

F305.2.4

NORWEGIAN CRUISE LINE / ORIENT LINES

STAFF

MU 9/22

AR 09/22

NCL (Bahamas) Ltd., (hereinafter "Company" or "Employer") agrees to employ Campbell, Betinda, (hereinafter "Employee" or "Seaman") in the capacity set forth below, for the consideration and under the terms and conditions hereinafter stated, and "Employee" agrees to be so employed and to abide by the terms and conditions of this Employment Agreement.

Form with fields for Last Name, First Name, Middle Name, Address, Telephone Number, Emergency Contact Name, Emergency Contact Address, Emergency Contact Telephone Number, Marital Status, Sex, Place of Birth, First Hire Date, Date of Birth, Nationality, Passport #, Passport Exp., Visa Type, Visa Exp. Date, ARC, if Applicable, Social Security #, Home Airport, Height, Weight, Eye Color, Hair Color.

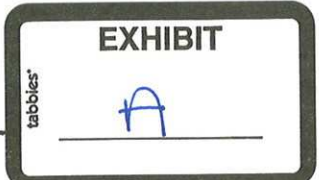
Form with fields for Department, Position, To Serve Initially On Board The, Sign On Port, Sign On Date, Salary Per Month, Pay Effective Date, Scheduled Sign Off Port, Scheduled Sign Off Date.

Form with field for Other Agreements or Special Conditions: Subject to Random Alcohol or Drug Test.

Table with columns: Position, Effective Date, Valid Until, Salary, Crew Initials.

