



Acsa boss to sue after being fired

Sam Muofhe

Monhla Hlahla, the chief executive of Airports Company South Africa (Acsa), on Friday fired Paul O'Sullivan, the company's group executive for aviation security, ending two years of acrimony between them.

O'Sullivan was ordered to leave immediately. He cleared his office on the day and his cellphone was immediately taken away.

He said he would be serving his legal documents before the end of the week, with the CCMA challenging his dismissal.

He also plans to sue Hlahla in a civil court. Hlahla failed to respond to our request for comment.

Acsa spokesman Charmaine Lodewyk confirmed the dismissal, citing irreconcilable differences between O'Sullivan and the company.

She dispelled fears that security at the various airports under ACSA's jurisdiction could collapse with his departure.

'ACSA's entire security structure is designed so that the departure of one of the executives cannot lead to its collapse.'

Lodewyk said that Mafahle Mareletse, executive director in charge of Acsa national airports, has been appointed noting group executive for aviation security until such time as a replacement is found for O'Sullivan.

Hlahla and O'Sullivan have had a bad relationship ever since the latter's employment at Acsa two years ago. They communicated only via e-mail.

In one such e-mail O'Sullivan accused Hlahla of using the company's public relations department to promote her personal profile.

O'Sullivan once threatened to sue Hlahla for damages amounting to R10 000 000 for defamation.

His resignation follows that of Juliana Morudu, the company's head of human resources.

O'Sullivan said that Hlahla did not even want him to serve the required three months notice and told him not to set foot at Acsa.

'In the dismissal letter Hlahla states that she is dismissing me because of poor work performance. Why pay me my bonus in October 2002 of R 150 000 only to fire

me 10 to 15 weeks later and give such a pathetic reason for getting rid of me?' O'Sullivan. asked

He predicted that his departure would compromise airport security.

6 Mail & Guardian (May 17-19) 2002

National

Selebi 'intimidated' airports exe

The national police chief is under investigation in a row over airports security

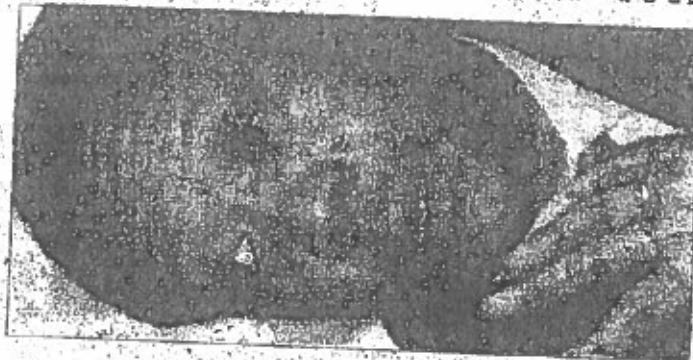
Stefano Brummer

National Commissioner Jackie Selebi is being probed by the police oversight body, the Independent Complaints Directorate (ICD), on allegations that he intimidated the man who heads security at South Africa's main airports.

Paul O'Sullivan, the Airports Company South Africa (Acsa) executive for aviation security, first laid an intimidation charge against Selebi in December. Last month he submitted more allegations, among them a charge that Selebi deployed top detectives to investigate petty complaints against him and the Acsa chairperson.

"It is my humble belief that Selebi is continuing with his intimidation against me," O'Sullivan said in the second of two affidavits obtained by the *Mail & Guardian*. The affidavits were submitted to the ICD by O'Sullivan in support of his charges.

Police crime intelligence head Commissioner Ray Lalla, responding on behalf of Selebi this week, retorted: "The institution that this is a personal vendetta [by Selebi against O'Sullivan] is unfounded."



An intimidation charge was first laid against Commissioner Jackie Selebi in December

Confirmation of the investigation, not reported before, focuses the spotlight on the role of Selebi in an ongoing row over a R99-million contract to provide security at the country's main airports. Acsa and O'Sullivan terminated Khuseini Security

and Risk Management's three-year contract mid-term last November, accusing the company of not performing adequately.

