Invitation

Date: Tuesday 21, January, 2014

Re: The Metal and Engineering Industry National Conference – A Summit on Job Creation

Purpose: The purpose of this letter is to invite you to The Metal and Engineering Industry National Conference dated Monday 27th and Tuesday 28 January 2014. You are requested to form part of the conference day 1 including the gala dinner and also form part of the 2nd day’s working groups. The MEIBC would like to express heartfelt gratitude on your partnership during the Regional Breakfast Seminars held in 2013 at our Cape Region, KZN, Gauteng, Free State Region held at the North West Province, as well as Gauteng, East London and Port Elizabeth, on Job Creation. These served as a build-up and information gathering towards the National Conference. The conference will take a form of a two day session as follows: day one - plenary sessions followed by the evening gala dinner also on day one. Day two to be including working group sessions to discuss topics namely The Industry and Trade, The Industry and Global Perspective as well as Sustaining Collective Bargaining. Please also note that there is a partnership opportunity with the Council for your organization to form part of our exhibition during the conference and to host a table at the gala dinner, please see page 3 of 12 for exhibition details attached.

The Summit Theme and Topic to cover: Job Creation Background and Objectives: The overall aim of the MEIBC for 2013 going forward is to create greater levels of visibility and acceptance of the MEIBC’s value in business, beyond legislated/compliance aspects. The past vision of the Council was to promote growth, employment and decent work and currently our vision is “To Sustain Collective Bargaining Through Administering And Ensuring Compliance With Industry Standards. The biggest debate in South Africa (SA) today is what needs to be done to create job opportunities. Part of the arguments are centred around small and medium size companies’ contribution towards job creation opportunities. SA leaders in business, labour and in government are expected to establish or suggest policies that will encourage more employment opportunities and investment in SA.

The MEIBC is therefore creating a platform opportunity for our Key Stakeholders such as your Organisation as well as the invited Research Institutions, Academic Institutions, Business Community and The Government Leadership to share some input on these matters and also share with the Council their respective views on the role that can or should be played by the Bargaining Councils in creating job opportunities in various industries in particular the Metal & Engineering Industry in the attempt to guide and perhaps influence way forward on this subject matter in or Country. Part of the input received during the Industry Breakfast Seminars that were held at Regional and Provincial level has been documented in a form of a coffee table book titled Job Creation available on order through the Communications Department as a delegate’s pre-preparation for the conference

I am looking forward to your positive feedback,

Yours in Collective Bargaining

Mr Thulani Mthiyane
The General Secretary
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<td>8. PARTNERSHIP INVITATION</td>
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</table>
The Metal and Engineering Industry National Conference 2013 – A Summit on Job Creation
Conference Delegate Booking Form

1ST Delegate Name & Surname
Designation
Organisation / Company Details
Contact Mobile
Email Address
Fax no
Tel no

2nd Delegate Name & Surname
Designation
Organisation / Company Details
Contact Mobile
Email Address
Fax no
Tel no

Attending at no cost Max 2 x delegates per Organisation / Company

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<th>Details</th>
<th>Time</th>
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<td>Day 1 – Opening Session</td>
<td>10:00 – 17:00</td>
<td>Monday 27 January 2014</td>
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<tr>
<td>Day 1 – Gala Dinner</td>
<td>18:30 – 21:00</td>
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<tr>
<td>Day 2 – Plenary Sessions</td>
<td>09:00 – 15:00</td>
<td>Tuesday 28 January 2014</td>
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Title of the Invitation

The Metal and Engineering Industry National Conference
A Summit on Job Creation

2. Why this topic:
The biggest debate in South Africa (SA) today is what needs to be done to create job opportunities. Part of the arguments are centred around small and medium size companies’ contribution towards job creation opportunities. SA leaders in business, labour and in government are expected to establish or suggest policies that will encourage more employment opportunities and investment in SA.

The MEIBC is therefore creating a platform opportunity for Research Institutions, Academic Institutions, and Government to share their views on these matters and also share with the Council their respective views on the role that can or should be played by the Bargaining Councils in creating jobs opportunities in various industries they form part of.