1. The Employee shall be initially employed on board the ship stated above. The Employee understands and agrees that he/she shall be subject to being transferred to any other ship now or hereafter operated, owned or managed by the Employer. Employee and the employment relationship established hereunder shall at all times be subject to and governed by the Maritime Laws of the Bahamas.
2. Employee is not entitled to Overtime and Vacation compensation.
3. The Employee shall be subject to a Probationary Period of fourteen (14) days following the commencement of service during which the Employer reserves the right to discharge the Employee for any reason without notice. Thereafter the employment pursuant to this Agreement can be terminated by either party without cause at any time upon fourteen (14) days prior written notice or fourteen (14) days salary in lieu of notice.
4. For scheduling purposes, the company will provide transportation and hotel accommodations, if applicable, for Employee transfers between ships during the period covered under the Employment Agreement. All travel expenses incurred by the Employee and not associated with Company assigned transfers will be the sole responsibility of the Employee, unless otherwise agreed to in writing.
5. Any violation of the ship's rules, regulations or legal requirements including, without limitation, those concerning contraband, smuggling, theft or embezzlement will be punished by dismissal without further notice. Any violation of the ship's rules and regulations or other offenses including, without limitation, disobedience to any lawful command, breach or neglect of duty, fraud, dishonesty or by dismissal without notice and shall be deemed willful misconduct. All repetition expenses of the dismissed Employee and all costs for supplying his relief shall be for the dismissed Employee's account. Employee's exercise of his rights to terminate hereunder shall be without prejudice to any other remedy to which Employer may be entitled.
6. Employee must have a passport valid for a minimum of one (1) year and both C and D visas from the United States.
7. Wages will be paid once a month in U.S.D. currency. All shipboard accounts of Employee, e.g., bar bill, shop bills, etc., must be settled in full prior to Employee disembarking the ship. Any outstanding amount will be deducted from Employee's paycheck.
8. Seaman certifies that all the information he provided and disclosed on his Application for Employment and Report of Medical Examination is true and complete in every respect, and further agrees that if the information he provided therein was inaccurate or incomplete, Seaman may not be allowed to join the vessel and/or his employment may be terminated in the Employer's discretion and Seaman shall be solely responsible for all reputation expenses.
9. The Employer reserves the right to assign the Employee to a lower grade position if the Employee proves unable or unsuitable to perform in the position recruited or if a position is no longer available in the position recruited.
10. Seaman agrees, on his own behalf and on behalf of his heirs, executors, and assigns, that any and all claims for illness, injury or death while employed as a seaman by NCL, including, but not limited to, claims pursuant to the Jones Act, claims pursuant to general maritime law, and common law claims and any and all claims from employment related obligations or benefits in the event of illness, injury or death, including without limitation: claims for maintenance, cure and sick wages and any and all other tort claims arising from seaman's employment with NCL or termination of employment, including claims for retaliatory discharge, which cannot be resolved informally, shall be resolved pursuant to the arbitration rules of the American Arbitration Association ("AAA") in Dade County, Florida in a three person binding arbitration administered by the AAA in Miami, Florida. The arbitrators shall have the authority to award any and all damages or other relief they deem appropriate, including attorney's fees and costs to the prevailing party. The arbitration award shall be final and conclusive unless subject to review in accordance with the terms of the Federal Arbitration Act, and may be enforced in any court of competent jurisdiction. Any disputes as to whether a claim is subject of arbitration shall be submitted to the arbitration panel.
11. The term of this Employment Agreement shall run for three (3) months. Sign off date subject to change.
12. Employee uniforms will be issued once on board the ship by the Chief Linen keeper. Regular cleaning and care of the uniforms will be handled on board at the company's expense. Replacement or return garments may result in the assessment of a uniform fee which will be deducted from the final day.
13. Employee hereby expressly waives all physician/patient confidentiality and hereby specifically authorizes any physician, hospital, physical therapist, psychologist, psychiatrist and any other health care provider of any nature whatsoever who has provided care to employee to release to any authorized representative of Employer any medical record, chart, note, report, test result, or any other document regarding the care and treatment of the Employee. The Employee further authorizes any health care provider to discuss his or her care, treatment and prognosis with any authorized representative of Employer.
14. Employee acknowledges receipt and review of Employer's Drug and Alcohol Policy for Shipboard Personnel, Complaint Resolution Policy, and Sexual Harassment Policy for Shipboard Personnel, and acknowledges understanding the terms set forth in each.
15. SEAMAN'S OATH - Seaman agrees, on his own behalf and on behalf of his heirs, executors, and assigns, that any and all claims, grievances, and disputes of any kind whatsoever relating to or in any way connected with the Seaman's shipboard employment with Company including, but not limited to, claims such as personal injuries, Jones Act claims, actions for maintenance and cure, unsatisfactoriness, wages, or otherwise, no matter how described, pleaded or styled, and whether asserted against Company, Master, Employer, Ship Owner, Vessel or Vessel Operator, shall be referred to and resolved exclusively by binding arbitration pursuant to the United Nations Convention on Recognition and Enforcement of Foreign Arbitral Awards (New York 1958) ("The Convention"), except as otherwise provided in any government mandated contract, such as the Standard POBA Contract for Seafarers from the Philippines. The arbitration shall be administered by the American Arbitration Association ("AAA") under its International Dispute Resolution Procedures. No dispute may be joined with another lawsuit, or in an arbitration with a dispute of any other person, or resolved on a class-wide basis. A single Arbitrator is to be jointly appointed by the ISU and/or the Seaman, on one side, and Company, on the other side, unless the parties cannot agree to an Arbitrator, in which case the AAA shall select the Arbitrator from among six (6) names, three submitted by the ISU/the Seafarer and three submitted by Company. The language of the arbitration shall be English. The place of the arbitration shall be the Seaman's country of citizenship, unless arbitration is unavailable under the Convention in that country, in which case, and only in that case, said arbitration shall take place in Nassau, Bahamas. The substantive law to be applied to the arbitration shall be the law of the flag state of the vessel.
Each party will, upon the written request of the other party, promptly provide the other with copies of documents relevant to the issues raised by any claim or counterclaim on which the producing party may rely in support of or in opposition to any claim or defense. Any dispute regarding discovery, or the relevance or scope thereof, shall be determined by the arbitrator according to the IBA Rules on the Taking of Evidence in International Commercial Arbitration, which determination shall be conclusive. All discovery shall be completed within sixty (60) days following the appointment of the arbitrator. At the request of a party, the arbitrator shall have the discretion to order examination by deposition of witnesses to the extent the arbitrator deems such additional discovery relevant and appropriate. Depositions shall be limited to a maximum of six (6) per party and shall be held within thirty (30) days of the making of a request. Additional depositions may be scheduled only with the permission of the arbitrator and for good cause shown. Each deposition shall be limited to a maximum of three (3) hours duration. All objections are reserved for the arbitration hearing except for objections based on privilege and proprietary or confidential information.
The Company and the Seaman acknowledge that they voluntarily and knowingly waive any right they have to a jury trial. The arbitration referred to in this Article is exclusive and mandatory. Lawsuits or other proceedings between the Seaman and the Company may not be brought except to enforce the arbitration provision of this Agreement or to enforce a decision of the Arbitrator. The Seaman shall continue to satisfactorily and in good faith perform his/her duties and the parties shall abide by this Agreement while disputes or grievances are being resolved.

I, the undersigned Employee, declare that I have read and understood the terms of this agreement and that no oral promises or other agreements have been made to me and that I cannot claim previously filed out and signed, is true and correct in every respect and that, as part of my Employment Agreement, I agree to abide by the Conditions set forth in the Ship's Articles and by such Company rules and regulations that are in effect from time to time.
I also certify that I have received the Employer's Drug and Alcohol Policy for Shipboard Personnel, Complaint Resolution Policy, and Sexual Harassment Policy for Shipboard Personnel, and agree that I will abide by the terms and conditions set forth in each.
Executed this 21 day of SEPTEMBER, 2008, at NEW YORK
Employee Signature: [Signature]
For and on behalf of NCL (Bahamas) Ltd., Employer
Distribution: (Original to Employee) - 17 Ship Personnel Dept. Minnl 1: Onboard Personnel file



It is the responsibility of the user to verify that the date on any printed page matches the date on this document.