

To: Mexx Employee's

Concerning: Mexx/ bankruptcies – information

Date: 8 december 2014

### **Update in regards to the proceedings of the administrator**

The administrator and its personnel have over the last few days gathered as much information as possible and have studied this in order to create a clear image of Mexx and its company. At the moment the administrator is doing its best to try to secure the company and to resolve the most direct problems. Alongside this, there is a lot of attention being paid to possible parties that could be interested in the sale of parts of the company. It is at this moment unclear if a take-over can be accomplished, and if so, it is unclear as to what this will result in. The talks with possible parties who could be interested in a take-over will continue throughout this week.

### **Appointment of Herman Hovestad**

The administrator has appointed an external advisor who will manage Mexx, alongside Mehul Tank and Julia Hansen, to make sure that information is disclosed so that decisions can be made as smoothly and as quickly as possible. The external advisor is Herman Hovestad, who will function as interim CEO. The administrator requests that full cooperation is given to Herman Hovestad. In regards to the level of responsibility that Hovestad has, he can be compared to the administrator, all his requests and commands should therefore be considered as coming from the administrator itself.

### **Visit stores and offices**

On 5 December 2014 the personnel of the administrator have visited the headoffice and the warehouse in Voorschoten. On 6 and 7 December 2014 all of the own-stores and the most shop-in-shops also received a visit. More visits will follow in the days ahead. The goal of the visits is to gather more information and to be able to provide this information. It is really striking how positive the personnel are in this difficult period. The administrator and it's personnel are very much in admiration of this.

### **Meeting 9 December 2014**

Not all employees at the headoffice or in the warehouse have yet seen/met with the personnel of the administrator. Therefore on 9 December 2014 at 11:00 a meeting will take place at the headoffice in Amsterdam, and is intended for employees who work at the headoffice or in the warehouse. The information that will be provided can be compared to the information that has been given during the visits to the stores.

### **Intake UWV**

On 11, 12, 15 and 16 December 2014 meetings will take place with the UWV. The meetings will take place in Amsterdam and Voorschoten. At the moment the planning will be as follows:

- Thursday 11 December 2014: Voorschoten – warehouse employees
- Friday 12 December 2014: Amsterdam – headoffice employees
- Monday 15 December 2014: Voorschoten – store employees ( further information will follow)
- Tuesday 16 December 2014: store employees (further information will follow)

The relevant stores, during the meetings that will take place with the store employees on 15 and 16 December 2014 will close on those particular days. The meetings will take place during working hours. Travel costs will be reimbursed by the UWV. If you cannot /are not able to travel to the meeting at Voorschoten or Amsterdam you will be able to make an appointment at your nearest UWV office, however please be aware that the administration process of your information will unfortunately be delayed.

Today the UWV have sent out the employee forms. You will therefore receive these forms tomorrow. If the postal address that you have provided to Mexx is registered as outside of The Netherlands you will be able to pick up an employee form from the HR department.

### **Overhours**

Overhours that have been made during the last twelve weeks and overhours that will be made during the notice period will be fully compensated by the UWV. You can declare all overhours via forms that you can receive from the UWV. You will be informed in more detail in regards to this during the meeting that you will have with the UWV. Overhours that have been made longer than twelve weeks ago may be claimed back by submitting this information to the administrator. However, please note that this will be looked upon case by case and reimbursement cannot be guaranteed. Please note: as from today you will need to receive upfront permission from your area manager before any actual overhours can be made.

### **Travelcosts**

If you make any travel costs in order to attend the UWV meeting or the meeting on 9 December 2014, you will be able to declare these costs to the UWV. You will need to use the UWV forms – you will be told more about this during the UWV meeting. Declarations can only be reimbursed on the basis of tickets, receipts or from a printed overview from the Public transport card (OV-chipkaart). If you normally use a NS-card or a lease-car for your commuter travel, you can continue to do so until the card is blocked or until the car needs to be handed over. From that moment on you can declare your commuter travel costs for compensation to the UWV. This will only be applicable for actual commuter travel, not for any other sort of travel.

### **Expenses and exceptional costs**

Expenses that are made whilst carrying out work activities will be paid by the UWV. This also applies for certain costs that the stores will need to make, and of which have previously been financed from petty cash, for example in order to buy tea or coffee or for a meal in regards to employees who work through the shopping evening.

### **Creditors**

All creditors need to register themselves by the administrator. This also applies to suppliers who want to claim back their goods. It is not permitted for you to let suppliers claim back their goods,

even if they demand them back as it is their property. You can direct everyone to the office of the administrator and explain that that is your duty to do so. If in doubt contact please contact the personnel of the Administrator via [mexx@fortadvocaten.nl](mailto:mexx@fortadvocaten.nl)