July 1, 2009

or a Seafarer (where the seafarer has notified the Union of the complaint) covered by this Agreement unless thirty (30) days notice, in writing, is given to the Company of the asserted claim with particulars and of the intent to arrest the vessels (s). Further, no arrest shall be attempted with respect to any claim or dispute until the arbitration procedure specified in Article 32 of this Agreement has been completed.

Article 31 - Union's Membership

The Company shall pay membership fees in advance. The Company shall, on their own behalf, pay contribution to the I.T.F. Seafarers International Assistance Welfare & Protection Fund which will reflect ten percent (10%) at the rate of USD two hundred fifty (250) per seafarer serving on board during the term of this Agreement.

Article 32 - Arbitration and Jurisdiction

- 1. All grievances and any other dispute whatsoever, whether in contract, regulatory, statutory, common law, tort or otherwise relating to or in any way connected with the Seafarer's service for the Owners/Company under the present Agreement, including but not limited to claims for personal injury/disability or death, no matter how described, pleaded or styled, and whether asserted against the Owners/Company, Master, Employer, Ship Owner, vessel or vessel operator shall be referred to and resolved exclusively by mandatory binding arbitration pursuant to the United Nations Conventions on the Recognition and Enforcement of Foreign Arbitral Awards (New York 1958), 21 U.S.T. 2517, 330 U.N.T.S, ("The Convention"), except as provided by any government mandated contract.
- 2. All arbitrations must be commenced within two (2) years from the date of the occurrence giving rise to the grievance or dispute, or the date the Seafarer knew or should have known of the occurrence giving rise to the grievance or dispute, except for claims for personal injury or death, which must be commenced within three (3) years from the date of the occurrence giving rise to the injury or death or the date the Seafarer knew of should have known of the occurrence giving rise to the grievance or dispute. Claims brought forth thereafter will not be recognised and will be time-barred.
- 3. Any arbitration shall take place in Miami, Florida, Rome, Italy, or in any location agreed by the Owners/Company and the Union or the representative of the Seafarer. The procedural and substantive law of the arbitration shall be the law of Italy without regard to conflict of law principles.
- 4. The language of any arbitral proceedings shall be English.
- 5. Any arbitration, except as provided by any government mandated contract, shall be administrated in accordance with the United Nations Commission on International Trade Law (UNCITRAL) Arbitration Rules, as amended with agreement of the parties, with the American

Collective Agreement between Celebrity Cruises Inc. and Federazione Italiana Trasporti - CISL - ITF, Effective July 1, 2009

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Arbitration Association ("AAA") under its International Dispute Resolution Procedures as the appointing authority.

- 6. All arbitrations must be brought by or on behalf of Seafarers in their own names, and not on behalf of others on an unnamed basis.
- 7. The Owners/Company and the Union shall jointly appoint one arbitrator unless the Seafarer has his or her own representative then the Owners/Company and Seafarer shall appoint the arbitrator. In the event there is no agreement, an arbitrator shall be chosen pursuant to the UNCITRAL rules. In any case, an arbitrator shall be appointed with ninety (90) days of the dispute being presented for arbitration.
- 8. The parties shall have the right in any arbitration to conduct limited examinations under oath of parties and witnesses, and medical examinations necessary to verify any injuries or damages claimed.
- 9. Each party shall bear its own attorney's fees and costs incurred in connection with an arbitration, but the Owners/Company shall pay for the costs of the arbitration itself, including charges by the arbitrator.
- 10. The Union may, at its sole discretion, decline to represent a Seafarer in an arbitration if the Union believes that the claim lacks merit.
- 11. If the Seafarer is not represented by the Union, then the Seafarer's representative shall take the place of the Union in the arbitration process save that before making a decision, the arbitrator shall seek the Union's opinion on any issue concerning the interpretation of this Agreement.
- 12. In any arbitration in which the Seafarer is represented by his/her own counsel, the Owners/Company agree that they will keep the Union informed about the grievance or dispute and its outcome, if the Union was involved during the grievance process or the arbitration involves a core principle of the Agreement.

E. Governing Law

Any grievance or other dispute shall be governed in accordance with the laws of Italy, without regard to any conflicts of laws principles.

Article 33 - Construction

The interpretation of this agreement shall be made by the consensus of the Unions and the Company. If there is a disagreement between the Union and the Company as to interpretation, then the disagreement shall be resolved only through the arbitration procedure established in Article 32. Failing that, and in all other respects, the laws of the Italy shall govern the interpretation of this Agreement. Legal action against the Company with respect to this

Collective Agreement between Celebrity Cruises Inc. and Federazione Italiana Trasporti - CISL - ITF, Effective July 1, 2009

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Agreement, in relation to a Seafarer's service on board the vessel or with respect to the Employment Agreements between the Company and the Seafarers may be brought, if at all, only after exhaustion of the grievance and arbitration procedure set forth in this Agreement and only to enforce the decision of the Arbitrator.

Article 34 - Amendments to Agreement

This Agreement may be modified by mutual consent of the parties to the Agreement. If the Union and the Company mutually agree on amendments in addition with regard to the ones already stipulated in this Agreement, such amendments shall be specified in the Special Agreement between FIT/CISL—ITF—ROME International Seafarers Department and the Company.

Article 35 - Severability Clause

Any provision of this Agreement that is determined in any jurisdiction to be unenforceable for any reason shall be deemed severed from this Agreement in that jurisdiction only and all remaining provisions shall remain in full force and effect.

