

**COMMUNICATION WORKERS UNION OF KENYA**  
**AFFILIATED TO: CENTRAL ORGANISATION OF TRADE UNIONS (KENYA)**  
**UNION NETWORK INTERNATIONAL GENEVA**

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**Our Ref: COWU-TKL-010-047-2014**

**Date: 29<sup>th</sup> October, 2014**

All Union Members  
**Telkom (K) Limited**

Dear Brothers / Sisters,

**RE: DISCRIMINATION ON PAYMENT OF BONUS AND VIOLATION OF RETURN TO WORK FORMULA AGREEMENT**

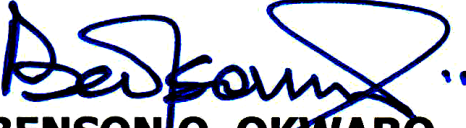
As agreed in our last meeting, we have engaged the services of Ms Kamotho Njomo & Company Advocates to handle our issues of Bonus and violation of return to work formula agreement by the company.

We have asked the advocates to handle the matter urgently and we shall continue to update you of the progress of the case.

Meanwhile we urge you to remain together as we fight this monster of bad labour practices by the employer.

Thank you all for your continued support.

Yours faithfully,

  
**BENSON O. OKWARO**  
**GENERAL SECRETARY**

IMS/zsb

Vice National Chairman – Wellington Omenda  
Asst. Gen. Secretary - Gilbert Rop

Deputy Gen. Secretary - Ismael Noo  
Asst. National Treasurer - Johnson Okoto