

COMMUNICATION TO ALL KELLY GROUP DIVISIONAL HEADS, GENERAL MANAGERS, BRANCH MANAGERS & ACCOUNT EXECUTIVES, CONTRACT & TEMPORARY EMPLOYEES

Establishment of The Capes National Provident Fund

This communication aims to inform you of the establishment of the Capes National Provident Fund. This Fund was established with the objective of providing retirement benefits for contract workers (as defined in the Labour Relations Act) in the Private Employment Sector in an efficient and cost effective manner. The Fund commenced on 1 April 2010 and is registered and approved by the authorities (FSB and SARS).

The current Trustees of the Fund are Elias Monage, Johnny Goldberg and Thabo Thipa.

Transfers from the Hollard Umbrella Provident Fund

Up until the end of January 2010, all Kelly temps/ assignments had an option to make voluntary contributions into the Hollard Umbrella Provident Fund. Consequent to the establishment of the Capes Fund for the contracts industry, Kelly has decided to stop participating in the Hollard Fund and to transfer affected employees into the Capes Fund with effect from 1 February 2011.

Contributions under the Capes Fund

You are allowed to make the following contributions, as a percentage of your total cost of your income before any deductions on weekly or month basis either **2.5%, 5%, 7.5% and 10%**. These will be subject to the rand minimum of R50.00 per week or R200 per month in respect of the monthly paid employees. You will therefore have to choose one of the above mentioned contribution rates.

Benefits in the Hollard Fund

Hollard will transfer your benefit from their fund into the Capes National Provident Fund as soon as some formalities have been finalised. Your transfer amount will then be treated as an additional voluntary contribution under the Capes Fund.

Withdrawal of Benefits other than Retirement, Disability or Death

Benefits for withdrawal can only be paid out after a three month's waiting period on termination of employment with the Kelly Group or any of its Divisions. Members re-employed within the three months by the Kelly Group or any of its Divisions or by any of the Employers in the Capes National Provident Fund will not be paid out.

Forms: Application & Beneficiary Nominee, Withdrawal and Retirement

These forms are available on the Kelly Group Intranet.

Enquiries

In the first instance, please direct to Siphon Dube of Pan African Benefits, the Fund's administrators, on the following details:

Tel: 011 996 5700 Fax: 086 532 4611 Mobile: 083 788 3159

Email: siphon.dube@panafricanbenefits.com

Or contact Grace Mbedzi on 011 722 8008 or grace.mbedzi@kellygroup.co.za