

2010

FOUNDATION

Outsourced Hospitality Solutions

Newsletter

Volume 2 Edition 2 March 2010

IN THIS ISSUE

- **Less than 100 Days to Go to the Soccer World Cup**
- **Understanding Family Responsibility Leave**
- **Table Mountain Key Highlight of South Africa**
- **Foundation's Proud Partnership with the Cape Town Stadium**
- **SAB rolls out World Cup logistics plans**



Visit our website:
www.foundationgroup.co.za

Less than 100 Days to Go!

Johannesburg's economic hub was drenched in the sound of vuvuzelas on 2 March as hundreds of the city's residents took to the streets of Sandton to celebrate a 100 days until the kick off of the FIFA 2010 World Cup.

Masses of people congregated opposite the Sandton Convention Centre, where a stage holding drummers and dancers drew the crowd to the party. The street was a sea of national football colours, waving SA flags and skyward pointing vuvuzelas. Many revelers were wearing t-shirts with "You make Joburg Great!" and "Opening Team 2010" emblazoned on the front.

The occasion was a showcase of South Africa's World Cup spirit, and so would not be complete without the Diski Dance, a promotional dance routine



created to demonstrate the country's football fever. To lead the audience in the dance, musician Steve Hofmeyr took to the stage.

Foundation C.O.O., Brent Gamley says the group is ready and rearing to go for the World Cup, "Our staff are energised and excited and are poised to provide world class service at all levels."

Understanding Family Responsibility Leave

Family responsibility leave is granted to an employee during each annual leave cycle at the request of the employee if the employee's reasons meet the criteria as set out by the Basic Conditions of Employment Act 75 Of 1997.

The employee may only take the said leave if the employee has been in the employment of the company for more than 4 months or works for the employer more than four days per week.

The said leave may only be granted by the employer if the employee provides the following reasoning:

- when the employee's child is born (fathers);
- when the employee's child is sick; or
- in the event of death of the employee's spouse, life partner, parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.

If the employee does not give the reason as above the employee will not and

cannot be granted such leave, as family responsibility leave is only set out for the reasons above as stipulated by the BCEA in Section 27. It will be expected of the employer to pay the employee the whole day's remuneration for the day's family responsibility leave and this leave will be paid out to the employee on the usual pay day as stipulated or regulated by the company.

Note that an employee may take the said leave in respect of a full day or a part of a normal working day, depending on the need of the employee. The employer, however may according to s.27(5) before paying the said leave, require from the employee to prove with reasonable proof of an event contemplated as stipulated above.

If the employee fails to provide the correct proof the employer may revert to disciplinary action..

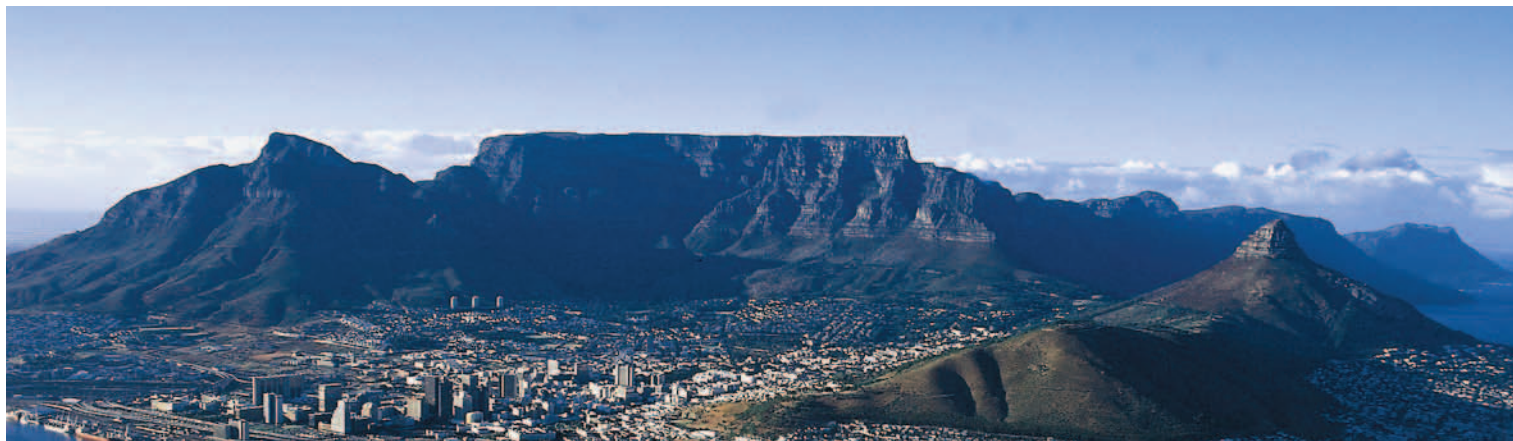
The preferred option would be to schedule a disciplinary inquiry for the employee to grant the employee another opportunity before an



