

REFERRING A DISPUTE TO THE CCMA FOR CONCILIATION (INCLUDING CON-ARB) LRA Form 7.11 ONLINE REFERENCE NO: EGAEK0121024812

| 1. DETAILS OF PARTY REFERRING DISPUTE |
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| PARTY REFERRING TYPE: |
| EMPLOYEE |
| PARTY REFERRING IDENTIFICATION DETAILS: |
| NAME: |
| CHRISTIAAN |
| SURNAME: |
| STANDER |
| LENGTH OF SERVICE: |
| 6 TO 10 YEARS |
| SA ID NO: |
| 8701305104080 |
| GROSS SALARY: |
| R2,000 - R10,000 |
| NET SALARY: |
| R2,000 - R10,000 |
| GENDER: |
| |
| AGE: |
| 34 NATIONALITY: |
| SOUTH AFRICA |
| POSTAL ADDRESS: |
| 3 WILBERS ROAD ELSBURG |
| POSTAL CODE: |
| 1401 |
| CITY: |
| GERMISTON |
| PROVINCE: |
| GAUTENG |
| TEL: |
| 0797603145 |
| CELL: |
| 0797603145 |
| FAX: |
| |
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| CHRISTIAANSTANDER1987@GMAIL.COM |
| ALTERNATIVE CONTACT DETAILS OF THE EMPLOYEE: |
| |
| OMRICH SURNAME: |
| |
| GYORGYI POSTAL ADDRESS: |
| 3 WILBERS ROAD ELSBURG |
| POSTAL CODE: |
| |

| 1401 TEL: 032503208 CELL: 0377603145 FAX: EMAIL: CENTRATISANSTANDER19877@GMAIL.COM 2. DETAILS OF THE OTHER PARTY (PARTY WITH WHOM YOU ARE IN DISPUTE) OTHER PARTY TYPE: EMPLOYER OTHER PARTY IDENTIFICATION DETAILS: 0CRGANISATION NAME: CELL NETWORK CORTACT PERSON NUME: ICUNTACT PERSON SURNAME: ICUNTACT PERSON SURNAME: ICUNTACT 4. SUMMARX: ISONDUCT 4. SUMMARX: ISONDUCT 5. DATE AND PLACE WHERE DISPUTE AROSE ISONDUCT 5. DATE AND PLACE WHERE DISPUTE AROSE ISONDUCT 5. DATE AND PLACE WHERE DISPUTE AROSE ISONDUCT 6. DATE OF DISMISSAL DISMISSAL PROSE: ISONDUCT 6. DATE OF DISMISSAL DISMISSAL PROSE: ISONDUCT 7. FAIRNESS/UNFAIRNESS OF DISMISSAL WAS DISMISSAL PROSE: ISONDUCT 7. FAIRNESS/UNFAIRNESS OF DISMISSAL WAS DISMISSAL PROSE: ISONDUCT 7. FAIRNESS OF DISMISSAL ISONSSAL PROSE: ISONDUCT 1. FAIRNESS OF DISMISSAL ISONSSAL PROSE: ISONDUCT 1. FAIRNESSAL PROSE: ISONDUCT 1. FAIRNESS INTERCED ISONDUCT 1. FAIRNESSAL PROSE: ISONDUCT 1. FAIRNESS INTERCED ISONDUCT 1. FAIRNESS INTERCED ISONDUCT 1. FAIRNESS INTERCED ISONDUCT 1. FAIRNESS INTERCED ISONDUCT 1. FAIRNESSAL PROSE: ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSES ISONDUCT 1. FAIRNESSAL PROSECED ISONDUCT 1. FAI | |
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| 0932203208 CELL: 0737603145 FAX: EMAIL: CHRISTIAANSTANDER1987/@GMAIL.COM 2. DETAILS OF THE OTHER PARTY (PARTY WITH WHOM YOU ARE IN DISPUTE) OTHER PARTY TYPE: EMPLOYER OTHER PARTY IDENTIFICATION DETAILS: ORGANISATION NAME: CONTACT PERSON NAME: MICHELLE RRUGER CONTACT PERSON NAME: MICHELLE RRUGER POSTAL ADDRES: 12 NIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL CODE: 0046 CITY: CENTORIUN PROVINCE: GAUTENG TEL: 0126650275 CELL: 0034582533 FAX: 0126655275 CELL: 2008/016002/07 NUMBER OF EMPLOYEES: 101 OR MORE 3. NATURE OF THE DISPUTE DISPUTE TYPE: DISPUTE SUMMARY: GROSS NEGLIGENCE, MISS CONDUCT, REFUSED TO OBBEY INSTRUCTION. FRAND. DISMISSAL REASON: MISCONDUCT 4. SUMMARISE THE FACTS OF THE DISPUTE DISPUTE SUMMARY: GROSS NEGLIGENCE, MISS CONDUCT, REFUSED TO OBBEY INSTRUCTION. FRAND. DISMISSAL REASON: MISCONDUCT 4. SUMMARISE THE FACTS OF THE DISPUTE DISPUTE SUMMARY: GROSS NEGLIGENCE, MISS CONDUCT, REFUSED TO OBBEY INSTRUCTION. FRAND. DISMISSAL REASON: MISCONDUCT 4. SUMMARISE THE FACTS OF THE DISPUTE DISPUTE AROSE: 26/10/2021 5. DATE AND PLACE WHERE DISPUTE AROSE PLACE DISPUTE AROSE: 26/10/2021 5. DATE AND PLACE WHERE DISPUTE AROSE PLACE DISPUTE AROSE: 26/10/2021 5. DATE OF DISMISSAL DISMISSAL DATE: 24/11/2021 7. FAIRNESS/UNFAIRNESS OF DISMISSAL | 1401 |
| CELL: D797603145 FAX: EMAIL: CHRISTIAANSTANDER1997@GMAIL.COM 2. DETAILS OF THE OTHER PARTY (PARTY WITH WHOM YOU ARE IN DISPUTE) OTHER PARTY TYPE: EMPLOYER ORGANISATION NAME: CELLNETWORK CONTACT PERSON NAME: CONTACT PERSON NAME: CONTACT PERSON NAME: CONTACT PERSON NURNAME: KRUGER POSTAL ADDRES: 12 HIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL ADDRES: 12 HIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL ADDRES: 12 HIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL ADDRES: 12 HIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL ADDRES: 12 HIGHGROVE OFFICE PARK 50 TEGEL AND OAK AVENUE POSTAL CODE: 0446 CITY: CENTORIUN PROVINCE: GAUTENG TEL: 0126560253 CELL: 012655025 CELL: 012655025 CELL: 01305802070 NUMBER OF EMPLOYEES: 101 OR MORE 3. NATURE OF THE DISPUTE DISPUTE TYPE: DISPUTE SUMMARY: GROSS NEGLIGENCE, MISS CONDUCT, REFUSED TO OBBEY INSTRUCTION. FRAND. DISMISSAL REASON: MISCONDUCT 4. SUMMARISE THE FACTS OF THE DISPUTE DISPUTE SUMMARY: GROSS NEGLIGENCE, MISS CONDUCT, REFUSED TO OBBEY INSTRUCTION. FRAND. DISMISSAL REASON: MISCONDUCT 5. DATE AND PLACE WHERE DISPUTE AROSE: 26/102241 5. DATE OF DISMISSAL DISMISSAL DATE: 26/102241 5. DATE OF DISMISSAL DISMISSAL DATE: 26/112241 7. FAIRNESS/UNFAIRNESS OF DISMISSAL | |
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| 24/11/2021 7. FAIRNESS/UNFAIRNESS OF DISMISSAL | |
| 7. FAIRNESS/UNFAIRNESS OF DISMISSAL | |
| | |
| WAS DISMISSAL PROCEDURE UNFAIR?: | |
| | WAS DISMISSAL PROCEDURE UNFAIR?: |

