

ROYAL CARIBBEAN CRUISES LTD
105th CARIBBEAN WAY.
MIAMI FL 33132
305/539-6000 FAX 1-800-RCCL-FAX

Sign On Employment Agreement * B *

Name SEUNARINE, NOTAISHWARNATH USC/USR : N/A Dept : 486 Empl ID : 130725

Marital Status : S Sex : M Birthdate : 04/03/67 Crew ID : _____
Nationality : GUY Guyana Social Security : N/A

Address (home) LOT 6 ANGOYB AVE NEW AMSTERDAM

AUG 26 2007

City, State, Zip BERBICE
Nation GY Guyana
Telephone (home) (592) 333-4892

Ship : ADVENTURE OF THE SEAS Voyage # : 21300 Airport of Origin : GEORGETOWN, GUAYANA

Permanent Job Code : CLTL CLEANER-TAILOR

Hourly Overtime Rate : 2.46

Monthly Vacation Pay : 34.00

Monthly Total Guaranteed Pay including Guaranteed Overtime 550.00

Allotment : .00

CBA Daily Sick Wage Rate : 9.45

First Date of Hire : 08/13/07

Sign-On Date : 08/26/07 Projected Sign-Off Date : 05/04/08

Effective Payroll Date : 08/26/07

Seunarine v. Royal Caribbean Cruises, Ltd.

Doc. 1 Att. 3

Remark :

I understand and accept that the employer may terminate this agreement with or without cause provided 7 days notice is given or 7 days pay in lieu of notice. I further understand and agree that the Collective Bargaining Agreement between the Company and the Union is incorporated into and made part of this Employment Agreement and that I and the Company are bound by its terms and conditions. I accept the position on the ship indicated above for the date shown. I understand that if I fail to show up to join the ship on the date shown above that I waive the right to work for the Company and any of its subsidiaries at any time in the future.

Employee Signature *Notaishwarnath Seunarine* Date 26/08/2007

I acknowledge having received copies of (1) the Collective Bargaining Agreement referred to above effective on the date of this Employment Agreement and (2) the Employee Handbook.

Human Resources Signature *G. Sharma* Date AUG 25 2007

HR - Printed Name Gaurav Sharma JDE ID# 295878



Distribution - Original signed copy to Human Resources, copy Employee, copy Ship