Article 36 - Waivers and Assignments

The Company undertakes not to demand or request any Seafarer to enter into any document whereby, by way of waiver of assignment or otherwise, the Seafarer agrees or promises to accept variations to the terms of this Agreement or return to the Company, their servants or agents any wages (including backwages) or other emoluments due or to become due to him/her under this Agreement; and the Company agrees that any such document already in existence shall be null and void and of no legal effect.

Article 37 - Teaching and Training

- A) The Company agrees to undertake a teaching and training program so that a continuous and systematic training is conducted on board, enabling promotion to higher paid positions.
- B) The starting salary for such trainee shall at least be stipulated for the Utility position for the first contract.
- C) In order to be eligible for first time hire or return employment, certain Seafarers as designated by the Company in its sole discretion will be required to attend training and/or orientation sessions prior to joining a ship. Seafarers shall not be eligible for pay or wages for such training/orientation sessions.

Collective Agreement between Celebrity Cruises Inc. and Federazione Italiana Prasporti - CISL - ITF, Effective July 1, 2009

Article 38 - Validity of the Agreement

This Agreement shall be effective from July 1, 2009 through June 300, 2011, and further for one year at a time if a request for termination is not given with three months notice either by the Company or the FIT/CISL – I.T.F. – Rome -- International Seafarers Department. The terms and conditions of this Agreement shall be reviewed annually by the Company and the Union and if at any time the Company and the Union mutually agree on amendments and/or additions to this Agreement, such amendments and additions shall be agreed in writing and signed by the parties and considered incorporated in the Agreement.

For CELEBRITY CRUISES INC.	For FIT/CISL -Rome
and Azamara Cruises	International Seafarers Dept.
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Maria Del Busto	Remo Di Frore
Vice President and	. ()
Chief Human Resources Officer	
OS/2/2mi	
Date	Date
	2-10
Go?	
(EGAL)	

Appendix 1 to the

ITF Special Agreement effective from the 1st of January 2009 between ITF and Celebrity Cruises Inc.
(hereinafter the "ITF Special Agreement")
and the

Collective Agreement effective from the 1st of July 2009 between FIT-CISL and Celebrity Cruises Inc. (hereinafter the "Collective Agreement")

The Ships covered by the ITF Special Agreement and the Collective Agreement are the following:

			No. of	ITF WFC	
Name of Ship	Port Registry	IMO No.	Seafarers	USS	Period
	2 2 2			1 7 0 7 6	01 01 00 01 10 00
CELEBRITY MERCURY	Malta	9106302	719	17,975	01.01.09-31.12.09
CELEBRITY CENTURY	Malta	9072446	719	17,975	01.01.09-31.12.09
CELEBRITY GALAXY	Malta	9106297	719	2,995	01.01.09-28.02.09
CELEBRITY MILLENNIUM	Malta	9189419	791	19,775	01.01.09-31.12.09
CELEBRITY INFINITY	Malta	9189421	791	19,775	01.01.09-31.12.09
CELEBRITY SUMMIT	Malta	9192387	791	19,775	01.01.09-31.12.09
CELEBRITY CONSTELLATION	N Malta	9192399	791	19,775	01.01.09-31.12.09
AZAMARA JOURNEY	Malta	9200940	347	8,675	01.01.09-31.12.09
AZAMARA QUEST	Malta	9210218	347	8,675	01.01.09-31.12.09
CELEBRITY SOLSTICE	Malta	9362530	1064	26,600	01.01.09-31.12.09
CELEBRITY EQUINOX	Malta	9372456	1064	11,083	01.08.09-31.12.09

The payment of the ITF Welfare fund contribution in respect of each of the ships under Article 1 e) and Schedule 2 of the ITF Special Agreement, is made in accordance with Article 31 of the Collective Agreement.

For CELEBRITY CRUISES INC. and Azamara Cruises

Maria Del Busto Vice President and

Chief Human Resources Officer

For FIT/CISL - Rome International Seafarers Dept.

Remo Di Fiore

Benefit Value

												-		
										Pension Plan	T&D	IMO STCW	CAM Related	Total ITF
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000000000000000000000000000000000000000	3.649 \$2,233	-	\$781 \$	\$2,161	\$126	\$825	\$5,907	2	NA NA	200	\$30	200	2	
MASIER		t	Ļ	t	207.0	02.54	45 400	VIV	V/N	KRN	630	235	870	\$5,595
CHICH ENGINEER, STAFF CAPTAIN	3.329 \$2,037	_	CROS	7/8119	1 0714	0/04	40,400	5	5	200	3			
			-					V.						
CHIEF OFFICER, 1ST ENGINEER, CHIEF ELECTRICIAN, STAFF CHIEF ENGINEER	444		- 777.0	200	8478	6272	62 673	AVA	A/N	260	\$30	\$35	\$70	\$3,767
	41.33	_		7	0710		10100							1
AND OFFICE AND THOUSED 457 ELECTION AS ENGINEER	1.742 \$1.066	-	8 8983	1.032	\$126	\$289	\$2,886	MA	N/A	260	\$30	\$35	\$70	\$3,081
ZND OFFICER, ZND ENGINEER, 131 ELECTRICIAN, AC ENGINEER	1	+			Ī	Ī				000	000	26.0	670	£2 084
SED ENGINEED SED ENGINEER SANITATION	1.679 51.0	S1.028 S	2350	2882	\$126	\$288	\$2,786	¥.	4	300	130	453	0/4	100/00
and thomselve and thomselve and the		t	25.5	1000	0000	6067	£2 400	N/A	N/A	\$RA	630	835	870	\$2,694
2ND ELECTRICIAN	/LR\$ DR4-1		2313	1000	0714	1674	44,430	5	Ś		3			
	0.840		C175	KAOA	8128	8144	E-1 467	AN	N/A	280	\$30	\$35	\$70	\$1,652
APPRENTICE DECK (RATINGS), APPRENTICE ENGINE (RATINGS)	-		2	200	2					-				

