



NORWEGIAN CRUISE LINE

Staff



Subject to Seafarer meeting all Seafarer's Medical Examination and Certificate requirements, NCL (Bahamas) Ltd. d/b/a/ Norwegian Cruise Line ("Company" or "Employer") located at 7665 Corporate Center Drive, Miami, Florida 33126, USA agrees to employ **Adams, David Michael Maurice**, ("Seafarer") in the capacity set forth below, for the consideration and under the terms and conditions hereinafter stated, and "Seafarer" agrees to be so employed and to abide by the terms and conditions of this Seafarer's Employment Agreement ("Agreement").

PERSONAL INFORMATION

Last Name	First Name	MAPS ID
Adams	David Michael Maurice	0627746
Address		
6180 Crested Moss Dr Alpharetta Georgia 30004 United States		
Telephone Number	Personal Email Address	
+1 (424) 3330799	d_adams1@msn.com	
Date of Birth	Place of Birth	
10/10/1982	United States of America	
Marital Status	Nationality	Sex
Single	USA	Male
Height	Weight	Eye Color
5-10	170	Brown

EMERGENCY CONTACT NAME	Emergency Contact Number
Ebonie Trotter	+1 (323) 6027529
Emergency Contact Address	
Unknown	

DOCUMENTATION

Passport #	Passport Exp. Date	Home Airport
599044230	06/07/2029	ATL
ARC #, if applicable	Social Security #, if applicable	

VESSEL DETAILS

Gross Tonnage	145,655
Propulsion Power	62,400 KW
Official Number	9000381
IMO Number	9606912
Flag State	Bahamas
Vessel Owner	Breakaway One, Ltd.
Call Sign	C6ZJ3
Port of Registry	Nassau
Brand (Used for Replication)	NCL
Vessel Name	Norwegian Breakaway

☒ New Hire	☐ Rehire	☐ Transferring	☐ Returning
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SIGN ON/OFF INFORMATION

Position	Department
Lighting Technician	Prod Show
To Serve Initially On Board The:	
Norwegian Breakaway	
First Hire Date	Seniority Date
09/06/2026	
Sign On Port (subject to change)	Sign On Date (subject to change)
Boston, MA	09-06-2026
Sign Off Port	Scheduled Sign Off Date
TBD	03-07-2027

SALARY INFORMATION

Salary Per Month	Pay Effective Date
\$ 3000.00	09-06-2026
Where applicable, formula used for calculating monthly salary:	
Seafarer's monthly wage calculation in accordance with the Terms of the Seafarer's Employment Agreement.	

