

Collective Agreement

First Party: Jordan Airports Duty Free Shops Co. / Aldeasa, and is represented by The Chief Executive Officer, Mr. Pedro Castro - to be referred to herein as "the Company"

Second Party: The General Union of Air Transportation and Tourism, and is represented by The Chairman, Eng. Bilal Malkawi and the Members of the Board of the Union - to be referred to herein as "the Union"

As the Union represents the workers in the Company and safe guards their interests, the Union presented some demands to improve the conditions of the workers due to the recent raises in Oil prices in the Kingdom, and due to the raises of the cost of living that resulted from such raises, and as the Company is concerned with welfare and future of its workers by motivating them, several meetings were held between both parties to reach an agreement for a bundle of improvements of the workers' conditions as the following:

- A-** A special Incentive Scheme that is connected to the Performance Evaluation whereby the sum of (60) JD per month for 12 months is allocated to the High Cost of Living, and would replace the existing HCL amount, that is to be given according to the evaluation as per the following formula and extended to all employees except those new employees who work under probation for 3 months:
- a. **Category A:** All Managers, Heads of Sections, Supervisors and Product Manager: They will receive their Incentive every 3 months; i.e. FEB, MAY, AUG and NOV, as one sum, as per **Annex A**.
 - b. **Category B:** All other employees the calculation of the incentive will be every 6 months; i.e. in MAY and NOV each year. They will receive the same amount after each evaluation for the following 6 months, and as per the following formula:





- 1- A = 100% --
- 2- B = 80% --
- 3- C = 65% --
- 4- D = 55% --
- 5- E = 35% --

All the above incentives will be accounted for in the calculation of the Social Security calculation in the same manner of calculating the Sales Bonus; i.e. taking the annual percentage of the previous year and added to the salaries of the neat year.

- B- As per the last Collective Agreement with the Union Aldeasa retains the right to remind the Union of the following undertaking:

“The Union undertakes to work side by side with the Company to support their claim for the extension of their contract with Government of The Hashemite Kingdom of Jordan as a result of the difficult political and economical state of affairs that prevailed in the region from the year 2000 up to 2003 for the benefit of the Company and their workers”.

- C- The Retirement Compensation Plan is to be applied as per **Annex B** of this agreement, as long as **the Company** is still operating in Jordan.

This compensation will be paid to those employees whose services end due to retirement, as per the current applicable Jordanian Labour Law.

- D- The Transportation allowance to be raised as per the following:

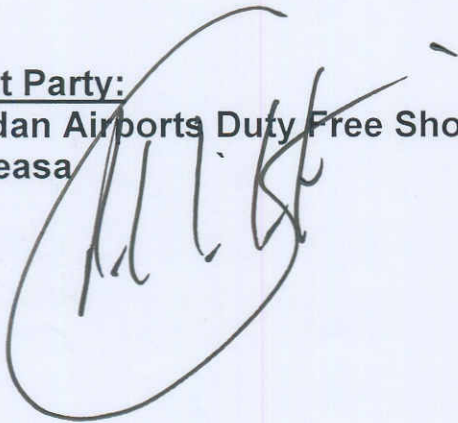
- 1- Transportation Allowance of 65 JD to become 72 JD
- 2- Transportation Allowance of 50 JD to become 59 JD



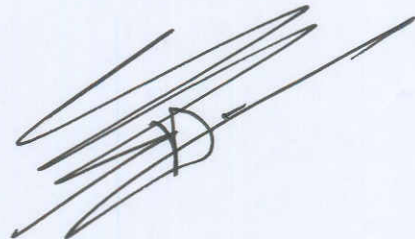
If any further raises are affected on the fuel prices in the future, the Transportation Allowance will be raised in the same proportional calculation applied in this agreement. This allowance will be applied as of 1/8/2005

E- This agreement is applicable starting 1/9/2005 and will in force for one year.

First Party:
Jordan Airports Duty Free Shops/
Aldeasa



Second Party
The General Union of Air
Transportation & Tourism



Annex A

The Incentives for the Managers, Heads of Sections, Supervisors and Product Managers will be according to the following:

<u>Title</u>	<u>Sales Inc.</u> <i>Budget.</i>	<u>Inventory</u>	<u>Own Sales</u>	<u>Evaluation</u>
HRM	1/3	0	0	2/3
FM	1/3	0	0	2/3
IT IC	1/3	0	0	2/3
P&M IC	1/3	0	0	2/3
DCM	1/3	1/3	0	1/3
L IC	1/3	1/3	0	1/3
WHM	1/3	1/3	0	1/3
AGM	1/3	1/3	0	1/3
SOB IC	1/6	1/6	1/3	1/3
AQ IC	1/6	1/6	1/3	1/3
MA IV	1/6	1/6	1/3	1/3
PM	1/6	1/6	1/3	1/3
SUP	1/2	1/6	0	1/3

The company reserves the right to calculate the incentive paid for the incentives as per the internal regulations applied world wide, and as follows:

If the result of the Inventories are the same last year = 50%
If the result is according to the budget= 100%
If the result is below the budget= Up to 150%.

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Jordan Airports Duty Free Shops

Second Party

The General Union of Air Transportation & Tourism



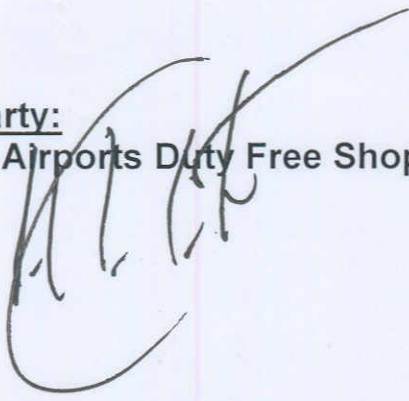
Annex B

The Retirement Compensation Plan provides the following:

- 1- The First 5 years of service with **the Company**. i.e. since 1/5/2000, the employee gets payment of 25% of his last monthly salary for each year of service.
- 2- The Second 10 years of service with **the Company**, i.e. since 1/5/2000, the employee gets payment of 50% of his last salary for each year of service in addition to the amounts due in point 1 above.
- 3- The Third 10 years of service with **the Company**, i.e. since 1/5/2000, the employee gets payment of 75% of his last salary for each year of service in addition to amounts due in points 1 & 2 above.
- 4- Any years of service after the third 10 years of service with **the Company**, i.e. since 1/5/2000, the employee gets payment of 100% of his last salary for each year of service in additions to amounts due in points 1, 2, & 3 above.

This settlement applies only if **the Company** stays in control of the Duty Free Shops after the year 2012, i.e. the end of the present concession; otherwise, any future settlements would apply the stipulations of the applicable Jordan Labour Law Codes.

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