

Bokamoso

DEBSWANA PENSION FUND NEWSLETTER

ISSUE 40

Spring Edition



Dont See Retirement Date as a line in the sand:

Set up your Parallels now

For most people, the only message they ever hear about retirement is 'save, save, save'. But no one ever tells you that you need a vision for retirement. Many people are often dissatisfied when they reach retirement in spite of having saved enough, this is owing to the myths people have about this season of life. One of them is that retirement is an 'economic event', however saving enough is only one aspect of a successful retirement.

Another myth is that retirement is 'the end of the road' or some 'finish line', and only once you reach it can you start enjoying your life when in actual fact you need to strive to 'do today what you long wanted to do'. The next myth is that 60 years, is 'old'. It is not. Yet another common myth is that you don't need the help of a financial planner; whilst there may

be exceptions for those who may be enlightened in the areas of financial management, the majority of us folks need someone to coach us on the journey, because the risk of going through it alone is far too high. A planner is there to help you stick to the game plan. Perhaps the worst mistake/myth of all is the perception amongst young people that 'retirement is something to be concerned about when you get older' only to realize when they get there that they have lost the opportunity to manage their finances in a way that would have secured a better income when they are 'older'. It cannot be over emphasized that retirement should be a concern for people of all ages.

Another myth is that a life of ease is our ultimate

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Debswana Pension Fund - Newsletter



Editors note Israel Kgosidiile



Welcome to the spring issue of BOKAMOSO. Because springtime is associated with renewal and regrowth. We found it appropriate to offer you a thematic publication to usher in the beautiful season. We are also going to offer you all that the future season offers.

The articles in this issue are a testimony of our growth and renewal as well as dominance in the industry. One particular article that we are excited to share with you is the recognition of DPF by the Institute of Retirement Funds (IRF). The I.R.F is a non-political organization which promotes the interests of the retirement industry in the region.

DPF is a member of the IRF and has won prizes before in the past. However what has been more amazing this time around is that DPF were the biggest winners of the night at the recent IRF awards ceremony held in Cape Town South Africa. We received two prestigious awards, the best stake holder Communications and the newly introduced Legal and Compliance award. However credit goes to the management and staff of the Fund who worked tirelessly for the recognition.

As growth is coupled with spring we would like to announce in this edition that there has been confirmation from the Board of Trustees that there will be an increment of 4% to pensioner's salaries. The increment has been backdated to

July 2012 and pensioners will receive their back pays together with their October salaries. The increment follows yet another successful performance by the Fund.

Since it's inception, the Fund has never had a resident Investment Manager; all investment services were outsourced. In November, the Board approved the recruitment of Mr Bangidza Dhliwayo to keep track of the funds' P3.6 Billion investments daily. Bokamoso caught up with the incumbent investment manager to keep us up to speed with latest investments achievements.

The DPF Board of Trustees is pleased to announce the appointment of Mr. Richard Vaka, as the Chairman. Mr. Richard Vaka takes the baton from Mr. Tabake Kobedi, who resigned after 5 years of visionary leadership. We congratulate him for the appointment and also

wish to thank Mr. Richard Moroka who held fort temporarily since Mr. Kobedi stepped down in 2011.

Bokamoso remains committed to advancing member education through articles contained in this publication such as the Funeral Advance Cover Policy, procedure and application process. The recent member data clean up campaigns have received positive attendance and response by members who continue to update their details.

Lastly we once again welcome the beautiful season of flowers. **Enjoy the publication and be inspired to grow.**

"The articles contained in this publication educate about the Funeral Advance Cover Policy, procedure and application process".



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DPF Vision

To be the preferred retirement services provider

DPF Mission:

We will provide members with competitive and sustainable retirement benefits through:

- o Prudent management of member funds
- o Efficient benefits administration
- o Provision of focused communication
- o Effective socially responsible investments

DPF Values

The following is a consolidated list of values that should drive DPF corporate culture:

- o Customer focused
- o Trust and Integrity
- o Innovation
- o Agility
- o Self-Driven and Motivated



Announcements - New faces

The following individuals have been recruited to Debswana Pension Fund family

1. Tebogo Batshaakane

Joined the fund in June 2012 as a front Desk Officer. "I'm looking forward to expand my clients relations experience and learn more administration work"

2. Gosego Onneetse

Joined the fund as an Intern from the Government Internship Program – "I will be resourceful in driving the mission and values of the fund"

3. Mogomotsi Dipowe

Joins the DPF as an Administrator. He is on a 6 months fixed term contract – "I look forward to a long and productive relationship with DPF in future"



Incoming Board Members



Mr. Richard Vaka



Ms Eunice Mpoloka

Mr. Richard Vaka Ascends To The Chairmanship Of D.P.F

The Debswana Pension Fund Board of Trustees has appointed Mr. Richard Vaka as the Chairman, effective 13th September, 2012. His appointment follows the stepping down of Mr. Tabake Kobedi from the Chairmanship of the DPF Board after a remarkable nine years of service to the DPF.