3. Draft Programme
The Conference Summit will take a form of a two day session to be scheduled as follows

Dates: Monday 27th – 28th January 2014

Draft Proposed Programme:

Day 1 – Part 1

09:00 – 10:00 Registrations

10:00 – 10:10 Welcome Note

10:10 – 10:25 Purpose & Objective of the Conference
Metal and Engineering Industry Bargaining Council
General Secretary of The Council Mr Thulani Mthiyane

10:25 – 10:50 Key Note Address by The Department of Trade and Industry
Deputy Minister Hon Elizabeth Thabethe
10:50 – 11:15 Address by SAMSA CEO Commander Mokhele

11:15 – 11:40 Address by NEDLAC - National Economic Development and Labour Council Executive Director Mr Allistair Smith

11:40 – 12:10 Address by merSETA Manufacturing, Engineering and Related Services SETA Chief Executive Officer Dr Raymond Patel

12:10 – 12:40 Address by SACCI Policy Consultant Mr Pietman Roos

12:40 – 13:20 Address by Research Institutions
CGF Research Institute (Pty) Ltd
Chief Executive Officer Mr Terry Booysen

13:20 – 14:00 Lunch is Served (Buffet)

14:00 – 14:30 Address by Academics Institutions
Da Vinci Institute

14:30 – 15:30 Address by MEIBC Employers Parties
14:30 Address by NEASA
Chief Executive Officer Mr Gerhard Papenfus

15:00 Address by SEIFSA
Chief Executive Officer Mr Kaizer Nyatumba

15:30 – 15:45 Afternoon Tea / Coffee and Snack Platters served

15:45 – 17:45 Address by MEIBC Labour Parties

15:45 Address by NUMSA
Deputy General Secretary Cde Karl Cloete

16:15 Address by Solidarity

16:45 Address by CEPPWAWU

17:15 Address by UASA
UASA Consultant and Economist Mr Mike Schussler

17:45 Address by MEWUSA
President of MEWUSA cde Daniel Lengoabala

18:15 Address by SAEWA
18:15 – 18:45 Address on The Industry Policy Forum RoadMap
by StratAlign Chief Executive Officer Mr Alan Brews

18:45 – 19:00 Closure Day 1

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<tr>
<td>19:00 for</td>
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Gala Dinner Programme

<table>
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<tr>
<td>19:00 - 22:00</td>
<td>Gala Dinner</td>
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Date: Monday 27th January 2014
Time: 19:00 - 22:30
Purpose: Metal & Engineering Industry Conference Summit Gala Dinner

(Starter pre-served on tables)

19:00 – 19:30 Welcome & Registration (Photoshoot)
19:30 – 19:45 Purpose of the Dinner: MEIBC General Secretary

19:45 – 20:00 Dinner is Served & Entertainment

20:00 – 20:30 Guest Speaker Address
BMF Black Management Forum – President
And Vice President Shell SA Mr Bonang Mohale

20:30 – 20:45 Dessert is Served & Entertainment

20:45 – 21:15 Guest Speaker Address
Aero Space Maritime and Defense – President
Mr Dean Mogale


21:45 – 22:00 Closure and Vote of Thanks

22:00 – 23:00 Entertainment
Day 2 Tuesday 28 January 2014
Time: 08:30 – 15:30

Part 1

07:00 – 08:30 Breakfast

08:30 – 08:45 Arrival & Registrations

08:45: – 09:00 Welcome Address & Introduction of Key Note Speaker

09:00 – 10:00 Key Note Address
Professor Hlengiwe Mkhize
Deputy Minister Department of Economic Development

Part 2
Working Groups

Working Group 1 – Job Creation – Global Perspective
Day 2 – Tuesday 28th January 2014
Time: 08:30 – 15:30
Venue: Commission Rooms Allocated
Purpose: Metal & Engineering Industry Conference Summit Working Group

10:00 – 10:15 Mid Morning Tea / Coffee and Snack Platters served

10:15 – 10:20 Facilitator & Purpose: MEIBC Acting GM Operations Mr Vice Ngonyama

10:20 – 10:45 Why Job Creation
Co-operatives and Joint Ventures – Presentation

10:45 – 11:15 Global Perspectives – Presentation by SAMSA

11:15 – 13:00 Global Perspectives – Inputs & Discussions

13:00 – 13:30 Lunch is Served

Working Group 2 – Job Creation – Industry and Trade
Day 2 – Tuesday 28th January 2014
Time: 08:30 – 15:30
Venue: Commission Rooms Allocated
Purpose: Metal & Engineering Industry Conference Summit Working Group

10:00 – 10:15 Mid Morning Tea / Coffee and Snack Platters served

10:15 – 10:20 Facilitator & Purpose: MEIBC GM Finance and Administration
Mr Humphrey Molemoeng

