



DITABE & WAGNER
ATTORNEYS

To: THE SHOPRITE CHECKERS GROUP

By email: jbronn@shoprite.co.za; pdupreez@shoprite.co.za; privacy@shoprite.co.za

And To: OMNI HR CONSULTING

By email: Lize@omnihrc.com; louise@omnihrc.com; dot@omnihrc.com;
David@omnihrc.com; Done@omnihrc.com;

Our ref: CD / KM / D00005

Date: 30 JANUARY 2023

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RE: KAMOHELO MOKETELI // SHOPRITE CHECKERS GROUP & OMNI HR CONSULTING

1. We confirm that we act on behalf of Kamohelo Kenneth Mocketeli with Identity Number 940102 5142 085 (hereinafter "our client") as his legal representatives.
2. We are instructed that the Shoprite Checkers Group, together with the Shoprite Checkers Development Trust, (hereinafter collectively referred to as "Shoprite") advertised a Learn and Earn programme in 2016, to which our client applied.





This program was launched by Shoprite in partnership with Omni HR Consulting (Pty) Ltd (hereinafter “Omni HR”).

3. We are instructed that the program had as its core concepts the operation of small businesses within the retail sector, which was stressed throughout the program. In essence, it taught students about the retail sector, exposed them to same in the form of employment, with the aim of the students developing their own small businesses within the sector.
4. Our client applied for, was accepted, and enrolled on the program on or about January 2016, and attended classes at Omni HR’s Suncardia Regional Training Venue in February 2016 for approximately 1 month after which he was employed at the Checkers at the Village in Moretele View, Pretoria for approximately 1 month (March 2016). Our client thereafter left the employ of Shoprite.
5. Our client developed various ideas, constituting intellectual property, to improve the Money Market and the retail shopping experience offering by Shoprite and presented same to Omni HR with a view of them arranging a meeting with





Shoprite to enable the presentation of the idea. Our client sent various emails between 13 March 2017 and October 2017.

6. Kindly further take note that Omni HR arranged for a meeting for our client to present his ideas, which meeting took place at the Suncardia Regional Centre on or about 3 August 2017 at which our client presented his ideas to improve Shoprite's products. The said meeting was also attended by the following personnel from Omni HR:

6.1. David Londt (head of IT);

6.2. Done Basson (National Manager);

6.3. Dorothy Fernandez (regional manager overseeing Shoprite engagements).

7. Our client developed an idea to improve Shoprite's Money Market offering, inter alia, as follows:

7.1. Including basic banking services as part of the Money Market offering, such as the ability to transact from a smartphone;

7.2. A points system for grocery shopping with rewards;





- 7.3. E-grocery benefit for the creation of a grocery voucher instead of cash;
 - 7.4. Advertising through the said platforms;
 - 7.5. Grocery credit vouchers/accounts;
 - 7.6. Competition related to the points system.
8. Our client has noted that his ideas were implemented by Shoprite in 2020 and he received no credit for same.
9. To the aforementioned end, also kindly provide us with:
- 9.1. A copy of the contract between our client and Shoprite or any company within the Shoprite Checkers Group; and
 - 9.2. A copy of the contract between our client and Omni HR.
10. We also request that you confirm whether Omni HR presented the ideas to Shoprite and whether any credit was given to our client. Kindly confirm if your office requires us to attach a completed PAIA form 2.





11. This correspondence furthermore constitutes a letter of demand, in the event that legal proceedings become necessary.
12. Kindly provide us with a formal response within 10 days from date of transmission of this letter failing which our client reserves his rights, including taking legal action.

SIGNED ELECTRONICALLY

Mr. I.C. Ditabe

Attorney

Email: chris@dwattorneys.co.za

Tel: 012 643-0506

