

Philipsburg, March 16<sup>th</sup> 2015

Mr. Alex Richardson

Passion Fruit Road #21

St. Peters



**Ref: Last Warning / dismissal**

Dear Mr. Richardson,

By letter dated March 6, 2015, you were suspended due to the following misconduct during office hours. In the presence of the Human Resource Manager while in an ill-humored state, you made a threat where by stating that you would bring a firearm to the Post Office to shoot one of the male employees. In a meeting held on March 5, 2015, with amongst others the undersigned, you confirmed making such a verbal threat.

It goes without saying that the above described is unacceptable and should in principal warrant your immediate dismissal ("ontslag op staandevoet"). As an integral part of management, it is expected that you set an example of proper conduct for others within the company. Your action has shed reasonable doubt in this regard and thus has raised grave concerns regarding your management capabilities.

I take this opportunity to remind you of your professional responsibility and the impact any ill-behavior would have on any subordinate member of the PSS staff.

Therefore, you are served this letter as a warning letter and strongly urged to embrace your professional responsibility by properly fulfilling upholding the duties of your management position. In the event of a similar incident or any other occurrence deemed unacceptable by the company, will result in your immediate dismissal or the company seeking the dissolution of your labor agreement before the courts. Thereby considering the interest of the company and your position, I trust however, that this will not be necessary. Thus, it is of paramount importance the safety and general welfare of the company is not compromised by the display or verbal expression with any ill-intent by a management team member.

In order to appease the situation and restore a healthy and conducive working relationship, you are expected to report for work on Wednesday, March 18, 2015 and report directly to undersigned at her office to further discuss the conditions of your return inclusive of fully respecting my position. You will be then given the opportunity to indicate whether or not you require assistance in preventing similar incidents from occurring as well as outline new target goals to accomplish for the company under your responsibility.

In closing, it must be reiterated that you are urged to take the content of this letter as a grave and final warning.

Sincerely,

A handwritten signature in blue ink, appearing to read "L. Wilson", is written over a faint blue circular stamp.

Ms. L. Antonia Wilson  
Interim-Managing Director PSS N.V.

cc: Supervisory Board PSS N.V.  
SMCU  
Human Resources