Selebi has in the past acknowledged that police senior management argued against the immediate cancellation of Khuseini's contract. He has also acknowledged that Noel Ngwenya, Khuseini's chief executive, is an acquaintance, but has denied Ngwenya is a "buddy" or that their relationship influenced him to bid for Khuseini.

ICD spokesperson Steve Mabona this week confirmed O'Sullivan's complaint against Selebi and said: "It is being investigated."

Both O'Sullivan and prominent businessman Mashudu Ramano, the chairperson of Acsa, came under pressure soon after Acsa moved against Khuseini.

Ramano's house was reportedly attacked by gunmen and he was detained for questioning on the apparently unsubstantiated charge he was an illegal immigrant.

Both O'Sullivan's affidavits claim that he, too, has not been spared in the fight he states that on December 6 the balladare-club occupant of a Golf that had been following his Audi aimed a gun at him. "I immediately slammed on my brakes," Lalla made a quick U-turn and drove, at high speed, away from there.

O'Sullivan's affidavits do not suggest that the armed incidents suffered

by him and Ramano are the work of Selebi. But they do place much else at the door of the police chief. O'Sullivan states in the affidavits:

"I received information that Noel Ngwenya had engaged the assistance of Selebi to put pressure on me so that I would not cancel the [Khuseini] contract. It was alleged that they were close friends."

Selebi personally told him he wanted to take over responsibility for airports security from Acsa but that he favoured overseeing it rather than deploying police officers. Soon he received a call from one of Selebi's deputies advising him the commissioner did not want a change in Khuseini's security contract for the time being.

He was discharged as a police reservist.

Ramano's questioning on immigration charges was by a Superintendent Swart of the serious and violent crimes unit based at police headquarters. It appears unusual for a member of an "elite" unit to investigate an immigration case.

O'Sullivan was being investigated by a Captain Henderson, also of the serious and violent crimes unit, on the "ridiculous" allegation he had contrived aviation law by carrying his firearm into a registered area of an airport. "In the course of the discussions that were held, she advised me that she and others at head office were fed up with the com-

missioner using them to con vendetta against me."

Director Stef Grobler, titular commander of the police corruption unit, was personal to investigate O'Sullivan's acquisition of a lie-detector-like machine United States. O'Sullivan's allegation, first published in a magazine, that he bought the machine false pretence.

Lalla, on behalf of Selebi, told the firearm investigation O'Sullivan, saying the allegation had been reported by a security guard. "As a member of a case docket was opened presently under investigation. Lalla also confirmed O'Sullivan received a complaint from him that O'Sullivan had obtained equipment [from the US] by illegitimate means."

Lalla justified the deployment of investigators by saying a security was on the agenda of September 11, that "there was definitely" on the subject, and that he was a policeman that security airports was "not up to standards."

While Lalla denied a "vendetta" against O'Sullivan, he said the airports security situation required a response. "The police have to respond even if it is a vendetta."

O'Sullivan confirmed his complaint, but declined further comment. Acsa declined to comment.

7.9.3

Airports Co of SA

DISAPPEARING
LAPTOPS

Just when the Airports Co of SA (Acsa) sorts out one problem, another appears. The latest is a puzzling spate of robberies at the company's head office in Bedfordview, Gauteng.

There have been three break-ins in five weeks this year and at least 14 laptop computers have been stolen,

including MD Moshla Hlabile's and those of directors in strategic positions.

Police spokesman Andy Piek says that in the latest attack over the weekend three armed men tied up four security guards and entered the premises.

Previously, though, entry to the office park was not through the front gate. None of the other Acsa offices has been raided. A police investigation is under way and security has been put on high alert.

Ironically, the thefts be-

gan as Acsa was in the process of sacking its aviation security head, Paul O'Sullivan, last month, over "irreconcilable" differences with management.

O'Sullivan's exit from Acsa came after a drawn-out battle between him and Hlabile.

His position has been taken over temporarily by Mafahle Maredela, an executive director in charge of national airports, until a permanent appointment is made.

Acsa has been riddled with management conflicts stemming from a rift between competing chairman Mashudu Maseko and Hlabile, a senior adviser, the role of O'Sullivan as issue that prompted transport minister Kgama to intervene last week.

