

## ADDENDUM AGREEMENT

Entered into by and between

### THE MUNICIPALITY OF STELLENBOSCH

Herein represented by David Peter Daniels  
In his capacity as Municipal Manager  
He being duly authorized thereto  
(Hereinafter referred to as "the Municipality")

AND

### HANLIE LINDE

Herein represented by Hanlie Linde  
In her capacity as Director: Community Services  
He being duly authorized thereto  
(Hereinafter referred to as "the Employee")

**WHEREAS** the **Municipality** and the **Employee** entered into an employment agreement on 19 March 2007;

**WHEREAS** the Employee is entitled to an inclusive annual remuneration package inclusive of a maximum of 14% of this amount as an annual Performance Bonus;

**WHEREAS** the Employee is eligible to be considered for a performance bonus to a maximum of 14% of the inclusive annual remuneration package which performance bonus may be paid to the Employee after the end of a financial year and only after an evaluation of performance and approval of such evaluation by the Municipal Council, as a reward for outstanding performance;

**AND WHEREAS** details of this process and the implementation thereof will be contained in the Performance Agreement and guideline document;

**WHEREAS** the **Municipality** and the **Employee** agreed to amend certain of the terms and conditions of the employment agreement entered between them on 19 March 2007.

### NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. That the reference in clause 5.1 of the Fixed Term Contract of Employment to "inclusive of a maximum of 14% (Percent) of this amount as an annual Performance Bonus be deleted.
2. That the inclusive annual remuneration package shall include a Bonus to a maximum of 9% (percent);
3. That the Employee undertake and agree that she will not be entitled to the difference between the 14% Performance Bonus initially agreed upon and 9% Bonus agreed herein;



4. That clause 6 of the Employment Agreement referring to Performance Bonus be deleted in its entirety.
5. For the purpose of this agreement the reference to the all inclusive remuneration package will form the basis upon which all future calculations shall be determined upon.

SIGNED AT **STELLENBOSCH** ON THIS <sup>13<sup>th</sup> 14<sup>e</sup></sup> DAY OF SEPTEMBER 2010.

AS WITNESSES:

1. M du Plessis Wunde

MDUPLESSIS  
(Name in capital letters)

2. [Signature]

MARK BOLTON  
(Name in capital letters)

SIGNED AT **STELLENBOSCH** ON THIS 13 DAY OF SEPTEMBER 2010.

AS WITNESSES:

1. [Signature] OT Daniels

MARK BOLTON  
(Name in capital letters)

2. [Signature]

KEITH FOAS  
(Name in capital letters)