

5th September, 2014

The General Secretary
Communication Workers' Union
P. O. Box 48155
Nairobi

Dear Sir

RE: PAYMENT OF STAFF BONUS

We refer to the above and your letter dated 22nd August 2014.

In response, we are pleased to inform that the management at its discretion has decided to consider a bonus payment to the Unionsable staff as a token of appreciation for their contribution to the Company performance in Half 1 2014. Details of the same will be availed during our consultative meeting on the 24th September 2014.

In the meantime, we take the opportunity to thank you for your continued support and the cordial relations we have enjoyed together.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Mireille Helou', with a long horizontal flourish extending to the right.

Mireille Helou
For: Chief Executive Officer