Mr. Vaka is not new to the chairmanship of Debswana Pension Fund, he has previously served in the same position before from 2001 to 2008. Some of the major highlights during his first tenure, were the introduction of Life Stage Model and selection of Value Managers to mitigate against Capital Laws in the markets. That saw the fund grow from just below P1bn to over P3bn today. A Law graduate Vaka is also the Debswana Group Employee Relations manager. His experience spans over 24 years and has held various senior positions such as, Manager and Senior Manager Human Resources (HR).

The Board and Management of Debswana Pension Fund wish to convey their gratitude to Mr Kgobedi for his visionary leadership during his chairmanship, and congratulate Mr Vaka for accepting this challenging position in the DPF Board structure, and wish him a successful five year term.

Meanwhile Ms Eunice Mpoloka will serve as alternate Trustee to Mr. Richard Vaka.



Ms. Tshepo Kgalaeng



Mr. Mmoloki Onneile

Ms. Tshepo Kgalaeng And Mr. Mmoloki Onneile

Ms. Tshepo Kgalaeng is the new Trustee for Jwaneng Mine constituency. She was recently elected to the position taking over from Mr. Kaywa Namoshe whose term ended in June 2012 after a successful 3 year term. Meanwhile Mr. Mmoloki Onneile will serve as Kgalaeng alternate Trustee.

The two will serve a term of three years. They vowed to continue where their predecessors had left over and adopt a 'members-first' approach during their term.



Neo Mokgwathi

Neo Mokgwathi

Neo Mokgwathi is another new face in the DPF boardroom. She is one of the two independent Trustees in the DPF Board. Ms Mokgwathi will also serve in various committees of the DPF Board. Mokgwathi, a Chartered Accountant brings to the Board vast experience in Accounting and Finance.

She has held various senior accounting posts in Water Utilities Corporation (WUC), such as Divisional Accountant, Finance Manager, before being promoted to the Finance Director position within the Corporation.



Mr. Victor Maxwell

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Victor Maxwell has been appointed to the DPF Board as Debswana Diamond Company nominated Trustee. Victor is the Acting Group Finance Manager for Debswana Diamond company. Besides being a qualified Chartered Accountant, he also Master of Business Administration (MBA) degree.

Victor brings in a tremendous amount of experience as a member of the Debswana Tendar Review Committee and a member of the Debswana Corporate Audit Committee and from various senior positions he has held within the Debswana group which include Senior Finance Manager - Corporate /Business Partnering, Group Financial Accountant and Corporate Development Accountant. Prior to joining Debswana he worked for De Beers Botswana as Senior Financial Accountant



Mr. George Rantshilwane

Mr George Rantshilwane

George Mosiami Rantshilwane has been appointed as the alternate Trustee to Mr. Gakologelwang Gakenaope who is the member elected Trustee for Gaborone constituency. Rantshilwane will serve in the Board for a period of 3 years along with Mr. Gakenaope. He is a former Board member of Ditswammung Savings & Credit Cooperative Society. He has been with Diamond Trading Company Botswana since 1992.



DEBSWANA PENSION FUND WINS INDUSTRY BEST PRACTICE AWARDS

The Debswana Pension Fund (DPF), Botswana's largest private pension Fund by size and value, was honoured by the Institute of Retirement Funds Southern Africa (IRF) at a recently ended regional conference in Cape Town, South Africa.

The two prestigious awards received by the Fund were for Best practices in 'Stakeholder Communication' and 'Legal and Technical Compliance'. These were two amongst four major competition categories that were fiercely contested for by some of the leading pension funds in southern Africa, with the DPF emerging as the biggest winner of the night.

Key assessment areas that DPF won for included evidence of communication

strategy effectiveness and compliance to a well-established governance framework. DPF's Principal Executive Officer Mrs Gosego January and Communication Manager Agatha Sejoe both received the two awards on behalf of the Fund, accompanied by four Trustees namely: Eunice Mpoloka, Tshelo Kgalaeng, George Rantshilwane and Petros Montshioa.

The Institute of Retirement Funds (IRF) is a non-political body which represents and promotes the interests of the retirement industry in Southern Africa, this, to the ultimate benefit of the members of retirement funds. The DPF is a member of the IRF.

DPF Principal Executive Officer Gosego January applauded the achievement as

'an affirmation of the DPF success story, and that the Fund, despite the challenges it may encounter as an organization, was on the path of excellence, and mostly importantly a show of dedication towards serving the best interests of the members and providing optimally for their retirement benefits'.

DPF has a sterling record with the IRF Awards dating back more than ten years, having won the Best Practice Award for Communication many times over the years before they were expanded this year to include new categories. The most recent awards prior to the current ones were in 2009 and 2010, also for stakeholder communication.



From Right to Left:

DPF Principal Executive Officer Gosego January, fund communications manager Agatha Sejoe, IRF Chief executive officer Ruwaida Kassim, one of the IRF competition judges and the master of proceedings and well known comedian Mr. Joey Rasdien.



