be taken as consent to the transfer of employment.

Further details about the transfer of your employment are contained in the letter you recently received.