

"ANNEXURE C"



*Institute of
Personnel Management
(South Africa)*

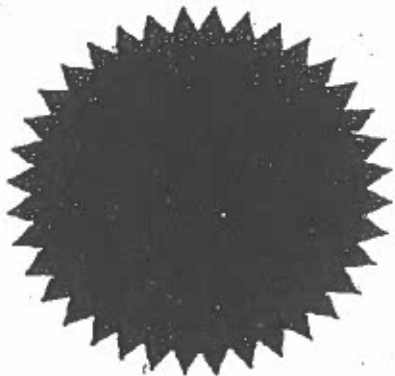
This is to Certify that

PAUL O'SULLIVAN

was granted

FULL MEMBERSHIP

*of the Institute of Personnel
Management (South Africa).*



President

A handwritten signature in cursive script, likely belonging to the President.

Director

A handwritten signature in cursive script, likely belonging to the Director.

Date **MAY 1998**



South African Council of Shopping Centres



This is to certify that

P O Sullivan

is a member of the

South African Council of Shopping Centres

and subscribes to the objectives of the council

President

Chief Executive Officer

Johannesburg

April 1998

This Certificate is the property of the Council

Affiliated to



Institution of Incorporated Executive Engineers

This is to Certify that

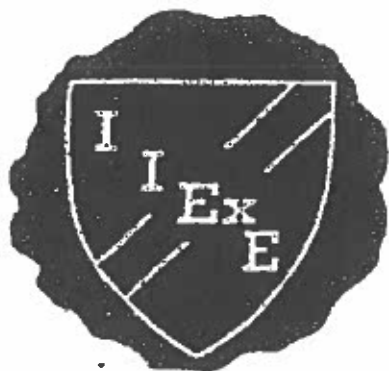
P. R. O'Sullivan

was admitted to the Institution

in the grade of

Member

on the first day of July 1989



Membership No A25362

Chairman

Secretary

The Association of Supervisory and Executive Engineers

FOUNDED 1914

This is to Certify that

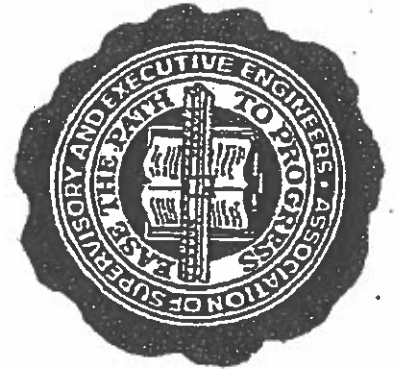
PAUL ROBERT O'SULLIVAN

was admitted

Member

of the Association of Supervisory and Executive Engineers

on the FIRST day of MARCH 1919



L. L. Lue Chairman

W. L. Lue General Secretary



35
CITY AND GUILDS OF
LONDON INSTITUTE
Incorporated by Royal Charter
Founded in 1878

This Certificate

THE CERTIFICATE IN
ELECTRICAL INSTALLATION WORK (COURSE A)

is awarded to

PAUL ROBERT O'SULLIVAN

WHO ATTENDED THE CITY AND EAST LONDON COLLEGE

AND WAS SUCCESSFUL IN THE FOLLOWING THREE COMPONENTS

1ST. WRITTEN
2ND WRITTEN
COURSE WORK ASSESSMENT

CREDIT
DISTINCTION
CREDIT

Awarded - DECEMBER 1978

Chairman of the Council

Director-General

TECHNICIAN EDUCATION COUNCIL CERTIFICATE

REPLACEMENT NAME 36

in ELECTRONICS
awarded to PAUL ROBERT O SULLIVAN
who studied AT OLDHAM COLLEGE OF TECHNOLOGY

The programme comprised the following

UNIT	LEVEL	GRADE
MATHEMATICS	I	MERIT
PHYSICAL SCIENCE	I	MERIT
COMMUNICATION AND ELECTRICAL DRAWING	I	MERIT
MATERIALS AND WORKSHOP PRACTICES	I	MERIT
RADIO, TELEVISION AND ELECTRONIC SYSTEMS	I	MERIT
MATHEMATICS (1) (HALF UNIT)	II	MERIT
LOGIC CIRCUIT PRINCIPLES (HALF UNIT)	II	MERIT
ELECTRICAL PRINCIPLES	II	MERIT
ELECTRONIC DEVICES AND APPLICATIONS	II	MERIT
MATHEMATICS (2) B (HALF UNIT)	II	MERIT
ELECTRICAL COMMUNICATIONS (HALF UNIT)	II	MERIT
GENERAL AND COMMUNICATION STUDIES B	-	MERIT
GENERAL AND COMMUNICATION STUDIES C	-	MERIT
ELECTRICAL PRINCIPLES	III	MERIT
ELECTRONIC DEVICES AND APPLICATIONS	III	MERIT
LOGIC CIRCUIT APPLICATIONS (HALF UNIT)	III	MERIT
PRINCIPLES OF FAULT DIAGNOSIS (HALF UNIT)	III	PASS
ELECTRONICS	III	PASS