DATA CLEAN-UP CAMPAIGN CONTINUES

Members are once again reminded of the importance of maintaining up-to-date records. DPF has embarked on a data cleanup campaign as a way of ensuring that member data is valid and correct.

The fund database grows daily with new member engagements as well as current member information constantly changing, be it changes in banking details, postal addresses, marital status, or generally, member's status with the fund. i.e. active member, deferred or pensioner.

The benefits of the data cleanup campaign include detecting and correcting (or removing) inaccurate information about our members which in turn will increase the funds service delivery quality. Other benefits of this campaign are to safeguard accuracy, integrity, consistency and completeness for our records.

JWANENG MINE ARE THE STARS

The fund would like to thank Jwaneng mine employees where the campaign recently yielded close to 2000 personal update forms. We encourage other paypoints to do the same.

4% SALARY INCREASE 0 FOR PENSIONERS

The DPF Board of Trustees has approved an increment of 4% on pensioner salaries effective July 2012. The increment follows positive investment results by the Fund. The Fund pension increase policy is such that subject to affordability, as assessed by the Trustees in consultation with the Actuary, the Trustees may grant an increase to pensions in payment from the Fund on the 1st July each year. Affordability in this case means determining the level of increase based on the following considerations;

1. The Funding level of the Pensioner Portfolio; i.e. are we able to meet our obligation to pensioners at the rate the fund has grown? (E.g. is there a surplus in the pension account?)
2. The investment returns yielded against targeted returns – have we achieved or exceeded the targeted growth?
3. Have we incurred expense profits or losses from the preceding year
4. What is the year-on-year increase in the Consumer Price Index (Inflation) relative to our growth
5. Are there any additional reserves that the Trustees may decide to set aside for future poor investment outlook, or future expenses that have not already been provided for in the pensioner liabilities.

Pensioners will receive their back pays by November 2012.



DPF INVESTMENT CLOCK WITH MR BANGIDZA DHLIWAYO

Bokamoso caught up with Mr. Bangidza Dhlwayo, the man charged with the responsibility of monitoring and insuring growth of DPF investments

1. Tell us about your career in Investment?

I began my career working at Stanlib, an investment management company for 5 years. In those years my duties were among others: Retail Investment Officer, Investment Analyst and Portfolio Manager. After the 5 years I joined Barclays Bank where I supported the treasury sales team as a Treasury Sales Manager. I sought a different challenge and joined CEDA where I experienced a lot of success in the Structured Finance division with the completion of several local private equity and venture capital transactions. I joined the DPF in December 2012 and I must say that I am excited by the big challenges that are before us.

2. What do you look at when you invest, what do you consider and is there any criteria you use to determine whether a particular investment is worthwhile or not?

Most important of all, before we can undertake any investment we look at the Fund investment guidelines as encapsulated in our statement of investment principles. Any decision we make as how or where to invest should also conform to what the strategic asset allocation that has been approved by the Funds trustees.

3. Do you ever review your investments in order to determine whether there is any risk where you have put the members' funds/ invested or you just invest and wait for returns? If yes how often do you do that?

It is a must that you review your investments regularly; you cannot afford to invest without adequate monitoring mechanisms, so we review our investments monthly, with a performance evaluation report produced every quarter.

4. If there is any risk that comes up before you can reap anything out of an investment, is there any procedure of disinvesting or it will just be a loss that will have to be cushioned later?

Yes, there is a procedure that we subscribe to, we are constantly in dialogue with the Risk and compliance department to identify and mitigate the risks so that they do not have an adverse impact on the Fund. We are also constantly receiving information on a daily basis on the state of the markets, and other information that may be material to our fund.

5. In which assets classes are our funds invested?

We invest in

- Cash
- Bonds
- Property
- Equities
- Private Equity

6. Are you at liberty to divulge the Fund investment portfolios, where have you put the members' funds?

We have vast investments locally in Botswana and Offshore exposure in Africa, Europe, Australia, USA and Asia, we have exposure to a variety of investment in diverse places in the world.

7. Where do you see the fund in the future, 5 years from now, how do you foresee the Fund investment position?

I hope and expect growth in the Fund investments reaching at least P5 billion from the P3.5 billion that we are currently at. During this period I want to ensure that the fund is in an optimal investment position bearing in mind the turbulent investment environment and change in regulations.



PENSIONERS ASSOCIATION NEWS

By Teedzani Machacha - (Chairman - Francistown branch)

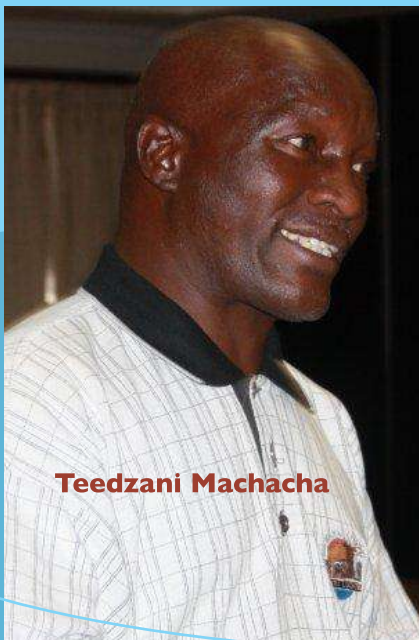
Badiri Ba Meepe Pensioners Association is mine, yours, ours and it's here to stay. The legally registered organization has seventeen (17) branches in Botswana. Therefore our biggest challenge is to develop some operational structures i.e.

