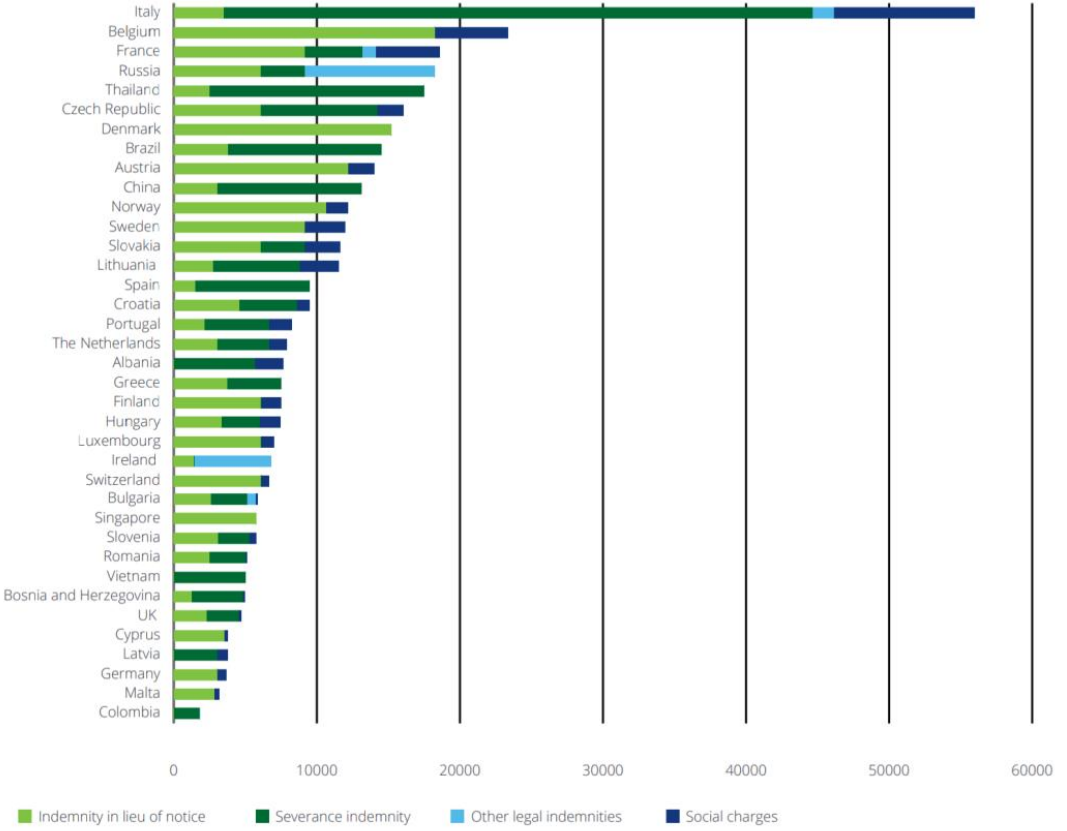


Case 1

- Employee, age 30
- Legal counsel in an IT company
- 4 years seniority
- Gross annual base salary: €30,000
- Gross variable salary per year: €2,500
- Benefits in kind per year (gross): €4,000

Case 1.1: dismissal due to objective individual or economic reasons



* Assumptions: not considered unfair dismissal

Case 1.2: dismissal without objective individual or economic reasons