THE STUDENT HAS SATISFIED THE REQUIREMENTS FOR PRACTICAL EXPERIENCE
IN THIS PROGRAMME

DATE OF AWARD JULY 1980

(TOTAL UNIT ENTRIES 18)

W. N. Rain
Chairman

H. H. Smith
Chief Officer

32520

136200-77-41/136200/D022985/M/26-08-55



AWARD

*It is hereby certified that the
Management Committee has designated*

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as the

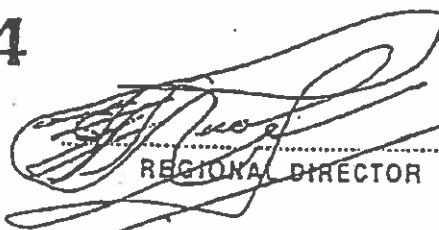
**TOP SERVICE
ORGANISATION**

for

28 OCTOBER 1994

1994

DATE


REGIONAL DIRECTOR

8 September, 2000

Dear Paul O'Sullivan

Thank You! Thank You! Thank You!

Thank you for participating in the Outsourcing and Service Level Agreements Conference and especially for taking the necessary time out of your busy schedule to act as chairperson at this event.

The conference was well received by most of the delegates who thoroughly enjoyed both conference day's as well as the workshop. Most participants felt that they had gained substantial knowledge, experience and confidence as well as learning new and improved ways of going about their sourcing activities. They also thoroughly enjoyed the opportunities given to share ideas and meet with other people in similar situations to themselves. The standard of presentations was also felt to be of a high calibre and professionally presented.

We hope that next year we will be able to draw even more delegates to gain maximum benefit from your interesting and informative topics as well as giving them the unique opportunity to find out exactly what is happening in industry on a continuing basis.

Your presentation was evaluated as follows:

EXCELLENT	73%
GOOD	27%
FAIR	%
POOR	

The conference was evaluated as follows:

EXCELLENT	26%
GOOD	74%
FAIR	%
POOR	

Once again thank you for your support and contribution and I look forward to your participation in our future events. Should you require any further feedback please do not hesitate to contact me. I hope that we get the opportunity to work together again some time in the future!

Kind Regards



Ankia Landsberg
Conference Producer

INSTITUTE FOR INTERNATIONAL RESEARCH

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Incorporated in The Netherlands

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Santiago
Sarasota
Walnut Creek
Chicago
Monaco
Boston
Melbourne
Manila

Registration Number 99/17156/10

Directors:
J.L. Blair • P. Ash • B. Morgan (British)

Company Secretary: I. Masters

Personal File
FOS

6 August 1999

Dear Mr O'Sullivan

Thank You! Thank You! Thank You!

"Thank you for participating at the Facilities Management Conference and especially for giving the necessary time out of your busy schedule to present a paper at this event.

The conference received a good response from the delegates and delegates enjoyed both conference days. Many people said that the overall standard of presentations were of a high calibre and that generally they felt that the conference was value for money.

There was comment that it gave the delegates a unique opportunity to find out exactly what is happening in industry but many felt that all of the issues discussed could have been conference days in their own right in light of the amount of material regarding each topic. There was also mention that the issues that were presented could be taken back and utilised in their own organisation's.

Your presentation was evaluated as follows :

EXCELLENT	55%
GOOD	40%
FAIR	5%
POOR	0%

The conference was evaluated as:

EXCELLENT	18%
GOOD	50%
FAIR	27%
POOR	5%

Once again thank you for your support and contribution and I look forward to your participation in our future events. Should you require any further feedback please do not hesitate to contact me. I hope that we get the opportunity to work together again some time in the future!

Kind Regards

Gina Steele
Editor-in-Chief
INSTITUTE FOR INTERNATIONAL RESEARCH

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Conference Organisation

a division of
International Executive Communications

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Suzhou

Walnut Creek

Chicago

Honolulu

Boston

Helsinki

Manila

Registration Number 90/01834/10

Director:

I. A. S. Leidlau
(British)

ANNEXURE "D"

40 (1F)

ACSA
AIRPORTS COMPANY SOUTH AFRICA



31 January, 2003

Mr Paul O'Sullivan
Airports Company South Africa
PO Box 75480
Gardenview
2047

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

Per Hand

Dear Mr O' Sullivan

Notice of Termination of Services

I refer to my letter dated 22nd January 2003, as well as the facilitation meeting held on 28th January 2003, with Ruth Edmonds wherein you were represented by your attorney Mr Darryl Zulberg. I have carefully considered the recommendation of Ruth Edmonds.

