



SACCA AND NUMSA MEMORANDUM TO SAA

11 June 2019

1. We demand that the CEO Mr Vuyani Jarana be reinstated with immediate effect.
 - The board must ensure that he receives the necessary support
 - The board should stop being a stumbling block to initiatives which are meant to support the **turnaround** strategy.
 - He must be allowed the opportunity to get to his 2021 plan.
2. We demand that **Thandeka Mgoduso, Martin Kingston, Peter Tshisevhe, Geoff Rothschild** be removed from the board.
 - During their tenure, they have allowed massive corruption to take place and ignored the damning recommendations made in various forensic reports such as the **Ernst and Young** and **Open Water Report**, which Mr Vuyani Jarana was gaining momentum in dealing with.
 - They have failed to explain to workers as to why SAA was transferred from Treasury to the Department of Public Enterprises, which in turn, is one of the reasons why it is difficult to obtain funding quickly.
3. Some board members such as Miss Thandeka Mgoduso have neglected to play an oversight role as board members and interfered with operational issues. This is a clear sign that the board has deliberately sabotaged Jarana in order for him to resign.
 - It clearly indicates that the board has failed to execute its own mandate and left the CEO struggling to execute and implement the Long Turnaround Strategy (LTTS) as adopted by both the board and the shareholder.
 - When NUMSA demanded that the board implement the recommendations made by Open Water Forensic Reports, the board decided to rush to the courts in order to protect corrupt officials across SAA who are their allies. Mr Jarana was determined to root out corruption at the airline and he acted in accordance with the recommendations of the reports by suspending some of the officials implicated in order to save the airline.



4. We demand that the entire board resign because they have lied to employees in saying that Mr Jarana refused to act for a period of three months. Mr Jarana was willing to serve out his three-month notice, and he was pushed out by the board, without any proper handover. This is once again, putting SAA in precarious position and jeopardizing the Turnaround Strategy which they claim to support.
5. We are giving the board 48hours to rescind their decision to accept Jarana's resignation.
6. We demand that Thandeka Mgoduso, Martin Kingston, Peter Tshisevhe, Geoff Rothschild resign within seven days.

Should our demands not be met, we will mobilise our members across SAA and other airlines where we are organised, including SAA subsidiaries (Air chefs, Mango, SAA technical) and suppliers within the value chain and embark on a strike which will shut down aviation as whole.

Handed over by OBO SACCA

Handed over by OBO NUMSA

Signature

Signature

Received by OBO SAA

Witness

Signature