National Executive Committee to centrally manage the affairs of BBMPA at National level. Bagaetsho, I therefore appeal to every BBMPA member to help support the initiative of the project by whatever way at your respective branches.

This could be by attending branch meeting to make collective decisions towards the (NEC) project and also by financial pledges to your branch executives so that then we can drive the project. I am aware that the task is a mammoth one since it involves money and retirees have no money. But comrades, let us take a moment wherever you are and think about who loses at the end if we cannot do it for our benefit. Branch Chairpersons are willing to drive the project hence our appeal for support.

Our benefits/ objectives are outlined in the BBMPA constitution article 4.1. Page 4. There is a plan in place for all the (BBMPA) branch chairpersons to meet very soon and work out a strategy for the project. We earnestly need your support for the survival of your organization.

Thanking you in anticipation,



Teedzani Machacha

FUNERAL ADVANCE COVER

OBJECTIVE

Funeral Advance Cover was introduced in 2009 to offer financial assistance to families of the deceased members, who often find themselves in dire need of burial funds. The fund advances 20% of the fund credit but not exceeding P20,000. All active and deferred members are eligible for the advance, however there are exceptions for pensioners, who upon retirement selected the following options:

- Life only option
- Pensioners who have exceeded the guaranteed five year and ten year options
- Joint Life option

Funeral advance does not cover family but the principal members only. Funds advanced are used for funeral expenses only.

In order to request the funds, you will need the following requirements:

- **Proof of death of the deceased member**
- **An affidavit /signed letter from Chief or District Commissioner, indicating that the family has agreed to ask for advance. The affidavit should also reflect the family representative's full names as per the national identity documents. Upon verification payment shall be made to the nominated person.**

DPF Member Welfare Administrator shall be required to verify all the supporting documents and shall verify the nominated next of kin before payment is disbursed.

Authorisation is given by the Operations Manager or any available DPF manager before any payments can be made of which

payments are done immediately (same day if still within working hours).

The Fund shall make an electronic transfer to the next of kin's bank account after all the investigations have been completed. It is important to advise family to provide banking details of the recipient for ease of transfer of funds and also for security reasons.

The remaining fund credit shall be paid as death benefits to the identified beneficiaries or dependants, in accordance with the investigation process of the Fund and other regulations.

When all investigations are done and the Board of Trustees have done the final allocations, nominees are paid the remaining benefit.



PENSION VS GRATUITY

The Highlights

Converting from Pensionable to Contract:

Can one continue pension contributions?

Rules have been amended to allow both pensionable and contract employees to contribute to pension. Contract employees must be engaged for more than 1 year to contribute to the pension Fund. Members converting cannot split contributions between the two – it's either or.

All previous pension contributions are deferred till retirement – they cannot be transferred to gratuity. Members converting to contract cannot withdraw lump sums while they are still employed. Lump sum withdrawal is only possible if member exits employment

Pension vs. Gratuity:

Why Pension is the better choice?

- Pension provides security in retirement due to a forced saving
- Your pension contributions are invested and yields returns, hence growth.
- Increased security on retirement
- To use your gratuity money wisely, you require knowledge of investments
- Upon cashing gratuity, there are no investment returns because your employer only provides for it without any investment backing.
- Your gratuity is taxable but your pension lump sum is tax free upon retirement.



...continued from cover page.

goal. If all you're looking forward to is a life of golf or relaxation under a tree, you're setting yourself up for disappointment. One should ask themselves what retirement means to you, and decide how you want to retire. Is retirement sitting in your armchair with the remote control in hand, flicking through TV channels? If that's what you're looking forward to, it may be in your best interest to look for more. Retirement is no longer about retiring from the world, nor is it about fulfilling your dreams. That can happen at any time of your life. It is very sad to see people as young as 45 say they hate their work and are 'counting the years to retirement'. If that's you, you need to make a change today. Our failure to change our lives and to plan for retirement is usually due to a lack of vision, and this applies to all of life: what is the vision you have for your life? That is an important question that you need to answer in order to determine the path of your life toward retirement.

A financial planner can help you work through a dream so that you know what you want your life to look like in retirement, not only do they ensure that you are getting a return on your investment, but also a return on your life! There has to be a time in our lives when we ask ourselves important questions, such as: Do I have a meaningful plan

for the second half of my life? Am I living the life I want to be remembered for? Do I need to be doing something different? A lot of people ignore this inner voice and they're usually the ones who end up miserable in retirement, observers say. For this reason it is important to listen to these questions, and only you can answer them. It is also advisable to include your family/partner in these conversations, because you design your future jointly. Although it can be very difficult to have these discussions - it is important that you communicate your dreams and goals so that those in your support system help you achieve them.

