

**Hearing of the Works Council on the intended Dismissal**  
**pursuant to § 102 of the Works Constitution Act (BetrVG)**

<b>Employee Details</b>	
1) First Name	<b>Christoph</b>
2) Last Name	<b>Brucke-Wendorff</b>
3) Date of Birth	<b>23.12.1986</b>
4) Marital Status	<b>Married</b>
5) Gender	<input type="checkbox"/> F <input checked="" type="checkbox"/> M <input type="checkbox"/> Not declared
6) Job Title	<b>Data Engineer</b>
7) Starting Date	<b>01.12.2022</b>
8) Probation End Date	<b>31.05.2023</b>
9) Notice Period	<b>3 months to the end of the month - - However, this is a hearing for a termination without notice.</b>
10) Full-Time/Part-Time	<input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time
11) Location	<input type="checkbox"/> Remote <input checked="" type="checkbox"/> Berlin - FreshCampus <input type="checkbox"/> Berlin - Creative Studio <input type="checkbox"/> Berlin <input type="checkbox"/> Saarbrücken
12) Current Salary (incl. Equity)	<b>€88,000</b>
13) Career Step	<b>CS4</b>
14) Business Unit	<b>HelloTech</b>
15) Function/Alliance	<b>Global Tech - SCM Procurement</b>
16) Tribe/Department	<b>Global Tech - Assortment</b>

Termination Details	
1) Termination Reason	<input type="checkbox"/> Personal <input checked="" type="checkbox"/> Behavioral <input type="checkbox"/> Operational
2) What are the termination arguments (please be specific and link to a document if necessary)?	<p>Christoph refuses to follow the official <a href="#">Works Agreement</a> of Framework Conditions for Mobile Working. Due to the continuous misconduct, there already have been discussions in which the consequences were clearly pointed out and the employee was asked to reconsider and adapt his behavior.</p> <p>We provided Christoph a written warning on 05.08.2024 and another written warning on 05.09.2024 and requested him to properly fulfill his contractual obligations in the future to avoid an extraordinary or ordinary termination of his employment. Nevertheless, he again violated the Works Agreement on Tuesday (05.11.2024) and Friday (08.11.2024), which is why we feel compelled to terminate his employment without notice and with immediate effect - you received the respective hearing. In addition, we are enclosing this second hearing for an ordinary termination, which we will issue alternatively (hilfsweise).</p>
3) Proposed End Date	As soon as we have feedback from the Works Council. Latest on 20.11.2024.
4) Please add the Role Description for the employee	<ul style="list-style-type: none"> <li>- Build tools and services for other engineers, data scientist and data analysts</li> <li>- Build reusable technology that enables teams to ingest, store, transform, and serve their own data products</li> <li>- Collaborate closely with domain data teams supporting them in adopting our services and tools</li> </ul>

<b>NOTE: If in Probation, skip questions 5 to 7</b>	
5) What was the last Foodie Rating (What/How)	
6) What was the last Foodie Potential Rating for this employee?	
7) Did the employee have personal goals or a development plan established at the start of the most recent FOODIE cycle?	<input type="checkbox"/> Y <input type="checkbox"/> N
8) Have there been any previous measures to improve the work relationship for this employee (PIP, formal warning)?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
If yes, what were the reasons (or link to relevant documents)? (please be specific)	<b>We provided Christoph a written warning on 05.08.2024 and another written warning on 05.09.2024 and requested him to properly fulfill his contractual obligations in the future to avoid an extraordinary or ordinary termination of his employment.</b>
9) Has there been any similar feedback regarding this employee from peers/stakeholders?	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N <input type="checkbox"/>
If yes, please share a link to it	<input type="checkbox"/>
10) Alternative role(s) proposed to the employee	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N
If yes, please add the role description(s) or a link	

**Further Details**

*The following information is additional information which could partly be reported from Workday, but it is not mandatory and should only be answered by the employee if they are comfortable doing so:*

1) Is the employee holding a work permit?	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N
If yes, could the termination impact it in a negative way?	
2) Has the employee taken over the care of a family member over the last 12 months?	<input type="checkbox"/> Y <input type="checkbox"/> N <input checked="" type="checkbox"/> Not disclosed
3) Does the employee have a disability?	<input type="checkbox"/> Y <input type="checkbox"/> N <input checked="" type="checkbox"/> Not disclosed
4) What is the ethnicity of the employee?	
5) Does the employee identify as LGBTQ+?	<input type="checkbox"/> Y <input type="checkbox"/> N <input checked="" type="checkbox"/> Not disclosed

**If you have any questions, please contact Priya Pillai/ Cristin Schaepe.**

**Berlin, 12 Nov 2024**

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**Priya Pillai / Cristin Schaepe**

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Place, Date

Name/Signature of HRBP

### **Statement of the Works Council**

The Works Council herewith responds to the termination of [insert employee name here].

☐ The Works Council agrees to the termination.

**OR**

☐ The Works Council does not wish to comment on the intended measure.

**OR**

☐ The Works Council raises concerns about the termination.

**OR**

☐ The Works Council objects to the termination.

**Justification:**

Beyond that, the Works Council does not wish to make any further statement on this topic.

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Place, Date

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Signature of Chairperson