Above values are all in US Dollars

1....POSITION TITLE

2.....MONTHLY BASIC PAY FOR 44 HOURS PER WEEK

3.....MONTHLY INITIAL OVERTIME COMPENSATION FOR WORK BETWEEN 44 AND 58 HOURS PER WEEK

4.....MONTHLY SUPPLEMENTAL OVERTIME COMPENSATION FOR 147.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH

5...MONTHLY SUBSISTENCE ALLOWANCE

6.....MONTHLY COMPENSATION FOR SEVEN DAYS VACATION PAY (Based on Basic Pay)

7.....MONTHLY TOTAL GUARANTEED PAY INTEGRATED AND TOTALLY CONSOLIDATED WAGES FOR ALL HOURS WORKED, INCLUDING IRREGULAR WORKING HOURS, WORK ON SATURDAY. SUNDAY AND PUBLIC HOLIDAYS, LEAVE (VACATION) PAY AND ALL OVERTIME

8.....OT RATE N/A AS ALL OVERTIME WORKED IS INCLUDED IN COLUMN 7 TOTALLY CONSOLIDATED WAGES IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED

9....EXTRA OT RATE INA AS ALL OVERTIME WORKED IS INCLUDED IN COLUMN 7 TOTALLY CONSOLIDATED WAGES IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED 10...ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN

11...ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT

12... ADDITIONAL NON COMPENSATION BENEFIT FOR IMOISTOW

13...ADDITIONAL NON COMPENSATION BENEFIT FOR CAM (HIRING MEDICAL, SHENGEN AND C10 VISAS, PASSPORT & BLUE BOOK RENEWAL, INTERNET ACCESS)

14...ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE



Appendix 3

1	Factor	2	3	4	5	9	7	8	6	9		7	ឌ	14
		1						200	20.00	400	020	STE	670	K4 885
PLUMBER, BOSUN	1.250	\$765	\$261	\$304	\$126	\$214	\$1,670	20.0¢	20 0¢	200	930	200	2	
TOWER	1.194	1	\$249	\$291	\$126	\$205	\$1,601	\$4.79	\$5.75	\$60	\$30	\$35	\$70	\$1,796
A MOTOBIAN WADNIEUED		1												
ADDITION AND TO THE TOTAL TOTA				_	32			-	-	-	-	-	640	224 60
UPHOLSTERER, FITTER	1.000	\$612	. \$208	\$243	\$126	\$171	51,361	\$4.02	24.82	260	930	\$30	0/4	\$1,000
OS WIPER	0.810	\$486	\$189	\$197	\$126	\$139	\$1,127	\$3.25	\$3.80	\$60	\$30	\$35	\$70	\$1,322
SECURITY GILARD	0.680	1	\$138	\$161	\$126	\$113	\$941	\$2.65	\$3.18	\$60	\$30	\$35	\$70	\$1,136
DECK- ENGINE TRAINEE *	0.320	1.	287	\$78	\$126	\$55	\$521	\$1.28	\$1.54	\$80	\$30	\$35	\$70	\$7.16
			-		CONTROL OF THE PARTY OF THE PAR		•		-				The same of the sa	

Total ITF

CAM

T&D

Pension Plan

Benefil Value STCW

* First Contract only

Above values are ed in US Dollars



Celebrity Cruises - FIT-ITF Wage Table Hotel Gr Арреп

Hotel Group A - 2009										E	Ronoff Value	
Appendix 4										100	Dalle Vallage	
									Pension			
									Plan	T&D	Internet Access	Total ITF
+	Factor	7	100	4	10	9	7	8	6	10	11	12
CHIEF HOUSEKEEPER *	2.008	\$928	\$486	\$406	\$111	\$1,911	\$30.92	N/A	09\$	\$30	\$20	\$2,021
CHIEF PURSER	2.008	\$928	\$466	\$406	\$111	\$1,911	\$30.82	N/A	\$60	\$30	\$20	\$2,021
BAR MANAGER	1.699	\$785	\$384	\$344	\$84	\$1,617	\$28.16	N/A	\$60	\$30	\$20	\$1,727
F&B MANAGER	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	NA	\$60	\$30	\$20	\$2,315
EXECUTIVE CHEF	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	N/A	\$60	\$30	\$20	\$2,315
EXECUTIVE SOUS CHEF	2.008	\$828	\$466	\$406	\$111	\$1,911	\$30,92	NA	\$60	\$30	\$20	\$2,021
CHEF DE CUISINE	1.859	\$859	\$431	\$376	\$103	\$1,769	\$28.63	NA	09\$	\$30	\$20	\$1,879
WORKING CHEF! SOUS CHEF	1.699	\$785	\$394	\$344	\$84	\$1,617	\$26.16	N/A	\$60	\$30	\$20	\$1,727
PROVISION MASTER	2.008	\$928	\$486	\$406	\$111	\$1,911	\$30.92	NA	09\$	\$30	\$20	\$2,021
INVENTORY MANAGER	2.008	\$928	\$486	\$406	\$111	\$1,911	\$30.92	NA	09\$	\$30	\$20	\$2,021
DINING ROOM MGR *	1.859	\$859	\$431	\$376	\$103	\$1,789	\$28.63	NA	09\$	\$30	\$20	\$1,879
MAITRE D'	1,859	\$859	\$431	\$376	\$103	\$1,769	\$28.63	NA	09\$	\$30	\$20	\$1,879
TRAVELING SUPERVISOR	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	N/A	09\$	\$30	\$20	\$2,315
			The state of the s		-			The second secon		The second secon		