DOCUMENTATION

Visa Type	Visa Exp. Date

OTHER AGREEMENTS OR SPECIAL CONDITIONS

Additional Monthly Incentive if any: \$ 0

- The Seafarer shall be initially employed on board the above-mentioned ship. The Seafarer and the employment relationship established hereunder shall at all times be subject to and governed by the laws of the Flag of the vessel, and the Employer's written policies concerning drug and alcohol use, sexual harassment, and complaint resolution process. The Seafarer may be provided with benefits, including sick pay, daily stipend, medical care, board and lodging (if applicable), and retirement benefit (per the retirement plan parameters).
FOR FEMALE CREW: For crew who present to the ship's medical center and are determined to be pregnant, they are eligible to receive maternity pay equivalent to ten (10) weeks of Basic Monthly Consolidated Wages, upon furnishing records as defined by company policy.
- The Seafarer acknowledges that he/she has had an opportunity to examine and seek advice of said Agreement before signing on the vessel. The Seafarer understands and agrees that the Sign-On Date and Sign-On Port are subject to change.
- The Seafarer understands and agrees that he/she shall be subject to being transferred to any other ship now or hereafter owned, managed or operated by the Company.
- The Seafarer shall be employed for a period not exceeding the time set forth in the Employment Contract and may be extended or reduced up to thirty (30) days by Norwegian for its operational convenience. The Seafarer will only be paid for the actual time worked regardless of whether the contract is reduced.
- The Seafarer shall be subject to a Probationary Period of ninety (90) days following the commencement of service during which the Employer reserves the right to discharge the Seafarer for any reason without notice. Thereafter the employment pursuant to this Agreement can be terminated by either party without cause at any time upon 14 days prior written notice or 14 days salary in lieu of notice.
- For scheduling purposes, the company will provide transportation and hotel accommodations, if applicable, for Seafarer transfers between ships during the period covered under the Employment Agreement. All travel expenses incurred by the Seafarer and not associated with Company assigned transfers will be the sole responsibility of the Seafarer, unless otherwise agreed to in writing.
- The Seafarer understands that upon successful completion of his/her assignment onboard, the Employer shall be responsible to repatriate the Seafarer to his/her home country at no cost to the Seafarer.
- Wages will be paid once a month in U.S.D. currency. All shipboard accounts of Seafarer, e.g., bar bill, shop bills, etc., must be settled in full prior to Seafarer disembarking the ship. Any outstanding amount will be deducted from Seafarer's paycheck.
- The Company shall give a monthly account of the payments due and the amounts paid, including wages, additional payments and the rate of exchange used where the payment has been made in a currency or at a rate different from the one agreed to.
- The Company shall provide the Seafarer with a means to transmit all or part of their earnings to their families or dependents or legal beneficiaries. Where applicable, any charges for such transmissions including the currency exchange rates shall be at the market rate or the official published rate.
- For crew who are paid an hourly rate, regular work hours should amount to forty-eight (48) hours/week. Hours worked in excess of 48 hours/week will be calculated as follows: Hourly rate of pay (based on Salary per month) X 1.25 = Overtime pay rate.
- Vacation pay is calculated as follows: Total Monthly Salary/30 days X 2.5 vacation days per month.
- Force Majeure - A force majeure event for purposes of this Agreement is an event that occurs which is beyond the reasonable control of the parties, including but not limited to, an epidemic, pandemic, act of God, war, or government action, which affects, impedes, prevents, or hinders a party's ability, in whole or in part, to perform its obligations under the Agreement or to perform its obligations to third parties, and as to which a party took reasonable steps to avoid or mitigate the consequences. This clause includes, but is not limited to, a halt, in whole or in part, in the Company's operations for any reason. The Seafarer agrees, notwithstanding any law to the contrary, during any force majeure event, or if this Agreement is terminated due to a force majeure event or any other reason, that the sole obligations of both parties are as described herein.
- If the ship on which the Seafarer serves is sold, laid up, or suffers a total or constructive loss, or if a voyage cannot be undertaken or continued because a force majeure event as defined by this Agreement, the Company or its agent shall have the option either to terminate this Agreement at once upon payment of wages and severance due, if any, or to transfer the Seafarer to any vessel under the same Management/Operation. Traveling expense in these cases shall be paid by the Company.
- No Seafarer shall be allowed to bring onboard persons not belonging to the ship's complement or crew without the express prior permission of the Master or the company. The Seafarer is subject to random drug and alcohol test. Any violation of the ship's rules, regulations or legal requirements including, without limitation, those concerning contraband, smuggling, theft or embezzlement will be punished by dismissal without further notice. Other offenses such as willful disobedience to any lawful command, willful breach of duty, intoxication, scandal, aggression, or leaving the vessel or duty station without permission may be punished by dismissal with or without notice, in accordance with the Employer's Complaint Resolution Process. All expenses for repatriation of the dismissed Seafarer shall be the responsibility of the dismissed Seafarer.
The Seafarer acknowledges and agrees that the Company reserves the right to monitor, inspect, and/or access any personal electronic devices used onboard at any time when such usage may affect vessel security, operational safety, cybersecurity, crew and/or guest safety, or compliance with applicable law. The Seafarer understands and accepts the need for such monitoring and/or inspection in connection