The board of directors is expected to meet next week and report back to him. Now the matter will be referred to public enquiries committee chair Kgama, who is acting transport minister while Omar is on sick leave.

Sharon Gink

PC8

Financial Mail

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28 February 2003

**Airports Co of SA
DISAPPEARING LAPTOPS**
By Shareen Singh

Just when the Airports Co of SA (Acsa) sorts out one problem, another appears. The latest is a puzzling spate of robberies at the company's head office in Bedfordview, Gauteng.

There have been three break-ins in five weeks this year and at least 14 laptop computers have been stolen, including MD Monhla Hlahla's and those of directors in strategic positions.

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Ironically, the thefts began as Acsa was in the process of sacking its aviation security head, Paul O'Sullivan, last month, over "irreconcilable differences" with management.

O'Sullivan's exit from Acsa came after a drawn-out battle between him and Hlahla.

His position has been taken over temporarily by Mafahle Mareletse, an executive director in charge of national airports, until a permanent appointment is made.

Acsa has been riddled with management conflicts stemming from a rift between company chairman Mashudu Ramano and Hlahla, ostensibly over the role of O'Sullivan - an issue that prompted transport minister Dullah Omar to intervene last year.

He asked the Acsa board to investigate the matter and report back to him. Now the matter may be referred to public enterprises minister Jeff Radebe, who is acting transport minister while Omar is on sick leave.

<http://free.financialmail.co.za/03/0228/focus/bfocus.htm>

11/03/2003

"PC9"

SPECIAL DAMAGES CALCULATION

Plaintiff's age at present:	47 years 7 months
Plaintiff's anticipated age of retirement:	65 years
Plaintiff's remaining working life:	17 years 5 months
Plaintiff's annual salary inclusive of annual bonus	R1 million per annum
Plaintiff's special damages being amount which plaintiff will not earn as a direct result of defamatory statements published of and concerning him	R17 420 000

WWB
Document
20/3/2003

IN THE HIGH COURT OF SOUTH AFRICA
(WITWATERSRAND LOCAL DIVISION)

CASE NO 03/05370

PH 342

In the matter between:

Plaintiff

O'SULLIVAN, PAUL

and

AIRPORTS COMPANY SOUTH AFRICA LIMITED
HLAHLA, MONHLAFirst Defendant
Second Defendant

NOTICE OF INTENTION TO DEFEND

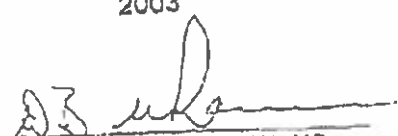
Take notice that :

1. defendants intend to defend the above action;
2. defendants' full business address is The Maples, Riverwoods, 24 Johnson Road, Bedfordview, Gauteng;
3. defendants have appointed the address of defendants' attorneys set out below for the service on defendant of all documents in the action.

Dated at Johannesburg on

20 March

2003


WEBBER WENTZEL BOWENS
Defendants' Attorneys
10 Fricker Road
Illovo Boulevard
Johannesburg 2196
Tel: (011) 530-5000
Ref: Mr D B le Roux

26, MAR. 2003 15:56

WJB LIT DEPT 011 530 5152

NO. 279

P. 5

Document 19
20/3/2003

2.

To:
The Registrar
Johannesburg

And to:
FRANK MUNNIK & ZULBERG
Plaintiff's Attorneys
1st Floor, Palm Grove
Grove City
196 Louis Botha Avenue
Houghton Estate
Johannesburg
Ref: D M Zulberg/0-78

Received copy hereof this day of
2003

For: Plaintiff's Attorneys

ANNEXURE "E"

Sue Emmett

From: Monhla Hlahla
Sent: 31 January 2003 03:56 PM
To: JIA Users; Dia Users; CIA Users; Corporate Users
Subject: RE: CONDUCT OF CEO

Dear colleagues

I regret that you've all been copied this malicious email defaming my character and that of various individuals and stakeholders in our industry.

Please refrain from distributing this email further to anyone in and outside of the company. Our IT department is monitoring all email exchanges, and the Company's Attorneys are attending to the matter.

I thank you in advance for your cooperation and professionalism.