10:20 – 10:45 Presentation – Industry & Trade Presentation by merSETA
Dr Raymond Patel CEO MERSETA

10:45 – 11:15 Presentation – Partnership on Training and Development by SEIFSA

11:45 – 13:00 Industry & Trade – Inputs & Discussions

13:00 – 13:30 Lunch is Served (Buffet)

Working Group 3 – Sustaining Collective Bargaining
Day 2 – Tuesday 28th January 2014
Time: 08:30 – 15:30
Venue: Commission Room Allocated
Purpose: Metal & Engineering Industry Conference Summit Working Group

10:00 – 10:15 Mid Morning Tea / Coffee and Snack Platters served

10:15 – 10:20 Facilitator & Purpose: General Secretary MEIBC

10:20 – 10:45 Presentation by MEIBC on Sustaining Collective Bargaining
by MEIBC General Secretary Mr Thulani EIBC

10:45 – 11:00 Presentation by MEIBC on Centre for Dispute Resolution CDR
by Manager Mr Themba Manganyi

11:00 – 11:15 Presentation by MIEBC on Partnerships and Stakeholder Relationship
Management & New Member Nursery Programme

11:15 – 11:45 Presentation by StratAlign on How To Build Stakeholder Relationships

11:45 – 13:00 Sustaining Collective Bargaining Inputs & Discussions

13:00 – 13:30 Lunch is Served (Buffet)
Presentations Working Group 1 – Global Perspective

13:30 – 14:00 Presentations, Adoption and Declarations – Global Perspectives

Presentation Working Group 2 – Industry and Trade

14:00 – 14:30 Presentations, Adoption and Declarations – Industry and Trade

Presentation Working Group 3 – Sustaining Collective Bargaining

14:30 – 15:00 Presentations & Adoption - Job Creation - Short Term to Medium Term Sustainability Programs - A Job Creation Opportunity In the Industry And Declarations

15:00 – 15:30 Conference / Summit Vote of Thanks & Closure

4. Panel of Speakers to include

- The MEIBC Office of The General Secretary
- MEIBC National Council Committee President
- MEIBC Employer and Labour Representatives
- National Government Leadership
- Provincial Government Leadership
- Local Government Leadership
- MERSETA,
- CCMA,
- Research Institutions
- Academic Institutions,
- Business:
  - Chamber of Commerce and Industry
  - BUSA – Business Unity South Africa
  - BMF – Black Management Forum

5. Delegates To Attend

1. MEIBC Office of The General Secretary
2. National Government
3. Provincial Government
4. Local Government
5. MEIBC National Council Committee
6. MERSETA
7. CCMA,
8. Research Institutions
9. Academic Institutions,
10. Business Community:
  - Chamber of Commerce and Industry
  - BUSA – Business Unity South Africa
  - BMF – Black Management Forum
11. MEIBC Management Committee
12. MEIBC Standing Committee
13. MEIBC Financial Committee
14. MEIBC Executive Committee
15. MEIBC Industry Regions
   i. Eastern Cape
      ▪ Midlands Region
      ▪ Border Region
   ii. Cape Region
      ▪ George Region
   iii. Tshwane
      ▪ Pretoria Region
      ▪ Mpumalanga Region
   iv. Gauteng Region
   v. KwaZulu Natal
      ▪ Durban
      ▪ Richards Bay
   vi. Free State, Northern Cape & Northwest Region
16. Regional MEIBC Employer Parties
17. Regional MEIBC Labour Parties
18. MIBFA
19. Owners/Director of Small, Medium and Large Companies
20. FET Colleges
21. HR Specialists
22. and Labour Specialists

Maximum Attendance for each region 1000 x guests

6. MEIBC background and context

The Metal and Engineering Industries Bargaining Council (MEIBC) is a statutory body created under the Labour Relations Act (LRA) to provide for the co-regulation of stable and productive employment relations in the metal and engineering industries.

The council is an industry based forum of organised business and labour that regulates employment conditions and labour relations in the metal and engineering industry. It provides the necessary, administrative infrastructure and technical expertise to ensure effective collective bargaining, industry compliance, dispute resolution and social protection services. As at end of November, the council represented approximately 10 624 firms and 306 747 employees in the industry.