| NO |
|--|
| WAS DISMISSAL REASON UNFAIR?: |
| YES |
| REASONS WHY DISMISSAL WAS UNFAIR: |
| FOLLOWED PROCEDURES. ALL DOCUMENTS USED OFF CLIENTS WERE |
| ORIGINAL AND SIGNED OFF BY MANAGER ETC. |
| 8. RESULTS REQUIRED |
| RESULTS REQUIRED SUMMARY: |
| COMPENSATION 12 MONTHS |
| 9. SECTOR |
| SECTOR NAME: |
| RETAIL |
| 10. INTERPRETER SERVICES |
| INTEPRETER REQUIRED: |
| NO |
| 11. DISCRIMINATION MATTER |
| IS IT A DISCRIMINATION MATTER: |
| NO |
| 12. CONFIRMATION OF ABOVE DETAILS |
| SUBMITTER NAME: |
| CHRISTIAAN |
| SUBMITTER POSITION: |
| ASSISTANT MANAGER |
| DATE SUBMITTED: |
| 26/11/2021 |
| SUBMISSION PLACE: |
| GERMISTON |

REFERRER ACKNOWLEGEMENT:

I CHRISTIAAN acknowlege that the information and documents submitted on this 26TH day of NOVEMBER 2021 at GERMISTON are an accurate account of the events and parties involved in this case referral.

THIS DOCUMENT HAS BEEN EMAILED TO THE FOLLOWING PARTIES:

| PARTY TYPE | SUBMITTED | DATE SUBMITTED | PARTY EMAIL |
|-----------------|-----------|----------------|---------------------------------------|
| ССМА | ✓ | 26/11/2021 | gaekonline@ccma.o |
| | _ | | rg.za |
| PARTY REFERRING | 1 | 26/11/2021 | christiaanstander19 87@gmail.com |
| OTHER PARTY | 1 | 26/11/2021 | michelle.kruger@cel Inetwork.co.za |