I regret to advise that despite numerous attempts to correct your conduct, and attitude towards your work, your colleagues as well as myself, these attempts have failed to produce any positive results. As discussed with you, your proposed alternative to the termination of your services, i.e. that you report to Mr Carmine Bassetti instead of myself is not acceptable in that it will tend to exacerbate and not remedy a situation in which you appear incapable of accepting my authority. Furthermore it is not designed to remedy your propensity to conduct yourself in an unprofessional and improper manner.

The company can no longer be obliged to continue an employment relationship in circumstances in which your conduct has rendered a continuing relationship intolerable, despite repeated attempts by the company to remedy and rectify the relationship. The record of the counselling sessions makes it clear that there has been a history of incompatibility, hostility and incapacity in which you have displayed an inability or unwillingness to correct your attitude and conduct towards myself in particular and the company in general. In addition your work performance is inadequate in that you are unable or unwilling to consistently perform according to the standards required of you. Through counselling, you have repeatedly been advised of the specifics relating to your attitude and conduct as well as your poor work performance. You were given the opportunity on each occasion of addressing and offering solutions. Despite having had a period of several months to correct your attitude conduct and performance, you have repeatedly displayed that you are incapable of, or unwilling to, regulate your conduct. This unwillingness or incapacity manifests itself in an inappropriate display of aggression and rudeness which serve to embarrass me, and the company and undermines my authority.

In view of the seniority of your position and the sensitivity and the importance of your portfolio, I believe you have been given more than an adequate opportunity to correct your attitude, conduct and performance. Despite this you have failed to do so. I therefore conclude that you are unsuited to continued employment within

Directors

ME Ramelo (Chairman) *M W Hlahla (Managing Director) *C Bassetti *A Belardini
*F Giordano N N Guagwa *W R C Holmes *M S G Mareletse S Sithole FA Sonu B M Stock
Company Secretary: V Naidoo
*Italian *Executive
(REG 1993/004145/05)

A I R P O R T S C O M P A N Y S O U T H A F R I C A

ACSA and in the absence of any reasonable alternative, I have decided to terminate your contract of employment on three months notice as provided for in your conditions of employment. You will not be required to work your notice period and payment in respect thereof will be paid to you at the end of the current month. You are expected to leave ACSA premises by 16h00, 31 January 2003.

You are further entitled to the following:

- o Accrued leave pay amounting to R40 759 – 25, which was calculated in accordance with company policy, will be paid to you upon termination of services.
- o The Company will, in accordance with the rules and requirements of the ACSA Retirement Fund; facilitate the payment of your retirement withdrawal benefit as at 31 January 2003. Payment will be made in accordance with the rules of the Fund.

You are required to return to the company Administrator, Marilyn Hofmeister by no later than 16h00 on 31 January 2003, all items in your possession which belong to the company including any hardware, software, documents, memorandum, publications, policies and procedures, financial information and other proprietary information.

You are further reminded that you are to keep confidential and not to disclose to any person whatsoever, at any future time, all and any information that is confidential or proprietary or secret relating directly or indirectly to your employment with ACSA, and which is within your knowledge. Such information includes, trade secrets, intellectual property and other legal and proprietary rights, statistics and information technology, contract and tender prices and conditions, ACSA specific policies and procedures as well as operational process documentation, ACSA specific personnel information and proprietary security information.

You are finally reminded of your right, should you be aggrieved by the termination of your services to refer this matter to the Commission for Conciliation, Mediation and arbitration within thirty (30) days of date hereof.

Yours sincerely



MONHLA HLAHLA
CHIEF EXECUTIVE OFFICER

received 14/3/03

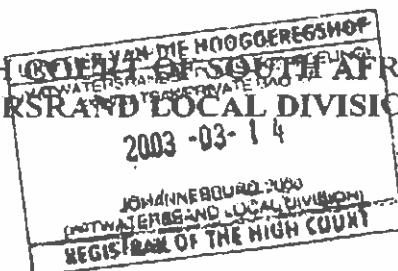
Time: 10h30

PH 229 DX118 JHB

COMBINED SUMMONS

03 05370

ANNEXURE "E" CASE NO:

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

In the matter between: -

O' SULLIVAN PAUL

PLAINTIFF

And

AIRPORTS COMPANY SOUTH AFRICA LIMITED

FIRST DEFENDANT

HLAHLA, MONHLA

SECOND DEFENDANT

To the sheriff or his deputy;