Above values are all in US Dollars

MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
MONTHLY COMPENSATION FOR 80.82 GLARANTEED OVERTIME HOURS PER MONTH
MONTHLY COMPENSATION FOR 80.82 GLARANTEED OVERTIME HOURS PER MONTH
MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
TOTAL MONTHLY PAY FOR ALL HOURS WORKED INCLUDING ALL OVERTIME AND LEAVE (VACATION) PAY.
SICK PAY PER DAY
EXTRA OVERTIME RATE NA AS GROUP A SEAFARERS ARE NOT ELIGIBLE FOR ANY EXTRA OVERTIME PAY IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED.
ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
ADDITIONAL NON COMPENSATION BENEFIT FOR ITRAINING AND DEVELOPMENT
ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNITY TOTAL GUARANTEE

• ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUTIES PROVIDED BY GUESTS OTHER THAN \$1000,00 PER MONTH PAID BY OWNERSICOMPANY. IN RECOGNITION THAT OTHER SEARARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES, ANY GRATUTIES OR SERVICE FEES PAID TO THE SEAFARER ON COLLECTED BY THE OWNERSICOMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERSICOMPANY WIL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE.



Hotel Gro Appe

Firefor 2 3 4 6 6 7 8 9 9	Hotel Group B - 2009										Benefit Value	enj	
HIFF HOUSEKEEPER Factor 2 3 4 5 6 7 8 9 STRATION PURSER 1,132 \$754 \$379 \$330 \$90 \$1,553 \$25,13 \$86.0 \$860 STRATION PURSER 1,632 \$754 \$379 \$330 \$90 \$1,653 \$25.13 \$860 </th <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>Pension Plan</th> <th>T&D</th> <th>Internet</th> <th>Total ITF</th>										Pension Plan	T&D	Internet	Total ITF
HIEF HOUSEKEEPER 1,632 \$754 \$379 \$330 \$1,653 \$25,13 \$6,64 \$80 STRATION PURSER 1,682 \$754 \$370 \$30 \$1,653 \$25,13 \$6,64 \$80 STRATION PURSER 1,184 \$824 \$222 \$220 \$520 \$10 \$1,17 \$60 \$10<	1	Factor	2	6	4	10	9	7	8	6	10	11	12
PERMITOR PURSER 1.682 \$1542 \$1574 \$1574 \$1570	ASST CHIEF HOUSEKEEPER*	1.632	\$	\$379	\$330	\$90	\$1,553	\$25.13	\$6.54	\$60	\$30	\$20	\$1,663
PURSER 1.184 \$647 \$276 \$240 \$66 \$1,127 \$16,20 \$6.74 \$60 NITICE PURSER 1.000 \$462 \$522 \$220 \$560 \$15,40 \$4.01 \$60 NITICE PURSER 0.715 \$330 \$166 \$142 \$40 \$868 \$11,01 \$2.06 \$60 SINEATIVE ASSISTANT 0.715 \$330 \$166 \$146 \$40 \$868 \$11,01 \$2.06 \$60 SINEATIVE ASSISTANT 0.700 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$80 SINEATIVE ASSISTANT 1.000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$80 ANT FOOD MANAGER 1.000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$80 ANT FOOD MANAGER 1.000 \$462 \$232 \$202 \$55 \$952 \$16,40 \$4.01 \$4.01 \$80 CO	ADMINISTRATION PURSER	1.632	54	\$379	\$330	\$80	\$1,553	\$25,13	\$6.54	\$60	\$30	\$20	\$1,863
NITICE PURSER 1,000 346Z \$120 \$150 \$46Z \$120 \$46Z \$120 \$46Z \$120 \$46Z \$120 \$46Z \$120 \$417 \$40 \$800 \$11,01 \$2,80 \$100 \$46Z \$120 \$414 \$40 \$800 \$11,01 \$2,80 \$800 \$100 \$46Z \$120 \$400 \$400 \$400 \$46Z \$120 \$450 \$401 \$400 <td>JUNIOR PURSER</td> <td>1.184</td> <td>**</td> <td>\$275</td> <td>\$240</td> <td>\$66</td> <td>\$1,127</td> <td>\$18,23</td> <td>\$4.74</td> <td>09\$</td> <td>\$30</td> <td>\$20</td> <td>\$1,237</td>	JUNIOR PURSER	1.184	**	\$275	\$240	\$66	\$1,127	\$18,23	\$4.74	09\$	\$30	\$20	\$1,237
REPER 0.0461 \$392 \$197 \$1172 \$47 \$807 \$13.06 \$3.40 \$80 INENNEEPER 0,715 \$330 \$166 \$146 \$40 \$800 \$11.01 \$2.88 \$81 \$10 \$80 \$10 <	APPRENTICE PURSER	1,000	*	\$232	\$202	\$55	\$952	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
INENINGEPER 0,716 \$130 \$166 \$145 \$40 \$680 \$11,01 \$2,86 \$60 \$11,01 \$2,86 \$60 \$10,01 \$402 \$1232 \$202 \$65 \$8952 \$15,40 \$401 \$800 \$402 \$100 \$402 \$232 \$202 \$65 \$15,40 \$401 \$800 \$402 \$100 \$402 \$232 \$202 \$65 \$15,40 \$401 \$800 \$402 \$100 \$402 \$232 \$202 \$65 \$15,40 \$4,01 \$800 \$402 \$100 \$402 \$232 \$202 \$862 \$15,40 \$4,01 \$800 \$400 \$402 \$232 \$202 \$862 \$15,40 \$4,01 \$800 \$400 \$402 \$202 \$862 \$15,40 \$4,01 \$800 \$400 \$402 \$202 \$862 \$15,40 \$4,01 \$800 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400	LINENKEEPER	0.648	44	\$197	\$172	\$47	\$807	\$13.06	\$3.40	09\$	\$30	\$20	\$917