Your responses to these questions should prompt you to start putting in place what financial advisors call some 'parallels', for example; if you always dreamed of being a writer; start going on writing courses now. Whatever passion or dream you've always had but never achieved it because you are still trapped in the comfort of a steady corporate job and raising a family, plan now to pursue that dream in retirement by setting up the appropriate structures financially and otherwise. The objective here is to shift to doing something that is of significance to you and continue to live a fulfilled life after you retire.





When one retires from work, their source of income is undoubtedly affected. Many people, once retired, may find it increasingly difficult to make ends meet, solely off their pension or social security checks. If you had not properly planned for your retirement, you may very well find yourself in a financially restrictive position which forces you to seek other sources of income. To supplement your income you can start a home-based business.

Home-based businesses give you the freedom and flexibility that you may desire after years of working for an employer in an office setting. Home-based businesses also enable you to work at your own schedule, while complementing your lifestyle and family needs. A good place to start when deciding which home-based

business to undertake is by taking a look at your interests and hobbies.

Now that it is spring you can think along the lines of growing different sorts of exotic flowers, the little income you make from them can come in handy. Bring that breath of untainted fresh air in your home. Backyard vegetable garden can also work, grow vegetables and sell in your neighbourhood.

Having an effective marketing strategy is important for whatever business you decide on. For your home-based business, word of mouth advertising will be the most effective method. This is because you will use your

already wide and established network of family and friends to market your goods and services on your behalf. You should also remember to keep good accounts for your business. This will enable you to know whether or not you are making a profit from your business or not.

The most important thing for a retiree who decides to set up a business is to make sure that he or she enjoys themselves. After years of working, your retirement business should not be a source of stress. Find a business which you are interested in and one that you will have fun doing.

Gardening:

① A means to additional income in retirement

② A convenient hobby to keep one revitalized

Spring is upon us and many elderly are out enjoying the warm, sunny days. As the days get longer it makes for more time spent outside with family and friends. There are many activities that a retiree can enjoy outdoors that are fulfilling while not being too physically demanding.

Gardening is a great activity for seniors that enjoy reaping the 'fruits' of their labour. Light work in the garden is an excellent way to exercise while also keeping the mind active. This can be enjoyed all spring and summer long because there are always jobs to be done like watering, pruning, and pulling stubborn weeds.

Family get-together's at the park or barbeques with friends are great ways to interact with others while being outside this spring. Senior citizens enjoy spending time with their adult children and grandchildren at these events.



2011 Market Commentary

(By B Dhliwayo)

Macroeconomic & Capital market review for 2011 - DPF

2011 was a tumultuous time for the world economy, and this was reflected in the performance of global capital markets. Local equity and fixed income markets defied this trend and showed very little correlation to foreign market movements giving relatively good market returns over the same period.

The Debswana Pension Funds performance over the year was satisfactory with all portfolios yielding returns that are in excess of inflation.

The Market portfolio has remained ahead of inflation overall for all periods except the last five years and remained 4.6% p.a. ahead of CPI since inception. Similarly the pensioner portfolio is ahead of inflation over all periods except the last five years and is 4.6% p.a. ahead of CPI since inception. The conservative portfolio is also ahead of inflation overall for all periods except the last five years, and is 3.1% p.a. ahead of inflation since inception.

The DPF ended 2011 with 55% of its assets invested in offshore markets and 45% invested locally. Despite challenging world economic conditions, the Funds Global Equity managers performance was positive for the year, though lower than in previous years. The Funds global fixed income assets showed exceptional returns, with the best out performance recorded since inception.

Local balanced fund portfolio performance trailed the composite benchmark over the year. However longer term, combined portfolio performance, remained significantly higher than the benchmark over 3, 5 and 7 years respectively.

Botswana

In 2011, the Botswana economy grew by 5.1 % down 0.7% over the same period in 2010, driven by slower mining output. Despite this reduction in contribution to GDP by the mining sector, other private sector activities showed good growth, increasing contribution to GDP of 8.1% in 2011. The main drivers of this growth were construction and manufacturing which grew by 25.4% and 12.6% respectively. Growth in transportation, agriculture, finance, communications and utilities also showed good growth over the period.

Overall formal employment figures have remained relatively unchanged over the last 5 years, despite

The shedding of a few jobs by Government agencies and broad private sector jobs growth. The latest unemployment rate estimate sits at 17.8%. The highest rates of unemployment affect the youth aged 15 –3f 24 and those with little formal education.

2011 ended with inflation sitting at 9.2%. Significantly higher than the Bank of Botswana medium term target range of 3 –3f 6%. This was higher than the December 2010 rate of 7.4%. This increase was driven by higher food prices and increased administered prices which consisted of higher public transportation, fuel, and utility costs.

