

OVERVIEW

DNV GL Employee Support Program & Fund for Hurricane Harvey

The DNV GL Regional North American Management Team has established through Allegro Organizational Solutions (AOS), a charitable fund to support our employees that were severely impacted by Hurricane Harvey.

The purpose of the fund is to provide tax-free financial support to those employees that suffered severe personal hardship and financial loss from the national disaster. The fund is intended to provide assistance not covered by other programs or insurance.

CRITERIA

The following are the expenses that may qualify for financial assistance resulting from Hurricane Harvey. These are for expenses that have caused significant financial hardship and are not covered by other sources.

- Expenses due to severe primary residence damage or loss caused by the flooding and which is not covered by insurance or government programs (e.g. FEMA)
- Expenses due to personal property loss caused by the flooding, not covered by insurance or government programs (e.g. FEMA)

None of the above establishes the automatic awarding of assistance from this fund.

Losses or expenses covered by insurance or other programs will not be considered appropriate for financial support from this fund.

ELIGIBILITY

To receive support from this fund the following will apply:

- Each applicant must be a regular full-time or regular part-time employee of DNV GL
- An application must be completed by all employees requesting assistance from the fund
- Applicants must have a demonstrated financial need, having resulted from Hurricane Harvey
- Applicants must submit copies of written estimates or receipts of expenses incurred and being claimed, as well as other evidence including photos
- Applicants must attest to these expenses not being covered by insurance or other programs.

The Application Review Committee may require and reserves the right to request additional supporting documentation when needed.

EXPENSES COVERED BY THE FUND

- Temporary or extraordinary housing/accommodation expenses not covered by insurance or other programs
- Personal property damage or loss, not covered by insurance or other programs
- Primary vehicle (1) damage or loss, not covered by insurance or other programs
- Primary residence clean-up and restoration costs, not covered by insurance or other programs
- Primary residence loss, not covered by insurance or other programs

LEVEL OF SUPPORT

DNV GL has established levels of severity for awards. After reviewing applications, DNV GL's Application Review Committee will make recommendations to AOS and AOS will determine the awards that will be granted.

Levels are as follows:

- LEVEL 1: Displaced due to flooding of primary residence and in need of living expenses
- LEVEL 2: Damage or loss of personal property due to flooding and requiring repair or replacement
- LEVEL 3: Damage or loss of primary vehicle due to flooding and requiring repair or replacement
- LEVEL 4: Damage of primary residence due to flooding and requiring repair and rehabilitation of home
- LEVEL 5: Loss of primary residence requiring replacement

FUND DISTRIBUTION PROCESS

DNV GL will work with AOS to process and administer the distribution of funds, to the selected applicants.

In support of establishing a fair and reasonable evaluation of the applications, DNV GL has established an Application Review Committee comprised of business area, GSS and legal representatives.

The process is as follows:

- All applications must be submitted by Sunday, October 8, 2017
- The Application Review Committee will review all requests
- When needed The Application Review Committee may require and reserves the right to request additional supporting documentation
- The Application Review Committee will make a recommendation on each application
- The Application Review Committee will establish level of support based on fund size
- AOS will review recommendations of DNV GL Application Review Committee
- AOS will approve and distribute funds awarded to selected applicants

Awards will be granted based on severity of need and size of the fund pool. All funding decisions of the Application Review Committee and AOS are final.

Our goal is to communicate the outcome to all applicants and distribute the funds sometime within the month of October.

For successful applicants, funds will be deposited into the primary bank account on file with the Payroll Department at DNV GL.