INFROM

AIRPORTS COMPANY SOUTH AFRICA LIMITED, A company registered as such in accordance with the laws of the Republic of South Africa with it's registered office and it's principal place of business within the jurisdiction of the Above Honourable Court at The Maples, Riverwoods, 24 Johnson Road, Bedfordview, Gauteng (hereinafter called the First Defendant)

And

MONHLA HLAHLA, an adult female Chief Executive employee of the First Defendant who is employed as such at it's principal place of business at The Maples, Riverwoods, 24 Johnson Road, Bedfordview, Gauteng (hereinafter called the Second Defendant)

That

PAUL O' SULLIVAN, an adult group executive: Security who was employed as such by the First Defendant until the 31st January 2003 and who resides at unit 38 Chamoix, John Avenue, Bedford Park, Gauteng (hereinafter called the Plaintiff)

In which action the Plaintiff claims the relief and on the grounds set out in the Particulars of claim annexed hereto.

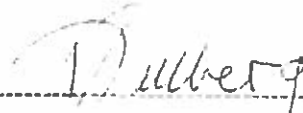
INFORM the First and Second Defendants further that if they dispute the claim and wish to defend the action, the First and Second Defendants shall –

- (i) Within 10 (ten) days of the service upon the First and Second Defendants of this Summons, file with the Registrar of this court at Room 007, Supreme Court Building, Pritchard street, Johannesburg, Notice of the First and Second Defendants' intention to defend and serve a copy thereof on the Attorneys of the Plaintiff which notice shall give an address (not being a post office or poste restante) referred to in rule 19(3)(b) for the service upon the First and Second Defendants of all notices and documents in the action.
- (ii) Thereafter and within 20 (twenty) days after the filing and serving notices of intention to defend as aforesaid, file with the Registrar and serve upon the Plaintiff a Plea, Exception, Notice to strike out, with or without a Counter claim.

INFORM the First and Second Defendants further that if the First and Second Defendants fails to file and serve notice as aforesaid, Judgment as claimed may be given against the First and Second Defendants without further notice to the First and Second Defendants, or if having filed and served such notice, the First and Second Defendants fail to plead, except, make application to strike out or counter claim, Judgment may be given against the First and Second Defendants.

AND immediately thereafter serve on the First and Second Defendants, a copy of this Summons and return same to the Registrar with whatsoever you have done thereupon.

Dated at JOHANNESBURG on this 13TH day of MARCH 2003.


FRANK MUNNIK & ZULBERG
Attorneys for Plaintiff
1st floor Palm Grove
Grove City
19 Louis Botha Avenue
Houghton Estate
JOHANNESBURG
Tel: 011 728 7190
Fax: 01 728 2503
Docex 118 JHB
Ref: DM Zulberg/O-78

Registrar of the High Court

ANNEXURE**PARTICULARS OF CLAIM**

- 1 The plaintiff is **PAUL O'SULLIVAN**, an adult Group Executive - Aviation Security who was employed as such by the first defendant until 31 January 2003 and who resides at Chamonix, John Street, BEDFORD PARK, Gauteng
- 2 The first defendant is **AIRPORTS COMPANY SOUTH AFRICA LIMITED** ("ACSA"), a company registered as such in accordance with the laws of the Republic of South Africa with its registered office at and its principal place of business within the jurisdiction of the above Honourable Court at The Maples, Riverwoods, 24 Johnson Road, Bedfordview, Gauteng.
- 3 The second defendant is **MONHLA HLAHLA**, an adult Chief Executive employee of the first defendant who is employed as such at its registered office at the address referred to in paragraph 2 above.
- 4 At all material times between 25 July 2001 and 31 January 2003 the plaintiff was employed by the first defendant in the position of Group Executive - Aviation Security and he performed his duties as such from the first defendant's offices.
- 5 At all material times between 1 November 2001 and March 2003, the

- 2 -

second defendant has been employed by the first defendant as its Chief Executive Officer and all of the statements made by the second defendant of and concerning the plaintiff and all of the conduct attributed to the second defendant and referred to hereunder were made by her and occurred in the course and scope of such employment.

6 On diverse occasions during the period from November 2001 to March 2003 the first and second defendants wrongfully and unlawfully have published and caused to be published statements of and concerning the plaintiff which

6.1 are wrongful and defamatory; and

6.2 were intended to be and were understood by recipients and readers of the publications concerned to mean that the plaintiff is unreliable, untrustworthy, irresponsible, unruly, ill-disciplined, lawless, petty mischievous, vindictive, disorganised and/or unprofessional.

7 The statements referred to in paragraph 6 above were published as follows -

7.1 in a publication of The Mail and Guardian newspaper during November 2001, wherein the allegation of and concerning the plaintiff was made that the plaintiff had unlawfully acquired computerised voice stress