The Bank of Botswana kept the bank rate unchanged at 9.5% during 2011 on account of a positive inflation medium term outlook, that reflected low demand pressures, below trend economic performance and benign external inflationary pressures. Consequently the commercial banks average prime lending rate remained unchanged over the year. The benchmark interests rates reduced to 5.1% in December 2011 compared to 5.6% in December 2010. Real Interest rates also fell in 2011 with declines in both the 14 day and 91 day BoBCs

The Botswana Government budget was revised from a deficit of P 6.5 billion to a revised estimate on P 10.2 billion due to increased revenues and under spending. Revenue growth over the period was driven by increase in minerals revenue and increased collections of domestic taxes. Overall growth in revenue was dampened by a decrease in receipts from the Southern African Customs Union.

The nominal effective exchange rate crawled downward in 2011, causing 2.5% depreciation of the nominal exchange rate. Bilateral real exchange rate were volatile over the year; with the Botswana Pula appreciating 8.8% against the Rand (using SA headline inflation) in real terms and depreciating by 8.6% against the IMFs Special Drawing Rights (SDR).

On the Botswana Stock Exchange, the Domestic Companies Index gained 8.7% in 2011, compared to a decline of 11.7% in 2010. Despite the volatility, the index showed a general upward trend over the year. The market was actively traded with 458 million shares valued at P 1 billion changed hands, resulting in the capitalisation

Of local companies increasing by 16.1% to P 30.7 billion. Over this period there were two new local listings namely Letlole La Rona and New Africa Properties. A second Exchange Traded Fund was also listed during the year.

The government maintained its support of the bond issuance programme in 2011 by issuing 6 month Treasury bill and bonds of varying maturities.

Botswana pension fund assets grew to P 40.4 billion in 2011, up from P 34.7 the previous year. The value of domestic bonds and equity held by pension funds grew by 19.6% and 41.6% respectively while the value of offshore fixed income instruments increased by 10.9%. Offshore equities held by Botswana Funds, declined by 4.2% over the same period. The proportion of offshore assets held by local pension funds in 2011 declined to 56% from 61.5% in 2010.

International

Europes debt crisis, and the inability of European unions leaders to find a lasting solution to it, dragged global consumer and business confidence to their lowest levels in many years. The weaknesses in the European regions banking system have increased on the back of exposures to the sovereign debt of countries on the brink of insolvency. As a result, global financial markets remained volatile throughout 2011.

Debate continues on whether the increased fiscal union recently agreed on by the member countries in addition to further austerity would not push the EU deeper and faster in recession in 2012. Global food prices were also at a substantially high level during the year but as the year approached the end, commodity prices started to drop.

Although projected to sustain stronger growth in 2011 and 2012, emerging markets and developing countries are also facing significant challenges. Despite the increasing role of domestic demand in many developing countries, most cannot grow at their trend rates if economic activity slows sharply in the advanced economies and the Euro Area. Many emerging markets, especially in Latin America and Africa, would also be hurt if the demand for commodities falls, bringing prices down.

EVENTS AND PICTURES

Member Education



01 De Beers prospecting staff during the recent member education campaign. **02** Orapa HR staff during the presentation. **03** Orapa mine hospital staff listening to the DPF presentation

Staff Workshop



04 DPF Operations Boss, Wangu Thipe, giving overview of the KYF campaign. **05** Hr Specialist, Tumisang Sono briefing staff on latest HR policies. **06** Vote of thanks by Mr. Mogomotsi Dipowe.

Wellness day



07 & 08 - DPF staff during the recent wellness day held at Lions park.



IRF “Kings and Queens” Gala Dinner



09 Fund Communications Manager A. Sejoe. **10** Mr. P Montshioa Alternate Trustee Morupule, George Rantshilwane Alternate Trustee Gaborone. **11** Ms. E Mpoloka & T Kgalaeng were part of the delegation that represented DPF at the IRF conference in Cape Town, where DPF scooped two prestigious awards.

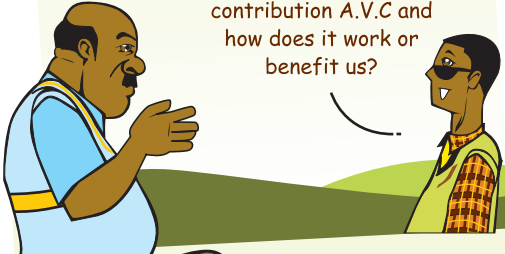




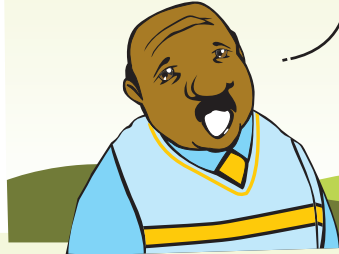
The Benefits of Additional Voluntary Contribution

Letlole: Hello Isago active members are encouraged to contribute towards additional voluntary contribution while still active

Isago: What is additional contribution A.V.C and how does it work or benefit us?



