



SOUTH AFRICAN HERITAGE RESOURCES AGENCY

111 HARRINGTON STREET, CAPE TOWN, 8001 P.O BOX 2771, CAPE TOWN, 8000
TEL (021) 465-3622 - FAX (021) 461-0738
WEBSITE: WWW.SAHRA.ORG.ZA

OUR REF: CEO/SAHRA /APP2009
YOUR REF: SMVD/SAHRA/2009/1
ENQUIRIES: SAHRA Council Chairperson
DATE: 15 January 2009

EMPLOYMENT OFFER

Dear Mrs Lynette Sibongile van Damme,

We are pleased to offer you an employment contract with the South African Heritage Resources Agency (SAHRA) under the following terms and conditions:

POSITION

Chief Executive Officer

REMUNERATION

All inclusive package of R 782 331.00 which can be restructured to suit your lifestyle.

Package includes: leave, vehicle benefit, medical aid, retirement fund benefit.

Other Benefits

You will be entitled to statutory Workman's Compensation and Unemployment Insurance cover, provided you qualify in terms of the statutes regulating these benefits, bonus (to be discussed with exco).

COMMENCEMENT DATE

2nd February 2009

METHOD OF PAYMENT

EFT alternatively to be advised by HR

MEDICAL EXAMINATION

- a. Subject to the prevailing legislation, you will be required to undergo a medical examination at a stage prior to the commencement of the employment with this company. It is important to note that your appointment is subject to you obtaining a satisfactory medical result before commencing employment and should the result be unsatisfactory your appointment will be terminated immediately.

- b. Subject to the prevailing legislation, you will also be required to undergo a medical examination upon termination of your employment. This examination must be done within 1 (one) month of you leaving this agency's employ. In the event that this requirement is not met, SAHRA will be automatically exonerated for any possible liability in terms of your state of health.

GENERAL COMPANY CONDITIONS

Induction

You will be required to attend the corporate induction programme after appointment. Attendance will be compulsory in terms of the ISO 9000 requirements.

Policies and Guidelines

SAHRA's policies and guidelines form an integral part of your conditions of employment. These policies and guidelines can be accessed via the Intranet or copies are available on request and it is expected that you familiarise yourself

with the contents of the said policies/guidelines and abide by the provisions thereof.

SAHRA retains the right, keeping in mind changes in employment and market conditions as well as legislation, to amend agency policies from time to time.

Termination

Three month's (calendar month) notice, in writing, from either side.

Performance Agreement

Please note that along with this employment contract, you will be required to enter into a Performance Agreement with SAHRA. The conclusion of the Performance Agreement must be as soon as possible after your engagement but no later than three month's from the date of signature hereof.

Yours faithfully
South African Heritage Resources Agency



Mr P Mashabane
Council Chairman

ACCEPTED:



SIGNATURE

DATE:

16/01/2009