

## 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

### BASIL CHARLES DAVIDSON

Herein represented by Basil Charles Davidson  
In his capacity as Director: Planning, Property and Integrated Human Settlements  
He being duly authorized thereto  
(Hereinafter referred to as "the Employee")

**WHEREAS** the **Municipality** and the **Employee** entered into an employment agreement on 1 July 2010;

**WHEREAS** the Employee is entitled to an inclusive annual remuneration package which inclusive remuneration package includes the annual performance bonus;

**WHEREAS** the Employee is eligible to be considered for a performance bonus to a maximum 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;

**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 1 July 2010.

### NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. That the reference in clause 5.1 of the Fixed Term Contract of Employment to "The inclusive annual remuneration package includes the 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 he will only be entitled to a Bonus to a maximum of 9% as agreed herein;

The bottom right corner of the document contains three handwritten signatures or initials. The top one is a circular scribble. Below it are two more signatures, one appearing to be 'JPS' and the other a cursive signature.

4. That clause 6 of the Employment Agreement referring to Performance Bonus be deleted in its entirety and shall be of no force and effect.
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 13 DAY OF SEPTEMBER 2010.

AS WITNESSES:

1.   
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MARK BOLTON

(Name in capital letters)

  
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2.   
\_\_\_\_\_

RENE FARMER

(Name in capital letters)

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

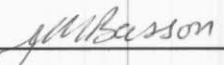
AS WITNESSES:

1.   
\_\_\_\_\_

ANNELOUNE ROOIFONTEIN

(Name in capital letters)

  
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2.   
\_\_\_\_\_

JEANNE BASSON

(Name in capital letters)