STRATIVE ASSISTANT 1,000 \$462 \$222 \$202 \$65 \$962 \$15,40 \$4.01 \$60 4.OMIST 1,000 \$462 \$222 \$202 \$55 \$962 \$15,40 \$4.01 \$80 4.UPERVISOR 1,000 \$462 \$222 \$202 \$55 \$962 \$15,40 \$4.01 \$80 ANTIFOOD MANAGER 1,000 \$462 \$222 \$220 \$55 \$962 \$15,40 \$4.01 \$80 ANTIFOOD MANAGER 1,000 \$462 \$222 \$220 \$55 \$962 \$1,127 \$162 \$4.01 \$60 ARIZAGERAT COOK 1,000 \$462 \$222 \$220 \$55 \$962 \$1,127 \$162 \$60 \$1 REAVEANT COOK 1,000 \$462 \$222 \$220 \$56 \$15,10 \$4.01 \$60 REAVER 1,000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$60 REMERY	ASST LINENKEEPER	0.715	140	\$166	\$145	\$40	\$680	\$11.01	\$2,86	09\$	\$30	\$20	\$780
HONIST 1,000 \$462 \$222 \$56 \$962 \$16,40 \$4.01 \$889 SANT FOOD MANAGER 1,000 \$462 \$222 \$222 \$862 \$16,40 \$4.01 \$809 ANI FOOD MANAGER 1,000 \$462 \$222 \$202 \$85 \$16,40 \$4.01 \$60 ANI FOOD MANAGER 1,000 \$462 \$222 \$202 \$85 \$16,40 \$4.01 \$60 COLRINANT 1,100 \$462 \$222 \$202 \$85 \$1,127 \$1,540 \$4.01 \$60 COLRINANT 1,100 \$462 \$222 \$202 \$85 \$852 \$1,640 \$4.01 \$60 REARMANDORK 1,000 \$462 \$222 \$202 \$852 \$15,40 \$4.01 \$800 RER 1,000 \$462 \$222 \$202 \$852 \$16,40 \$4.01 \$800 RER 1,000 \$462 \$222 \$220 \$852 \$16,40 \$4.01 </td <td>ADMINISTRATIVE ASSISTANT</td> <td>1,000</td> <td>Š</td> <td>\$232</td> <td>\$202</td> <td>\$55</td> <td>\$952</td> <td>\$15.40</td> <td>\$4.01</td> <td>\$60</td> <td>\$30</td> <td>\$20</td> <td>\$1,062</td>	ADMINISTRATIVE ASSISTANT	1,000	Š	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ANT FOOD MANAGER 1,000 \$462 \$222 \$55 \$862 \$15,40 \$4,01 \$80 ANT FOOD MANAGER 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 ANT FOOD MANAGER 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 AR MANAGER 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 FEARMANAGER 1,000 \$462 \$232 \$220 \$56 \$1,127 \$1,62 \$4,01 \$60 REAKEAST COOK 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 REAKEAST COOK 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 REAKEAST COOK 1,000 \$462 \$232 \$202 \$56 \$1,127 \$18,23 \$4,17 \$60 RAKER 1,000 \$462 \$275 \$240 \$66 \$1,127	TELEPHONIST	1.000	3	\$232	\$202	\$58	\$962	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ANT FOOD MANAGER 1,000 \$462 \$232 \$502 \$55 \$952 \$15,40 \$401 \$560 AR MANAGER 1,000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$401 \$560 OURNANT 1,100 \$462 \$232 \$240 \$66 \$1,127 \$16,20 \$401 \$60 REAKFAST COOK 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60 REW COOK 1,000 \$462 \$232 \$202 \$55 \$16,20 \$4.01 \$60 RE W COOK 1,000 \$462 \$232 \$202 \$55 \$16,20 \$4.01 \$60 RE W COOK 1,000 \$462 \$232 \$202 \$55 \$16,20 \$4.01 \$60 RE ACOOK 1,000 \$462 \$232 \$240 \$66 \$1,107 \$4.01 \$60 RAKER 1,184 \$547 \$275 \$240 \$66 \$1,127 <td< td=""><td>UTILITY SUPERVISOR</td><td>1.000</td><td></td><td>\$232</td><td>\$202</td><td>\$55</td><td>\$952</td><td>\$15.40</td><td>\$4.01</td><td>09\$</td><td>\$30</td><td>\$20</td><td>\$1,062</td></td<>	UTILITY SUPERVISOR	1.000		\$232	\$202	\$55	\$952	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
AR MANAGER 1.000 \$462 \$232 \$550 \$557 \$400 \$460 \$400 \$66 \$1,127 \$16,23 \$4,07 \$60 FOURNANT 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18,23 \$4.01 \$60 FOURNANT 1.000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60 REAKEAST COOK 1.000 \$462 \$232 \$202 \$55 \$16,40 \$4.01 \$60 REAKER 1.000 \$462 \$232 \$202 \$55 \$16,40 \$4.01 \$60 ANT PASTRY CHEF 1.000 \$462 \$202 \$56 \$15,127 \$18,12 \$4.01 \$60 ANT PASTRY CHEF 1.184 \$547 \$240 \$66 \$1,127 \$18,127 \$4.01 \$60 CHEF 1.184 \$547 \$520 \$240 \$66 \$1,127 \$18,127 \$4.01 \$60 CHEF 1.184 \$547	ASSISTANT FOOD MANAGER	1.000		\$232	\$202	\$55	\$827	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
