

**AFP**

EUROPE  
AFRIQUE  
Paris



Direction Europe-Afrique

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M. J.

Paris, the 10th of January 2011

**Re: Warning letter for disrespectful conduct and unacceptable threatening statements against your Bureau Chief and our institution Agence France-Presse**

**Delivered by hand, sent by e.mail and followed by registered mail in both Turkish and English languages.**

**To Mr. Mustafa ÖZER**

Dear Mr Özer,

As we have explained to you during our meeting in Istanbul on Wednesday the 5<sup>th</sup> of January 2011, we are sending to you this letter to give you a final warning about your behaviors towards your bureau chief, Mr. Michel Sailhan, your colleagues and your general attitude in the work place.

The threatening, interfering and false accusations repeated in the emails enclosed hereto that you have sent to Mr. Michel Sailhan, like the one you wrote on the 20<sup>th</sup> of December 2010 and about which we have been informed the following day and which caused our journey to Turkey, are harmful to Agence France-Presse and to its proper functioning.

The tone of your e-mails are clearly unacceptable, and are constitutive of justified cause for immediate termination of your employment contract, as set forth in article 25/II of the Turkish Labor Code.

Moreover, we have informed that you have serious problems with your colleagues and demand from your Manager to terminate their employment contract otherwise, you will sue AFP. AFP, with its quality of employer, decides on its own with whom it shall work. The employees are expected to work in harmony and show respect to each other for the efficient conduct of the work and peace in the work place. This letter is our final warning for you to note that the employees, who interrupt the appropriate and efficient operation of the daily businesses and peaceful work environment, shall not be tolerated.

You have initiated a law suit against our Company before Beyoğlu 1<sup>st</sup> Labor Court which continues under the number 2010/382 E. Should you have any further claims, you may always

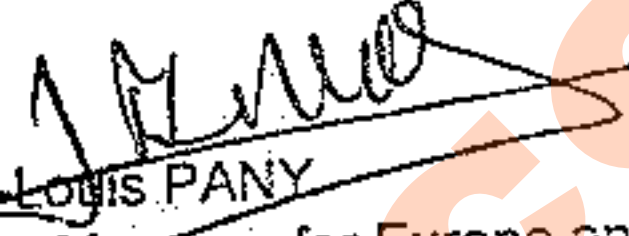
resort to competent courts, but you cannot threaten personally your manager, who represents the management of AFP in Turkey, or your colleagues, with initiating law suits against them or requiring the termination of their employment contracts.

Finally, please note that should you repeat that kind of disrespectful style or any other kind of unacceptable behavior in the work place against your bureau chief, your colleagues or any Agence France Presse's professional contact, Agence France-Presse will terminate your employment contract in compliance with the related articles of the Labor Code.

This letter is a final warning and will be filed to your personal file ("*personel özlık dosyasi*") with its annexes as requested by the relevant procedure.

Sincerely,

  
Martine EUDES  
AFP photo Manager

  
Jean-Louis PANY  
Deputy Manager for Europe and Africa

**Enclosed:**

Your mails dated 6 December 2010, 16 December 2010 and 20 December 2010.

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