Monhla

-----Original Message-----

From: Paul O'Sullivan
Sent: 31 January 2003 02:37
To: JIA Users; Dia Users; CIA Users; Corporate Users
Subject: CONDUCT OF CEO

Although I regret the need to do this, I have to advise you all that I believe our CEO has been acting against me since she joined the company.

In particular, in regard to the cancellation of the Khuselani contract and the involvement of the SAPS.

I have endure enormous hardship as a result of the way she has treated me since joining ACSA and I believe you all need to know what has been going on.

The latest move has been to unilaterally terminate my contract, without any regard, whatsoever for ACSA's Employee Handbook.

In this regard, I have been bullied by her attorney, since July last year and Monhla has now reached the conclusion that she is terminating my contract due to my incompatibility with her and alleged poor work performance.

I have raised grievances, which have been completely ignored and now I have to say, she has taken the final act against me.

This will no doubt be told you in a different way, but, to ensure that you get both sides of the story, (you know they say there are three sides), I have decided to give you an edited version of my grievance as well as a couple of other documents, from which you can be the judge.

Should I fail in my legal fight to return to my employment, I've enjoyed working with you, you are a hard working bunch and it's been good fun. I hope you will soon have good leadership as ACSA is a great company and it can do great things with you all.

No doubt the truth will prevail one day.

Viva the workers VIVA !

Best wishes,

Paul O'Sullivan
Group Executive - Aviation Security
Airports Company South Africa
e-mail: paulo@airports.co.za

2003/03/20

Tel: +27 11 723-1456
Mobile: +27 82 821-1666

Vernon Naidoo

From: Paul O'Sullivan
Sent: 01 November 2002 03:55 PM
To: giordano.e@adr.it; Belardini.a@adr.it; nomsa@africanlegend.co.za;
 sipho@johnnicentertainment.co.za; evanwalt@sunint.co.za; bstocks@telkomsa.net;
 lulug@idt.org.za
Subject: RE: GRIEVANCE

Dear Non Executive Directors,

I have, this afternoon, had a lengthy meeting with Monhla.

Amongst other things, we have agreed to try and resolve the differences between us.

In the spirit of goodwill, I am going to give this one final attempt, to see if we can build a trusting and professional relationship that will enable ACSA to continue to focus on its business.

Therefore I am requesting you to delete the e-mails I sent yesterday and treat same as 'pro non scripto'

I'm sorry for troubling you with this matter and hope you will understand.

ACSA is a great business and if we can all work together, it will be even better.

Kind regards,

Paul O'Sullivan
 Group Executive - Aviation Security
 e-mail: paulo@airports.co.za
 Tel: +27 11 723-1456
 Mobile: +27 82 821-1666

This message and any attachments are confidential and intended solely for the addressee. If you have received this message in error, please notify ACSA immediately by telephoning +27 (011) 9216531 or sending e-mail to <mailto:helpdesk@airports.co.za> helpdesk@airports.co.za .

Any unauthorized use, alteration or dissemination is prohibited. ACSA accepts no responsibility or liability whatsoever for any loss, whether it be direct, indirect or consequential, arising from information made available and actions or commissions thereof.

Mashudu Ramano

From: Paul O'Sullivan
Sent: 28 August 2001 19:09
To: Andre Olivier
Cc: Petko Atanassov; Bongi Maseko; Monwabisi Kalawe; Deon Cloete; Pieter du Plessis; Sagie Govender; Terry Terblanche; Sam Mokgotsane; Dino Colbert
Subject: Security Tender for X-Ray machines and associated equipment

I confirm that the current tender process is cancelled with immediate effect and the bidders are to be refunded their deposits in full. The reason given is that the process was flawed, in that the specification was drawn by one of the bidders.

Prior to 2001-10-07, please have me approve a suitable short list of consultants that can handle the job, due regard being paid to transparency and BEE. If they are not on your list and it is not difficult to include them, please consider EC Harris & Partners. They recently project managed the CCTV installation in the Jo'Burg CBD and it was a major success.

