



RIETVLEI HEIGHTS HOMEOWNERS ASSOCIATION

(Association Incorporated under Section 21)

Reg. No.: 2007/020193/08

**MINUTES OF A SPECIAL BOARD MEETING HELD VIA MICROSOFT TEAMS AT 18H30
ON WEDNESDAY 30 JUNE 2021**

Present Directors:

- Pieter Bekker – Chairman
- Raymond Wright
- Arthur du Toit
- Jabulani Hlongwane
- Samuel Swanepoel

In attendance:

- Colleen du Toit – Member of HOA
- Debby Lubbe – Estate Manager

The purpose of the meeting was to review the process currently underway, under the Leadership of Mrs. du Toit, to terminate the employment of the two fulltime Estate Grounds Staff namely Messrs Isaac Mofya and Themba Senyolo for operational reasons.

Mrs du Toit informed the Board that the two affected employees had requested that the HOA consider reducing their days of work and wages to keep them in employment, as an alternative to retrenchment.

After considerable debate on this request the Board resolved that such an alternative would not address the reasons for the original decision to retrench the two employees, based on operational grounds.

Accordingly, the Board resolved that the HOA is still prepared to offer a Voluntary Severance Package (VSP) to the two employees but that such an offer will expire at 15h00 on Tuesday 6 July 2021. Should the two Employees decline the VSP Offer by the above time, the HOA will invoke Section 189 of the Labour Relations Act and only apply the minimum Severance package as prescribed by Law.

Mrs. du Toit was given a Mandate to proceed with the severance process as agreed by the Board.

The meeting ended at 19h00.

Signed

P Bekker - Chairman