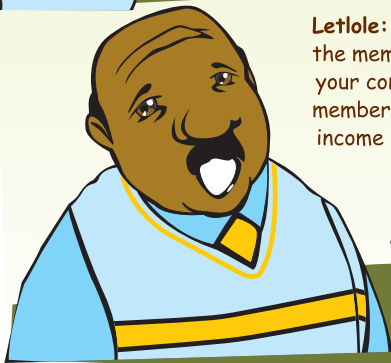
Letlole: AVC is an additional contribution to the regular employer contribution



Isago: Why should one make an additional contribution because the employer already contributes towards pension?



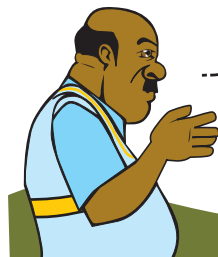
Letlole: there may be benefits towards AVC, firstly the member enjoys an immediate tax relief because your contribution is exempted from tax. Secondly, members who participate in AVC usually have better income during retirement as opposed to those who did not contribute



Isago: Okay, AVC sounds like a good investment, is there age restriction for AVC



Letlole: NO, there is no age restriction and you may start contributing now, all active members are eligible to make AVC



Isago: Ideally how much can I contribute as AVC



Letlole: eligible members are allowed additional contribution of up to 15 percent tax exempt of their salary. Depending on how much you afford you can contribute more than 15 percent but the excess will be taxed

To know more amount the AVC feel free to contact client relations department or visit DPF website



BOKAMOSO Competition

Competition Questions

1. Where was the IRF conference held in South Africa?
2. Who is the new DPF Board chairman?
3. What is the maximum contribution you can make to AVC?
4. What is the maximum amount of money that can be released for funeral of a member through the funeral advance cover?
5. Write us a letter and share with us your experience as a member of the fund, send us pictures of your family explaining how you benefited from being a member of DPF

Fund Contact Details: (Gaborone)

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Debswana Pension Fund
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The Mall P/Bag 00512
Gaborone Botswana

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Tel: 361 4267
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Fund Consultation Hours:
Monday - Friday
0800Hrs - 1645Hrs
(Including Lunch Hour)



BAETELEDIPELE BA BASHA



Mr. Richard Vaka



Ms Eunice Mpoloka

RRE RICHARD VAKA O TSAYA MAIKARABELO A BOETELEDIPELE JWA KHUDUTHAMAGA YA LETLOLE, EUNICE MPOLOKA KE MOEMEDI WA GAGWE

Rre Richard Vaka o arabile kopo ya go tsaya maikarabelo a go etelela khuduthamaga ya letlole. Go thopiwa ga ga Rre Vaka go sala morago go ithola tiro ga ga a Rre Tabake Kobedi yo o neng a na le dingwaga di kanna tlhano a ntse a le mo maemomg a boeteledipele.

Vaka yo o tsiang maitemogelo a a kwa go dimo, ke moitseanape wa dithuto tsa semolao mme ebile gape ke moeteledipele wa lephata le le itebagantseng le tsa bodiredi mo komponeng ya Debswana ka bophara. Vaka gape ga a moshia mo maemong a ka e kile yare pele a tlhopiwa go nna moeteledipele gotswa ka ngwaga wa 2001 go fitlha ka 2008.

Mme Eunice Mpoloka o tla a bo ele e ne moemedi waga Rre Vaka mo khuduthamageng



Ms. Tshepo Kgalaeng



Mr. Mmoloki Onneile

MME TSHEPO KGALAENG LE RRE MMOLOKI ONNEILE

Kgaolo ya Jwaneng Mine e tlhophile Mme Tshepo Kagaleng go nna moemedi wa yone kwa khuduthamageng ya letlole. Mme Kgalaeng o tlhophilwe ga mmogo le rre Moloki Onneile go tshegetsa maemo a mo lebakeng la ngwaga tse tharo. Ba tlhomamisa fa ba itumeletse go emela maloko a moepo wa Jwaneng ebile ba tla a dira bojotlhe jwa bone go thusa maloko.



Neo Mokgwathi

NEO MOKGWATHI

Mme Neo Mokgwathi ke mongwe wa difatlhego tse disha mo khuduthamageng ya letlole. O tlhophilwe go nna leloko le le ikemetseng ka nosi. Mokgwathi o tliša maitemogelo a a kwa godimo mo mererong ya madi.



Mr. Victor Maxwell

MR. VICTOR MAXWELL

Victor Maxwell ke moemedi wa kompone ya Debswana Diamond Company mo Debswana Pension Fund.

ke mogolwane wa tsa madi kwa Debswana Diamond Company. O na le maitemogelo a a kwa godimo mo go tsa madi.



Mr. George Rantshilwane

MR GEORGE RANTSHILWANE

George Mosiami Rantshilwane ke leloko le lesa. O tla abo ele moemedi wa ga Rre Gakologelwang Gakenaope mo khuduthamageng ya letlole. Mmogo ba emetse maloko a Gaborone. Ke modiri wa kompone ya Diamond Trading Company Botswana.

