

March 20, 2016

Our Ref: OPS/2016/2016/eo.pm

KENYA

Dear [REDACTED]

RE: NOTICE OF INTENDED REDUNDANCY ON ACCOUNT OF RESTRUCTURING

Uchumi Supermarkets Limited (USL) is a public company incorporated in Kenya in 1975 with the principal object of operating supermarkets, multiple stores and retail trading establishments of every description.

In our current efforts to turnaround the organisation's profitability and aligned to the Deloitte report, the Uchumi Management has embarked on a restructuring exercise to reduce further losses to the company, enhance better growth and ensure sustainable profitability by adoption of a leaner structure. Your Branch-**NAKURU** has been affected by this reorganisation.

We hereby notify you that your position will be rendered redundant on the 20th April, 2016.

The following are your benefits and conditions that will apply:

1. Redundancy notice of one month with effect from date of notice, i.e. 20th March 2016
2. One month salary in lieu of notice
3. Applicable Salary as at the last date of work
4. Accrued leave days to-date
5. Accrued off days to-date
6. Accrued overtime to-date
7. 20 days severance pay for each completed year of service with effect from date of employment
8. Pension contributions as per the Retirement Benefits Authority Regulations
9. Any payments that may have been accrued as at the last date of work
10. Certificate of Service

This notice is given in accordance with Section 40 (1) (6) of the Employment Act 2007.

Yours faithfully

For: Uchumi Supermarkets Limited

[Signature]
Peris Mwangi

HUMAN RESOURCES BUSINESS PARTNER

cc The Kenya Union of Commercial, Food and Allied Workers
cc Ministry of Labour