



Hi everyone,

The pandemic is still not over - but on the 29th of September, many of the authorities' restrictions were lifted. Let us hope that with this, slowly but surely, we can go back to a more normal living. Despite the pandemic and a long period of restrictions Bonnier News, and also us as a company, still managed to deliver great results both in terms of delivery of our products as well as financially. There is an impressive strength and a great drive in the organization. Every single one of you is doing a great job and we are so proud and grateful.

We have therefore, together with Bonnier News' management, decided to hand out a gratuity to our employees on the October salary (2021). The gratuity consists of SEK 5,000 for employees with a full-time position and will be paid in proportion to the average of the degree of employment you as an employee have had. In order to be able to receive the gratuity, a number of criterias needs to be met. For example, you need to have been employed for one year (since 1st of October 2020). You also need to still be employed by the actual payment date now in October. In order to receive the gratuity, you need to have had an employment rate of at least 25% in the past year. More details about the criterias can be read in the attached FAQ.

If you have any questions or concerns that can not be read in the **FAQ**, please contact us by phone on 036 291 84 19 or email to personal@hallmedia.se

We wish you all a great day.

Best regards
Philip Widner CEO