COURNANT 1.184 \$547 \$276 \$640 \$1,127 \$16,23 \$4,124 \$600 REAKFAST COOK 1,000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4,01 \$600 REAKFAST COOK 1,000 \$462 \$232 \$202 \$55 \$952 \$16,40 \$4,01 \$60 RE 1,000 \$462 \$232 \$202 \$55 \$952 \$1,01 \$60 \$60 RE 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 \$1,12 <td>ASST BAR MANAGER</td> <td>1.000</td> <td></td> <td>\$232</td> <td>\$202</td> <td>\$55</td> <td>\$952</td> <td>\$15.40</td> <td>\$4.01</td> <td>\$60</td> <td>\$30</td> <td>\$20</td> <td>\$1,062</td>	ASST BAR MANAGER	1.000		\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
REAKFAST COOK 1,000 \$462 \$232 \$50 \$565 \$15,40 \$4,01 \$60 REW COOK 1,000 \$462 \$232 \$202 \$55 \$562 \$15,40 \$4,01 \$60 ER 1,000 \$462 \$232 \$202 \$55 \$15,40 \$4,01 \$60 ANT PASTRY CHEF 1,000 \$462 \$232 \$202 \$55 \$15,60 \$4,01 \$60 ANT PASTRY CHEF 1,184 \$547 \$276 \$240 \$66 \$1,127 \$1,127 \$1,107	COOK TOURNANT	1.184		\$275	\$240	\$66	\$1,127	\$18,23	\$4.74	09\$	\$30	\$20	\$1,237
REAKFAST COOK 1.000 \$462 \$202 \$55 \$952 \$15.40 \$4.01 \$60 REW COOK 1.000 \$462 \$232 \$202 \$55 \$952 \$15.40 \$4.01 \$60 ER 1.000 \$462 \$232 \$202 \$56 \$1127 \$140 \$4.01 \$60 ANT PASTRY CHEF 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.01 \$60 ANT PASTRY CHEF 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AAKER 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 SSISTANT 0.048 \$330 \$13	COOK	1,000		\$232	\$202	\$55	\$952	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
FRANT PASTRY CHIEF 1.000 \$462 \$202 \$55 \$952 \$15.40 \$4.01 \$400 ER 1.000 \$462 \$232 \$202 \$56 \$952 \$15.40 \$4.01 \$60 ANT PASTRY CHIEF 1.104 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 ANT PASTRY CHIEF 1.104 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.104 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.104 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.104 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 AKER 1.108 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 SSISTANT 0.648 \$392 <	HEAD BREAKFAST COOK	1.000		\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,082
ER 1,000 \$462 \$232 \$520 \$456 \$451 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$407 \$400 \$417 \$4127 \$4107 \$407 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$410 \$410 \$410 \$400 \$400 \$400 \$400 \$400 \$410 \$410 \$410 \$400 \$400 \$400 \$400 \$410 \$410 \$410 \$410 \$400 <t< td=""><td>HEAD CREW COOK</td><td>1,000</td><td></td><td>\$232</td><td>\$202</td><td>\$55</td><td>\$952</td><td>\$15.40</td><td>\$4.01</td><td>09\$</td><td>\$30</td><td>\$20</td><td>\$1,062</td></t<>	HEAD CREW COOK	1,000		\$232	\$202	\$55	\$952	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
ANT PASTRY CHEF 1.184 \$547 \$2240 \$868 \$1,127 \$18.23 \$4.74 \$800 \$1.	BUTCHER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	09\$	\$30	\$20	\$1,062
CBAKER 0.716 \$330 \$166 \$145 \$40 \$680 \$11.01 \$2.86 \$60 \$60 AKER 1.184 \$547 \$275 \$276 \$66 \$1,127 \$10.23 \$4.74 \$60 CCHEF 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 UFFET 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 UFFET 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 SSISTANT 0.848 \$332 \$145 \$40 \$680 \$11.01 \$2.86 \$50 \$60 RAINEE 0.715 \$330 \$166 \$145 \$40 \$680 \$11.01 \$2.86 \$60 ANT STOREKEPER 0.848 \$332 \$197 \$17 \$10.00 \$40 \$232 \$202 \$55 \$15.40 \$4.01 \$60	ASSISTANT PASTRY CHEF	1.184	\$547	\$275	\$240	99\$	\$1,127	\$18.23	\$4.74	260	\$30	\$20	\$1,237
AKER 1.184 \$547 \$275 \$60 \$1,127 \$10.23 \$4.74 \$60 CCHEF 1.184 \$547 \$275 \$276 \$66 \$1,127 \$18.23 \$4.74 \$60 UFFET 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4.74 \$60 SSISTANT 0.0846 \$330 \$197 \$47 \$680 \$11.01 \$2.86 \$60 RAINE 0.715 \$330 \$166 \$145 \$40 \$680 \$11.01 \$2.86 \$60 RAINE 0.715 \$330 \$166 \$145 \$40 \$680 \$11.01 \$2.86 \$60 ANT STOREKEPER 0.0848 \$332 \$197 \$172 \$40 \$60 \$1.00 \$4.01 \$60 ANT STOREKEPER 0.0848 \$332 \$197 \$10.00 \$40 \$232 \$202 \$55 \$15.40 \$4.01 \$60 ANT STOREKEPER 0.0848 \$33	PASTRY BAKER	0.715	35	\$166	\$145	240	\$680	\$11.01	\$2.86	09\$	\$30	\$20	\$790