independent party to prove that he/she did indeed attend to the family matter; if they do not provide the company and/or the hearing with the said proof; the employee's actions would be treated as absence without leave, and the employer would have followed corrective and progressive discipline as contained in the Labour Relations Act No: 66 of 1995 Schedule 8: Code of Good Practice on Dismissal. Thereby, sending the message to other employees that the company will not tolerate any form of illegal absence from the employees.

News from the Cape Town Office ...

Table Mountain positioned in Cape Town is one of the key highlights of this splendid country....



The beautiful country of South Africa is known for its natural beauty and picturesque locales. But, Table Mountain positioned in Cape Town is one of the key highlights of this splendid country. The popular tourist attractions feature varied range of activities, and also offer eye catching view of Green Point Stadium as well as the surrounding city. For more information, you can log on to <http://www.worldcupticketsservice.com>

The Table Mountain Aerial Cableway Company is known for running well used cable car that ferries spectators to mountain top. Marketing Manager of this firm, Collette Van Aswegen stated

that preparation for the 2010 World Cup has started almost three years ago with considerable development in facilities.

According to him, arrival of thousands of spectators to the Table Mountain is expected during FIFA World Cup! In order to manage huge number of arrivals, the company is also planning to apply the peak season functions, which include increment in staff members as well as sufficient stock. For more information, you can log on to <http://www.worldcupticketsservice.com>

Van Aswegen also said, "Two years ago we took our first big step when

we upgraded our restaurant." With considerable development in the restaurant, there is also significant enhancement in the number of visitors as well as facilities. You will experience the local magic of South Africa with lip smacking local cuisine.

He also announced that they have made significant change in the ticketing system in July 2009, as he said, "Visitors can now buy tickets online. This has improved our visitors experience as they can now bypass the queues at the manual ticket office and access the cable way directly."

Foundation's Proud Partnership with the Cape Town Stadium

Construction of the breathtaking new Cape Town Stadium, located on the Green Point Common between the twin South African icons of Table Mountain and Robben Island, began in March 2007.

In just 33 months, joint contractors Murray & Roberts and WBHO completed the massive project at a cost of R4,4-billion – or approximately US\$600-million. GMP Architects of Germany and two local firms, Louis Karol and Associates and Point Architects, joined forces to design the stadium.

All systems of the 68 000-seater have been tested and the brand new stadium is now ready to welcome the world to "the greatest show on earth".

Foundation Outsourced Hospitality Solutions in Cape Town is proud to be one of the partners who will be assisting at the Cape Town Stadium during the period of the Soccer World Cup 2010.

Excitement and enthusiasm is visible in all staff – they are slowly waking up to the reality of this prestigious and massive event! So much so that our staff have been excelling tremendously in their training tests for "I am a Service Ambassador"

Table Bay Hotel hosted its monthly staff meeting on February 23rd; this is where more than 40 Foundation staff members were awarded with certificates and prizes sponsored by Cape Town Tourism.

Those who received certificates passed the course with a minimum of 75%!! Those who received the wonderful prizes of vuvuzelas, t shirts and badges excelled and achieved 85% or more!!

Congratulations to our staff!!!! We are proud of you and encourage you to keep being brilliant Service Ambassadors for Foundation.