These consultants must then submit a fee proposal in time for consideration at the next exco. I would like to see all the proposed consultants, together in one room, to see that they grasp the extent of their brief, which should include:-

- Confirmation of the current analysis of requirements, for 5 and 10 years

- Plan for life cycle costing of proposed new equipment, including rotation of equipment and ergonomic savings

- Drafting of tender document that sets out the generic requirements and meet the statutory needs.

Please take step to ensure that we lose nothing through the cracks due to the delay in implementing the re-capitalisation of the equipment.

I do not propose to have a witch hunt, but, since the cost of the aborted tender is in the order of R150,000 we need to see what went wrong and why, so that it does not happen again. In this regard, I have asked Dino Colbert to carry out an investigation to see that we can learn from this.

Regards,



12 March 2002.

STRICTLY PRIVATE AND CONFIDENTIAL

Airports Company South Africa Ltd
 The Maples, Riverwoods
 24 Johnson Road Bedfordview 2008
 PO Box 75480 Gardenview 2047
 Telephone (011) 723-1400
 Facsimile (011) 453-9354

Mr Paul O'Sullivan
Group Executive: Security
Corporate
Bedfordview

Dear Paul

INVESTIGATION OUTCOME

You were suspended on 4 February 2002 pending the finalisation of an investigation into your conduct relating to an unscheduled flight to Johannesburg International Airport on 27 January 2002. The purpose of the investigation was to ascertain whether you had breached applicable policies and legislation in the course of your carrying out the flight, and if so whether your conduct warranted the conducting of a disciplinary enquiry.

The results of our investigation may be summarised as follows:

- 1. You personally paid an amount of R1 429 for purposes of hiring an aircraft to conduct a work-related exercise with your personal funds.**
- 2. You did not file a flight plan with Air Traffic Control (ATC) on or prior to 27 January 2002. While we recognise that this is not mandatory it is recommended practice by the ATC for purposes of planning, search and rescue and general safety considerations.**
- 3. You did not disclose your name to ATC on the approach radar frequency, which is contrary to (ATC) standard operating procedure.**
- 4. The Ground Controller experienced certain difficulties in view of the fact that you did not read back your clearing limits on the maneuvering area.**

Directors and Company Secretary

AIE Ramano (Chairman) *M W Hlahla (Managing Director) V Naidoo (Company Secretary) **C Bassett *A Belardin

*E Giordano N N Gwugwu *M S G Mareletse S Sithole FA Sonni B M Stocks

*Italian *Executive

/REG 1993/004249/06/

5. ***ATC was forced to land an aircraft that was just behind you on the left hand runway in order to keep the traffic moving and more importantly, to avoid disruption.***
6. ***You misrepresented the facts to ATC that you were relocating from the hangers to Delta 1 to pick up equipment. You furthermore misrepresented the fact that you were conducting a test as part of Operation Octopus.***
7. ***In contravention of the Aeronautical Information Publication issued by the Civil Aviation Authority, you did not contact Apron Control prior to departure and failed to disclose the number of passengers on board.***
8. ***You authorized Petko's daughter's entry to a restricted area at Johannesburg International Airport without the required access permit.***
9. ***You failed to pay pax fees in respect of the two passengers you took on-board the flight from Johannesburg International Airport to Lanseria airport on 27 January 2002.***
10. ***You represented Acsa in a meeting with Sun Air as head of security at ACSA on 5 February 2002 in contravention of your suspension.***
11. ***You have contravened ACSA's self testing protocol in that you failed to adhere to the following principles:***
 - 11.1 ***tests are to be administered by the Airport Security Manager***
 - 11.2 ***the SAPS is to be warned in advance of any test***
 - 11.3 ***the ACSA employee carrying out the test is to carry a "test card" issued and signed by the Airport Security Manager stating that the holder is undertaking an official test on behalf of ACSA.***
 - 11.4 ***Tests are to be carried out using only de-activated handguns.***
 - 11.5 ***A security test is to be followed up immediately by a de-briefing with both the employee involved and their superior.***

In short your conduct during the carrying out of the test in question, was unacceptable as it displayed both carelessness and a negligent attitude to aviation, safety and security issues in particular. Having regard to both the seniority and nature of your position with ACSA, and the adverse publicity it presently suffers concerning matters of security, your conduct was highly irregular, inappropriate and unacceptable.

