

From: Jacobus Williams

To: Richard Bosman

Cc: Wayne le Roux

Sent: Thu Jan 17 13:51:41 2013

Subject: RE: Re Outcome of Hearing for LEO K Abrahams

Dear Mr Bosman

The outcome of the disciplinary hearing against Mr Abrahams was forwarded to Mr Louw the initiator.

However, although 67 charges was posted against Mr Abrahams, only evidence was presented on charges 1 and 7. The evidence presented was tracker reports, attendance sheets and proof of overtime submitted. Charge 1 was about the member left the work place early, 2 hours before his knock off time and charge 7 was the same.

Mr Abrahams came up with a witness testified that he is the line manager of Mr Abrahams and that he gave Mr Abrahams permission to do certain work for him at his residence on the two dates in question on charges 1 and 7. He can further more testify that he has the authority to grant such permission. The employer could not come up with any counter evidence. No evidence were presented on the other 65 charges, (non what so ever). Listening to the

recording of the proceedings, you will quickly pickup what was presented at the hearing. I will leave in the hands of the initiator to explain that to you. I made a ruling on what was presented to me.

The initiator is in possession of the recording which will confirm my explanation.

Kind regards