

Good Day

I confirm I received the DH Chairperson's recommendation of Sanction today.

I confirm that I was informed today that the decision to dismiss was approved by the NOE, COO, CEO and Chairperson

of the LAB, not only the ROE. The Appellant requested this to be reduced in writing to inform SAPTU and Fedusa structures accordingly.

I confirm that a Pre-appeal meeting was held today and the Appellant requested the following:

- 1) That one of the Senior Executives (NOE,COO,CEO) presides over the Internal Appeal process.
- 2) The recorded tapes of the DH be typed or copies be made available to the Appellant.
- 3) The Appellant humbly requests to minimize prejudice to the Employer and Appellant, that the proceedings

may convene after hours and/or over a weekend. The Appellant needs to work and generate income for

domestic commitments during office hours.
- 4) The Appellant is willing to agree to a confined period to state his case in the Appeal, and the Employer may respond within the

same time period or less.
- 5) The Prescribed period of referral to the CCMA will commence after Appeal is finalized, and a letter of non- objection

to Condonation or to this effect, will be issued by the Employer to the Appellant.
- 6) The Appellant was requested to reconsider proceeding with the Appeal process or waiving the Appeal process.
- 7) The Appellant confirmed that he still wants to work for the Employer and that the trust relationship still exists.
- 8) The Appellant confirms that the responses to these requests will be communicated subject to operationally opportune

timeframes.

Thanks

Andre Paries