It will be evident from the investigative findings that ACSA had legitimate grounds to suspend you pending the finalisation of the investigation. Your abusive and threatening attitude towards the Company, and to the writer during your suspension, was in particular both inappropriate and unacceptable of an executive incumbent.

Despite the outcome of the investigation into the flight issue, we have decided not to institute disciplinary proceedings in respect of the results of the investigation, but will insist upon the following work requirements:

- 1. You will familiarise yourself with ACSA's self-testing protocol and apply the principles contained therein at all times;***
- 2. You will respect and comply at all times with all aviation, safety and security procedures and requirements applicable to all our airports and ensure that your conduct at any time may in no way be construed as jeopardizing good order and discipline at the airport or causing disruption to ATC's activities;***
- 3. You apologise to the writer for the threats leveled against ACSA and herself in terms of your letters dated 4 February 2002.***
- 4. You undertake to adopt a professional attitude in the course of carrying out your duties;***
- 5. You will disclose and justify all and any expenses incurred by you which relate to work activities within 10 working days of incurring such expenses. This disclosure must be conveyed to the appropriate authority, in compliance with all relevant Company policies, including authorisation.***

In conclusion, it should be emphasised that ACSA's decision not to proceed with a disciplinary enquiry in respect of the results of its investigation in no way detracts from the seriousness of the findings detailed above. A copy of this letter will be, in any event, retained on your personal file.

Your suspension is therefore lifted with immediate effect and you are required to report for work on 18 March 2002. ACSA remains hopeful that it, and the writer, can revive and re-establish a constructive working relationship with you. For this reason ACSA is prepared to provide you with the opportunity of improving both your conduct and attitude.

ACSA looks forward to receiving your co-operation and your commitment as specified above. If there are any issues raised in this letter which you wish to discuss or respond to, please arrange a meeting with me when convenient to both of us.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Monhla Hlahla', written in a cursive style.

Monhla Hlahla
MANAGING DIRECTOR



Airports Company South Africa Ltd
 The Maples, Riverwoods
 24 Johnson Road Bedfordview 2008
 PO Box 75480 Gardenview 2047
 Telephone (011) 723-1400
 Facsimile (011) 453-9354

PRIVATE AND CONFIDENTIAL

31 January 2003

The Board Members
Airports Company South Africa

Per Facsimile /Hand

Dear Board Members

Paul O' Sullivan

I have received the following letter and an affidavit from Paul O' Sullivan's lawyers.

As you know the sub-committee of the board was mandated to look into this matter and recommend an appropriate way of dealing with it.

Could we please have a discussion about his matter on the phone around 13h00.

Yours sincerely

Mashudu Ramano
Chairman

Directo. :-

ME Ramano (Chairman) *M W Hlahla (Managing Director) **C Bassetti *A Belardini
 *E Giordano NN Gwagwa *W R C Holmes *M S G Mareletse S Sithole FA Sonn B M Stocks
 Company Secretary: V Naidoo
 *Italian *Executive
 (REG 1999/004149/00)

31-JAN-03 (TUE) 10:30

JOHNNIC

FAX: 011 8369128

93

P. 002

Jan-31-2003 11:07

From-FRANK MUNNIK & ZULBERG

+2711

T-438

P 001/002

F-803

Frank Munnik & Zulberg

(Incorporating Segal & Hoffmann)

ATTORNEYS & CONVEYANCERS

GEOFFREY MARTIN ZULBERG

B.Com. LLB (Wife)

Assisted by:

DARRYL MAX ZULBERG

B.Proc (SA)

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Grove City

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(Cnr Osborn Road)

Houghton Estate 2198

Johannesburg

P.O. Box 46607

Orange Grove 2119

Tel: (011) 728-7190/712/8/9

Telefax: (011) 728-2803

Docex: 118 Jnh

e-mail: zulberg@global.co.za

Your Ref:

Our Ref: D M ZULBERG/JC/O-78

31 January 2003

Mr Mashudu Ramano

Chairman

Airports Company South Africa

Riverwoods

24 Johnson Road

BEDFORDVIEW

Sir

re: OUR CLIENT PAUL O'SULLIVAN

We have been instructed by our client as follows:-

Attached, please find a draft of the affidavit our client has prepared for submission to counsel and then issue out of the High Court of South Africa, in connection with the treatment meted out to him by your Managing Director, Ms Monhla Hlahla.