The MEIBC’s scope covers a wide range of activities within the metal and engineering industries, including the following sectors:-
- The production of iron, steel, alloys and metallurgy (eg Arcelor Mittal);
- General engineering (eg Dorbyl Heavy Engineering)
- Manufacturing engineering (eg Defy) ;
• Building and repairs of ships and boats (eg Southern Wind Shipyards);
• Certain sections of the electrical engineering industry (eg Siemens);
• The lift engineering industry (eg Otis); and
• The plastics industry (eg Nampak).

The MEIBC employs 140 staff, who are spread nationally across the National Office (Johannesburg), six regional offices named Border Region (East London), Cape Region (Cape Town), Free State and Northern Cape Region (Welkom), Gauteng Region (Johannesburg), KwaZulu Natal Region (Durban), Midland Region (Port Elizabeth), and Tshwane Region (Pretoria); three local offices in George, Middelburg, and Richards Bay, and a dedicated Centre for Dispute Resolution (Johannesburg).

Main Objectives of the MEIBC

The functions of the MEIBC can categorized into four core areas, namely:

• Collective Bargaining
• Compliance Management
• Dispute Resolution
• and Social Protection

Among selected activities of the MEIBC are the following:

• Convening MEIBC Meetings
• Managing Registration of Companies;
• Facilitating Wage Negotiations;
• Drafting and Processing of Agreements;
• Investigating Complaints;
• Carrying out Site Visits;
• Dealing with the Administration and Enforcement of Agreements;
• Providing Dispute Resolution;
• Dealing with Exemptions;
• Managing the Labour Brokers' Register;
• Managing various Social Protection Projects;
• and Communicating with the Industry.

7. Partnership Invitation:

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<tr>
<td><strong>Option 1 – R30,000.00</strong></td>
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<td><strong>Partnership Package – Option – 1 – The partnership contribution investment of R30,000.00 to include</strong></td>
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<td>• A Standard 3x3 Shell Scheme Package</td>
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<td>• Marketing to The Metal &amp; Engineering Industry as your target audience.</td>
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<td>• Direct networking opportunities with industry suppliers.</td>
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Stakeholders.
- Meet & greet at the Industry conscience audience at large.
- Exposure to the Industry's topics of discussion in the plenary.
- Host a table of 10 x members from your organization during the Gala Dinner proceedings to include Industry Recognition Award Programme
- To include 2 x members from your Marketing and Public Relations Team to manage the Exhibition stand and be part of your gala dinner table
- Your company name and logo will be placed on the conference programme
- Your company will form part of the award recognition programme recipient as a valued contributor to making the conference a success
- Your company name will be acknowledged by the guest speaker and also during the vote of thanks
- Your company name and logo will form part of the link to the conference gallery to be uploaded onto our website to be used as part of the 2014 Conference invitation brief.
- Your Organisation will form part of the article within the publication MEIBC First Hand Newsletter Vol 1 Issue 3 to be distributed end November 2013.

plus meeting rooms and mini auditorium for presentations and video
- Title branding and extensive profile on the event website home page
- Access to full and detailed database of all attendees
- Full colour advert on the publication MEIBC First Hand Newsletter Vol 1 Issue 3 to be distributed end November 2013.
- Full colour advert follow up articles for MEIBC First Hand Newsletter Vol 1 Issue 4 & 5 to be distributed in 2014
- A Standard 3x3 Shell Scheme Package
- Marketing to The Metal & Engineering Industry as your target audience.
- Direct networking opportunities with industry suppliers.
- Direct networking with Industry Stakeholders.
- Meet & greet at the Industry conscience audience at large.
- Exposure to the Industry's topics of discussion in the plenary.
- Host a table of 10 x members from your organization during the Gala Dinner proceedings to include Industry Recognition Award Programme
- To include 2 x members from your Marketing and Public Relations Team to manage the Exhibition stand and be part of your gala dinner table
- Your company name and logo will be placed on the conference programme
- Your company will form part of the award recognition programme recipient as a valued contributor to making the conference a success
- Your company name will be acknowledged by the guest speaker and also during the vote of thanks
- Your company name and logo will form part of the link to the conference gallery to be uploaded onto our website to be used as part of the 2014 Conference invitation brief.

### Partnership Delegates Booking Form

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<th>Attendance Day 2 Tue 28th Jan 2014 Plenary Sessions</th>
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Exhibition Partnership forms to be received by MEIBC by no later than 10 December 2013

Fax Payment Proof : 086 243 0009 please use your Company Name as ref………………..

Approved By:

Name……………………….. Surname……………………………..

Designation………………. Organization……………………………

Signature………………. Date………………………