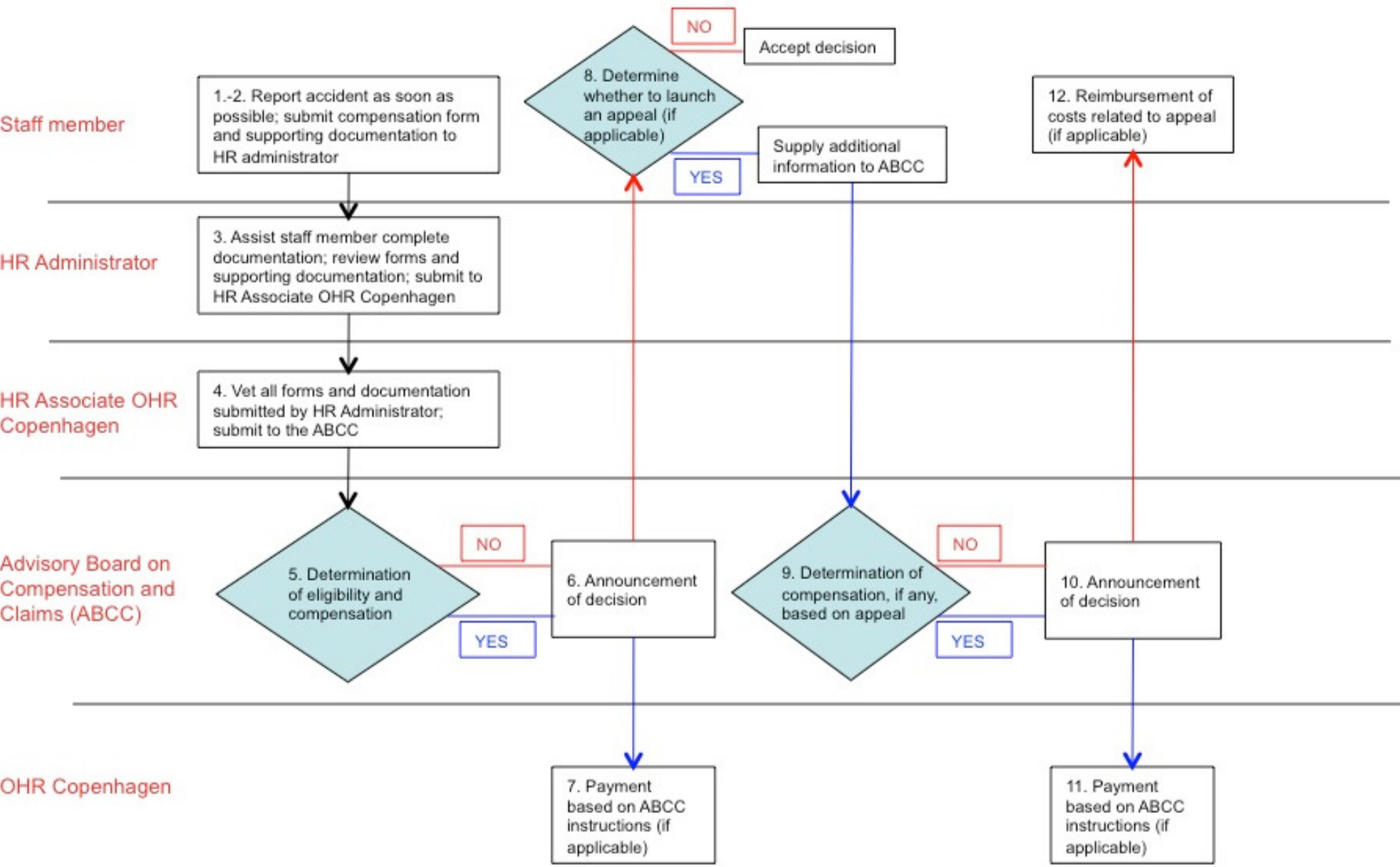


Compensation for Death, Injury or Illness - Appendix D



Staff member

HR Administrator

HR Associate OHR Copenhagen

Advisory Board on Compensation and Claims (ABCC)

OHR Copenhagen

1.-2. Report accident as soon as possible; submit compensation form and supporting documentation to HR administrator

3. Assist staff member complete documentation; review forms and supporting documentation; submit to HR Associate OHR Copenhagen

4. Vet all forms and documentation submitted by HR Administrator; submit to the ABCC

5. Determination of eligibility and compensation

8. Determine whether to launch an appeal (if applicable)

Accept decision

Supply additional information to ABCC

12. Reimbursement of costs related to appeal (if applicable)

6. Announcement of decision

9. Determination of compensation, if any, based on appeal

10. Announcement of decision

7. Payment based on ABCC instructions (if applicable)

11. Payment based on ABCC instructions (if applicable)