In this regard, our client has been advised that his employment contract is going to be terminated.

As he has been required to attend a meeting at the Managing Director's office at 14h00 today, he believes it will happen then.

Our client is of the opinion that Ms Hlahla's conduct is unlawful, for the reasons set out in the draft affidavit. As such, we will be applying for the appropriate relief in the High Court of South Africa.

However, our client is mindful of the fact that such court action will bring the dispute between the parties into the public domain and may be very damaging for your company, your Managing Director and our client.

31-JAN. '03 (TUE) 10:31

JOHNNIC

FAX: 011 8369128

94

P. 000

Jan-31-2003 11:07

From-FRANK MUNNIK & ZULBERG

+2711

T-436

P 002/002

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-2-

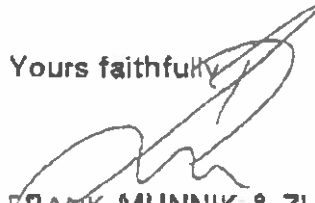
Our client is therefore minded to offer the following solutions to the problem:-

1. That the action planned by Ms Hlahla be stopped and a proper and independent review of the problems be instituted; or
2. That our client be offered a reasonable severance package that takes into account the extremely difficult circumstances which he had faced whilst at ACSA as well as the tremendous contributions he has made in the area of Aviation Security whilst with you and the fact that he is a white male aged 47.

Notwithstanding the above, we are instructed to warn you that, should Ms Hlahla take any steps which would be detrimental to our client, we shall immediately take appropriate steps.

All our client's rights are reserved.

Yours faithfully



FRANK MUNNIK & ZULBERG

cc Ms Hlahla and Directors of the Board



The Board Member
 Board of Directors
 Airports Company South Africa Limited

31 January 2003

Airports Company South Africa Ltd
 The Maples, Riverwoods
 24 Johnson Road Bedfordview 2008
 PO Box 75480 Gardenview 2047
 Telephone (011) 723-1400
 Facsimile (011) 453-9354

Dear Board Member

Termination of employment - Paul o Sullivan

As discussed, during the in committee discussion, at the Board meeting held on the 29 October 2002, the Board resolved that the Special Subcommittee's terms of reference be amended to include resolving the issues relating to Mr Paul o Sullivan.

Since the Board meeting there have been numerous developments, which include, but are not limited to the following:-

- 1) On the 1 November 2002, Paul o Sullivan forwarded an email (copy attached) to the non executive directors wherein he confirmed that a process had been agreed to, between him and I, to remedy the relationship between us.
- 2) External facilitation, by agreement with Paul, has been conducted by Ruth Edmond Attorneys. This facilitation was an attempt to create a good working relationship going forward, so that the past tensions are removed. However, this process has failed, due to several consistent actions of insubordination and disrespect by Paul.
- 3) A report from Ruth Edmond focussing on a recent incident pertaining to Paul's behaviour has been forwarded to the members of the subcommittee. Whilst this document focuses on the latest incident its conclusion is based on the events to date and the outcome of all the mediation sessions. Accordingly, the Attorneys have recommended that a separation process be initiated by the Company and that the services of Paul be terminated.

In lieu of the above I hereby inform the Board of my decision to proceed with a termination of Paul's services as recommended with immediate effect. I look forward to working with both the Security and HR&T Sub-committees of the Board to replace Paul as Executive Security for ACSA.

I thank you in advance for your support in this matter.

Monhla Hlahla
 Managing Director

Directors:

ME Ramano (Chairman) *M W Hlahla (Managing Director) **C Bassetti *A Belardini
 *E Giordano N N Gwagwa *W R C Holmes *M S G Mareletse S Sithole FA Sonu B M Stocks
 Company Secretary: V Naidoo
 *Italian *Executive
 (REG 1993/004149/06)