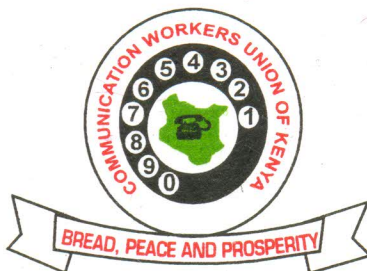


COMMUNICATION WORKERS UNION OF KENYA
AFFILIATED TO : CENTRAL ORGANISATION OF TRADE UNIONS (KENYA)
UNION NETWORK INTERNATIONAL GENEVA

All correspondence should be addressed to the General Secretary

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National Chairman: Emmanuel K. Kanda
General Secretary: Benson O. Okwaro
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Our Ref: **COWU-TKL-09-037-2014**

Date: **8th September 2014.**

To All Unionisable Employees
Telkom (K) Limited

Dear Brothers/Sisters,

RE: PAYMENT OF STAFF BONUS.

As you are aware, we wrote to the Management of the company on 22nd August 2014 asking them to reconsider their decision to deny you the bonus.

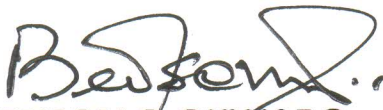
We are pleased to inform you that the Management, via their email dated 5th September 2014 (attached) have agreed to pay all the staff (including union members) the bonus. The modality of the payment will be disclosed to us on 24th September 2014 during a consultative meeting.

Consequently, we have decided to put on halt our planned industrial action and wait for the outcome of the meeting (on 24th September 2014).

Meanwhile we thank you for your continued support and urge all of you to remain together as we fight for our rights.

Finally we are appealing to those (R3 to R5) who have withdrawn their membership because of promotion to R3 and other reasons, to reconsider their decision as the union is the only weapon we have to redeem ourselves from bad labour practices by the employer.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY.

CC. Chief Human Resource Officer / Telkom.