Cape Town's New Stadium

SAB predicts World Cup will boost beer sales by 4%

SAB has revealed details of its plans to quench the thirst of World Cup fans.

The South African Breweries (SAB) has outlined details of its preparations to ensure the country is fully stocked and supplied with beer during the FIFA World Cup tournament.

With an estimated 450 000 visitors expected to visit the country during this period, and with an anticipated 4-6% increase in demand for beer over the five week World Cup period, the brewer is finalising detailed plans to make certain that the country is well stocked and supplied.

While it is anticipated that South Africans and foreigners will support the soccer matches at the official stadiums, the majority of people are expected to watch the games at home, in sports bars and taverns as well as in fan fests and viewing sites around the country.

SAB has seven breweries located around the country which are all near the host cities. Last year SAB brewed about 25-million hectolitres of beer, and company tends to see an increase in demand in the summer months (November, December, January) while the winter months (June, July, August) tend to be slower.

SAB has taken the incoming visitors and their thirst levels into consideration, and has built in additional stock for South Africans who will support the event and spend more time chilling around the event than they normally do in June and July.

As a result, SAB is confident it has more than enough capacity to host the additional visitors who are expected for the World Cup, as well as any increase in per capita consumption by South Africans.

In terms of its plans to ensure the country is well stocked, SAB will:

- Increase its brewing in April and May ahead of the event to ensure there is reserve stock
- Ensure that the taverns on route to and from the stadium are well-stocked
- There will be refrigerated vans with stock on standby in key match areas

to replenish fridges and ensure that thirsty fans can always get an ice cold beer

- All seven breweries will be well equipped to manage any shortages
- Dedicated telephone numbers will be set up whereby customers can dial in should they require emergency supplies

All of SAB's outlets will be servicing customers during the World Cup, which means there will be about 56 000 outlets around the country serving SAB products. This will not just be in the nine host cities, but across the country, including rural and metropolitan areas.

SAB 2010 marketing manager Alastair Hewitt says: "While it's difficult to predict how much extra beer will be consumed, we estimate at this stage that we will sell an additional 100 000 hectolitres of beer during the five-week World Cup period, which equates to about 20-million x 500ml beers or 30-million x 340ml beers. This is over and above normal consumption during the June/July period.

"Although we are expecting fewer visitors to South Africa than Germany did, we are expecting South Africans and tourists to get behind their team as well as African teams and enjoy themselves, and we are preparing for an increase in beer sales of about 4% - 6%. Our plans are in place to accommodate this increase, so football fans can relax, there will be plenty of beer," Hewitt continued.

SAB estimates that the company will be covering about four-million km in additional travel to service the event through its distribution network, with SAB's total distribution network covering approximately 35-million km in any given year

Through its flagship brand, Castle Lager, which is the premier sponsor of Bafana Bafana, SAB will rally South Africans to get behind their national team in the run-up to the tournament and beyond. A series of Castle-owned initiatives will be unveiled in the lead up to the tournament, aimed at building national pride and bringing to life the spirit of the host country.



The first of these initiatives was Castle Superfans, which was launched in October 2009 and is aimed at rallying the nation to get behind Bafana Bafana on their journey to hosting the World Cup. In terms of this campaign, Castle Lager selected one Superfan from each Premier Soccer League (PSL) club and then took these fans to Germany to watch the team and to allow them to know each other – as they are arch rivals in the local league.

The fans returned home to star in a TV campaign showing how Castle Lager is the unique catalyst to bring 16 fans from rival clubs to unite behind Bafana Bafana. The Superfans have become an integral part of Castle Lager's campaign to support the national team and will be embarking on a roadshow in the coming months through taverns, shebeens and bars across the nation to give away Bafana gear and create excitement for consumers. They will be visible on TV, in outdoor, in outlets live and plugged and in stadia supporting Bafana.

"We are extremely excited about the opportunity that hosting the FIFA World Cup offers the country and we are looking forward to hosting the world on our home ground. We see ourselves as the unofficial national hosts to visitors and want them to experience South Africa as South Africans do, by introducing them to our customs our culture and our beer," concluded Hewitt.