CCHEF 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4,74 \$60 UFFET 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18.23 \$4,74 \$60 \$SISTANT 0.0848 \$392 \$197 \$47 \$680 \$1,107 \$10.06 \$5.474 \$60 RAINE 0.715 \$330 \$166 \$145 \$40 \$680 \$11.01 \$2.86 \$60 CEEPER 1.000 \$462 \$232 \$202 \$55 \$952 \$1.00 \$60 \$60 AN T STONEKEEPER 0.848 \$332 \$197 \$47 \$807 \$13.06 \$2.40 \$60 T 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60 I 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60 I 1.000 \$462 \$232 \$202 \$55 \$15.40	HEAD BAKER	1,184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	09\$	\$30	\$20	\$1,237
UFFET 1.184 \$547 \$275 \$240 \$66 \$1,127 \$18,23 \$4.74 \$60 ASISTANT 0.848 \$392 \$197 \$172 \$47 \$807 \$13.06 \$3.40 \$60 RAINEE 0.715 \$330 \$166 \$145 \$40 \$680 \$11,01 \$2.86 \$60 ANT \$TOREKEPER 0.648 \$332 \$120 \$172 \$47 \$807 \$13,06 \$401 \$60 ANT \$TOREKEPER 0.648 \$392 \$197 \$172 \$47 \$807 \$13,06 \$3.40 \$60 T 1.000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$60 T 1.000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60 1.000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60 1.000 \$462 \$232 \$252 \$15,40 \$4.01 \$60	PANTRY CHEF	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
ANT STORME 0.0846 \$392 \$197 \$47 \$807 \$13.06 \$3.40 \$60 RAINEE 0.715 \$330 \$166 \$145 \$40 \$680 \$71.01 \$2.86 \$60 CEEPER 1.000 \$462 \$232 \$202 \$55 \$952 \$1.01 \$60 \$60 ANT STOREKEEPER 0.848 \$332 \$197 \$47 \$807 \$13.06 \$3.40 \$60 T 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60 T 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60 1.000 \$462 \$232 \$202 \$55 \$15.40 \$4.01 \$60	HEAD BUFFET	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18,23	\$4.74	\$60	\$30	\$20	\$1,237
RAINEE 0.715 \$330 \$166 \$145 \$40 \$60 \$11,01 \$2,86 \$60 CEEPER 1.000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$60 ANT STOREKEEPER 0.848 \$392 \$197 \$172 \$47 \$807 \$13,06 \$3.40 \$60 T 1.000 \$462 \$232 \$202 \$55 \$952 \$15,40 \$4.01 \$60 CEEPING SUPERVISOR 1.000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60 1.000 \$462 \$232 \$202 \$55 \$15,40 \$4.01 \$60	COOK ASSISTANT	0.848	\$392	\$197	\$172	\$47	\$807	\$13,06	\$3.40	\$60	\$30	\$20	\$917
CEEPER 1,000 \$462 \$232 \$232 \$50 \$952 \$15,40 \$4,01 \$60 ANT STONEKEEPER 0.848 \$332 \$197 \$172 \$47 \$807 \$13,06 \$3,40 \$60 T 1.000 \$462 \$232 \$202 \$55 \$952 \$16,40 \$4,01 \$60 KEEPING SUPERVISOR 1.000 \$462 \$232 \$202 \$55 \$16,40 \$4,01 \$60 1.000 \$462 \$232 \$202 \$55 \$16,40 \$4,01 \$60	COOK TRAINEE	0.715	\$330	\$166	\$145	\$40	\$680	\$11.01	\$2.86	\$60	\$30	\$20	\$790
ANT STONEKEEPER 0.848 \$332 \$197 \$172 \$47 \$807 \$13.06 \$3.40 \$60 \$60 \$1.000 \$462 \$232 \$232 \$522 \$55 \$852 \$15.40 \$4.01 \$60 \$1.000 \$462 \$232 \$232 \$522 \$55 \$852 \$15.40 \$4.01 \$60 \$1.000 \$462 \$232 \$232 \$523 \$55 \$852 \$15.40 \$4.01 \$60 \$1.000 \$462 \$232 \$232 \$523 \$522 \$55 \$852 \$15.40 \$4.01 \$60 \$1.00	STOREKEEPER	1.000	\$462	\$232	\$202	\$52	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
T 1.000 \$462 \$232 \$202 \$55 \$952 \$16.40 \$4.01 \$60 KEEPING SUPERVISOR 1.000 \$462 \$232 \$202 \$55 \$952 \$16.40 \$4.01 \$60 1.000 \$462 \$232 \$202 \$55 \$952 \$16.40 \$4.01 \$60	ASSISTANT STOREKEEPER	0.848	\$382	\$197	\$172	547	\$807	\$13.06	\$3.40	\$60	\$30	\$20	\$917
KEEPING SUPERVISOR 1.000 \$462 \$232 \$202 \$55 \$952 \$15.40 \$4,01 \$60 1.000 \$462 \$232 \$232 \$55 \$952 \$15.40 \$4,01 \$60	FLORIST	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
1.000 \$462 \$232 \$202 \$55 \$952 \$15.40 \$4.01 \$60	HOUSEKEEPING SUPERVISOR	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
The same of the sa	TAILOR	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062

