

## Samarco holds the 3rd period of layoff

*The suspension of employment contracts begins this Thursday*

Paralyzed about a year and a half ago, Samarco starts Thursday (1/6) in the third period of layoff. About 800 employees will have their work contracts suspended for two months, and the term can be extended for another three months. The joint proposal of Samarco and the unions was approved by the employees at meetings held in April, and understood as the best solution for the maintenance of jobs at the moment.

Since the rupture of the Fundão dam in November 2015, Samarco has taken several actions to preserve its staff. In addition to paid leave and group vacations, the company has held two other layoff periods.

Employees who have suspended their employment contracts will receive a FAT grant of around R \$ 1,600 and qualification courses in their respective professional areas. Samarco will supplement the value of the scholarship to maintain the employees' net income. The company will also keep all the current benefits as well as the health plan and food allowance.

This third layoff period is the result of uncertainties as to the date of resumption of Samarco's operations. The miner has made every effort to obtain the necessary licenses to return operations, but factors that are independent of the company have generated delays in the licensing process.

Measures taken by the company to preserve the jobs:

- Compensation (10/11/2015 to 29/11/15)
- Group holidays (30/11/15 to 29/12/15)
- 2nd period of paid leave (4/1/16 to 10/1/16)
- 1st period of layoff (25/1/16 to 25/4/16)
- 2nd layoff period (25/4/16 to 25/6/16)
- 3rd period of layoff (06/01/17 to 07/31/17)

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