

DATED 17TH DAY OF AUGUST 2009

ADDENDUM TO RECOGNITION AGREEMENT

BETWEEN

CAVMONT CAPITAL BANK LIMITED

AND

**THE ZAMBIA UNION OF FINANCIAL INSTITUTION AND
ALLIED WORKERS**

4/11
JCO *FDM*
CM
20/8

ADDENDUM TO RECOGNITION AGREEMENT

BETWEEN

CAVMONT CAPITAL BANK LIMITED

(hereinafter referred to as the "Bank")

AND

THE ZAMBIA UNION OF FINANCIAL INSTITUTION AND ALLIED WORKERS

(hereinafter referred to as the "Union")

WHEREAS:

- I. The Management of Cavmont Capital Bank Limited (hereinafter called "the Bank") and the Zambia Union of Financial Institutions and Allied Workers (hereinafter called "the Union") on 26th June, 2009 reached agreement during their Bargaining Unit meeting to amend the recognition agreement.
- II. The Parties wish that the Memorandum of Recognition Agreement dated 27th August 2004 clause 2 be amended as follows:

NOW THIS ADDENDUM WITNESSETH AS FOLLOWS:

Clause 2 hereunder at page 1 in the Memorandum of Recognition Agreement is hereby amended to the intent that it read as follows:

SCOPE OF AGREEMENT

This agreement applies to all eligible employees and confirmed employees who are in grades:

Cleaner/ Messenger	Essential Services ES 1 -2
Drivers	Essential Services ES 3
Receptionist	Generalist G1
Typist	Generalist G1
Clerk	Retail Banking 2 or Generalist 2 RB2/ GL2
Supervisors	Retail Banking 3 or Generalist 3 RB3/GL3
Stenographer	Generalist GL2

Scope from

SP

on
2/2

Secretary

Generalist G3

Specialist grade

SP 1

Exceptions shall be an employee empowered to make management decision;
An employee entrusted with Human Resources management and Industrial Relations
Functions or An employee reporting to the Chief Executive.
Management Trainees

In terms of this Clause, it is understood that matters negotiated between the parties to
this Agreement shall be confined to bonafide members of the Union. Full time trainees
who are not on the payroll of the bank shall be excluded.

Non represented ranks will be RB4, GL4, SP2 and above and which shall not be part of
the Union .

**IN WITNESS WHEREOF WE HAVE HEREUNDER SET OUR HANDS THIS 17TH
DAY OF AUGUST THE YEAR TWO THOUSAND AND NINE.**

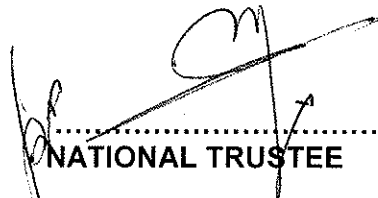
**For and on behalf of Cavmont
Union of Capital Bank Ltd**

**For and on behalf of Zambia
Financial Institutions and Allied
Workers**


.....
ACTING MANAGING DIRECTOR


.....
GENERAL SECRETARY


.....
FINANCE MANAGER


.....
NATIONAL TRUSTEE


.....
HUMAN RESOURCES MANAGER


.....
BRANCH CHAIRMAN

FDM .