Above velues are all in US Dollars

1. POSITION TITLE

2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK

3. MONTHLY COMPENSATION FOR 40 HOURS PER WEEK

4. MONTHLY COMPENSATION FOR 40 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOUDAYS

4. MONTHLY COMPENSATION FOR 40 ST 30 DAYS VACATION PAY

5. MONTHLY COMPENSATION FOR 50 30 DAYS VACATION PAY

6. TOTAL MONTHLY COMPENSATION FOR 30 DAYS VACATION PAY

7. SICK PAY PER DAY

8. EXTRA OVERTIME ATALE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANITEED OVERTIME HOURS

9. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBLECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN

10. ADDITIONAL NON COMPENSATION BENEFIT FOR TRANKING AND DEVELOPMENT

11. ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE

* ALL AMOUNTS IN COLUMMS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$50.00 PER MONTH PAID BY DWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES AND YO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE



Hotel Group C - 2009 Appendix 4										Ben	Banefit Value	
9									Pension			
									Plan	T&D	Internet Access	Total ITF
1	Factor	2	3	4	U.	6	7	8	9	10	±	12
STATEROOM ATTENDANT*	1,000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD BARTENDER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
WAITER/ESS*	1,000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4,01	\$60	\$30	\$20	\$1,062
BAR SUPERVISOR*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
SOMMELIER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BARTENDER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BAR SERVER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD WAITERIESS I ASST MAITRE D'	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASSISTANT WAITER/ESS*	0.744	\$344	\$173	\$151	\$41	\$708	\$11.46	\$2.98	\$60	\$30	\$20	\$818
ASST STATEROOM ATTENDANT	0.744	\$344	\$173	\$151	\$41	\$708	\$11.46	\$2.98	\$60	\$30	\$20	\$818
RESTAURANT HOST/ESS*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
CLEANER**	0.653	\$302	\$151	\$132	\$36	\$625	\$10.06	\$2,62	\$60	\$30	\$20	\$736
SNACK ATTENDANT	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731
PUBLIC AREA ATTENDANT*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062

POSITION TITLE
MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
MONTHLY COMPENSATION FOR WORK BETWEEN 40 AND 56 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOLIDAYS

MONTHLY COMPENSATION FOR 80.82 GUARANTEED OVERTIME HOURS PER MONTH
MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
TOTAL MONTHLY GUARANTEED PAY for 383,10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

Above values are all in US Dollars
1. POSITION TITLE
2. MONTHLY BASIC PAY FOR 4
3. MONTHLY COMPENSATION I
4. MONTHLY COMPENSATION I
5. MONTHLY COMPENSATION I
6. TOTAL MONTHLY GUARANTI
7. SICK PAY PER DAY
8. EXTRA OVERTIME RATE PER
9. ADDITIONAL NON COMPENSA

EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS
ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PENIOD UNDER THE TERMS OF THE PLAN
ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE

* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN
\$50,00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES,
ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO
ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE.

"ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 8 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN
\$100.00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES,
ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO
ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE. 28. 28. 28.88 30.08

Hotel Group D - 2009 Appendix 4										Benefit Value	t Value	
									Pension		Internet	
									Plan	T&D	Access	Total ITF
-	Factor	2	u	4	O1	6	7	8	9	10	11	12
NIGHT ATTENDANT	0,601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
CFM ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
HOTEL CLEANER	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
MESS ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2,41	\$60	\$30	\$20	\$682
UTILITY STOREKEEPER	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731
BAR UTILITY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
DINING ROOM UTILITY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
HEAD UTILITY/SUPV	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731
UTILITY HOTEL	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
UTILITY GALLEY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
BELL ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682
								The state of the s				1

- Above values are all in US Dollars

 1. POSITION TITLE

 2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK

 3. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOLIDAYS

 4. MONTHLY COMPENSATION FOR 80.82 GUARANTEED OVERTIME HOURS PER MONTH

 5. MONTHLY COMPENSATION FOR 90.82 GUARANTEED OVERTIME HOURS PER MONTH

 6. TOTAL MONTHLY GUARANTEED PAY for 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

 7. SICK PAY PER DAY

 7. SICK PAY PER DAY

 8. EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS

 8. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN

 10. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 12. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS



Appendix 6 to the

Collective Agreement effective the 1st of July 2009 between FIT-CISL and Celebrity Cruises Inc. (hereinafter the "Collective Agreement")

WITH REGARD TO:

the previous Collective Agreement, effective from the 1st of January 2008 considered valid till 30th June 2009 and the Collective Agreement, effective from the 1st of July 2009 until the 30th of June 2011.

It has been agreed that the Union contribution for the year 2009 will be transferred with quarterly lump sum of USD 58,675 and paid in advance starting the 1st of January 2009.

The payment will be made as follows:

FEDERAZIONE ITALIANA TRANSPORTI - CISL - ITF, FOREIGN FLAG DEPT., Italy, Via Antonio Musa, 4, Phone +36 06 44286316 / 7 - Fax + 39 06 4402991.

For CELEBRITY CRUISES INC. and Azamara Cruises

Maria Del Busto
Vice President and
Chief Human Resources Officer

Remo Di Fiore

For FIT/CISL -Rome

International Seafarers Dept.

Date

Date