MOOKAMEDI WA TSA DIPEELETSO TSA LETLOLE PUISANO LE RRE BANGIDZA DHLIWAYO

1. Dumela Bangi, le tsoga jang? A di poelo tsa letlole tsa bosheng di a nametsa?

Dumela mma, ke tsogile ga gona molato ope. Dipeeletso tsa letlole di ntse di dira dipoelo tse di nametsang ntswa go na le makgwere mo itsholelong ya lehatshe ka kakaretso. Dipeeletso tsa letlole di godile go ya ko go P3.5 billion Seetebosigo a ya fifying.

2. Mmadi o ka nna le kgatlhego ya go itse gore letsipa le le thusang ka tsa dipeeletso tsa letlole ke mang?

Ke simolotse tiro yame kwa Stanlib, ke kompone e e dirang le tsa dipeeletso. Ke berekile le bone sebaka sa dingwaga tse tlhano, tiro yame e kgolo e ne ele go sekaseka dipeeletso gape ke okametse tsamaiso ya ka fa go beeleletswang ka teng.

Ke ne ka ya go berekela ba banka ya Barclays morago ga dingwaga tseo tse tlhano. Teng ke ne ke lebagane le go tshegetsa le go okamela lekalana la tsa Matlotlo.

Moragonyana ke ne ka bona go tshwanela gore ke fetole tikologo ke itebaganye le dikgwetlho tse dingwe mme ka ya go dira le ba CEDA kwa ke neng ka nna le maitemogelo le katlego e ntsi. Ke ne ka thusa ka kgolo le katlego ya dikgwebo tse di potlana fa go tla mo mererong ya tsa madi.

E rile Morule ngwaga o o fetileng ke ne ka tla go dira le ba Debswana Pension Fund. Ke ikemiseditse go fenyha dikgwetlho le dikgopi tse di kwa pele tsa lephata lame.

3. Le ela tlhoko eng fa le dira dipeeletso, a gona le mokgwa mongwe o le o salang morago go le lemotsa boleng jwa peeletso pele le ka tsaya tshwetso ya go beeleletsa?

Pele ga dilo tsothle, se se bothokwa ke gore fa re beeleletsa re lebelela dikaelo le melawana ya dipeeletso ya tsa letlole. Tshwetso nngwe le nngwe e re e tsayang ka tsa dipeeletso e tshwanetse ya abo e sala morago ditsetla le melawana ya gore go beeleletswa jang, e e tlhomamisitsweng ke khuduthamaga ya letlole.

4. A le atle le dire gore ere le beeeditse le bo le boela kwa morago go sekaseka gore a tse le di beeeditseng di dira mo go nametsang kgotsa di nna le kwelotlase kana le beeleletsa fela le bo le letela maduo?

Go bothokwa gore fa o beeleletsa o bo o na le ka fa o tlhomamisang gore sengwe le sengwe se tsamaya ka fa go tshwanetseng, ka lebaka le, kgwedi le kgwedi re leba kwa morago kwa re beeeditseng teng re seka seka gore dipeeletso tsa letlole di dira jang re bo re ntsha mokwalo morago ga dikgwedi tse tharo dingwe le dingwe go supa maduo a dipeeletso.

5. Pele fa le ka roba sepe fela mo dipeeleletsong tsa letlole fa le ka lemoga fa gotla nna le kwelo tlase mo dipeeleletsong a go na le ditsetla tse di beilweng tsa gore dipeeletso di ka ntshiwa jang mo mebarakeng kgotsa e tla bo e nna ditatlhegelo go sena gore go ka dirwa jang?

Melawana e teng e e re letlang go ka ntsha dipeeletso mo mmarakeng fa go ka lemotshega gore go ka nna le ditshenyegelo. Gape re nna re le mo bokopanong le ba lephata le le itebagantseng le tsa thulaganyo ditsamaiso re seka seka dikgwetlho tse di ka leaganang le dipeeletso tsa letlole re bo re ntsha megopolo ya go ka fokotsa manokonoko a kwelo tlase ya peeletso.

6. A o letlelesega go ka re bolelela ka kwa le beeeditseng teng madi a maloko?

Mabeelo a rona a mantsi thata mo ga rona mo Botswana mme le kwa ntle ga Botswana re beeeditse kwa Europa, Amerika le Asia.

o bona letlole le tla bo le le mo maemong a a ntseng jang, Bokamoso jwa letlole o bo bona jang isagong?

Mo isagong ke batla go tlhomamisa gore letlole le mo maemong a a kgotsofatsang mo dipeeleletsong tsa lone le fa ntswa go tla nna le dikgoreletsi tsa go tlhoka go iketla ga seemo sa itsholelo le go fetoga ga melao jalo le jalo. Gone mme ke solofela kgolo e nngwe gape mo dipeeleletsong.

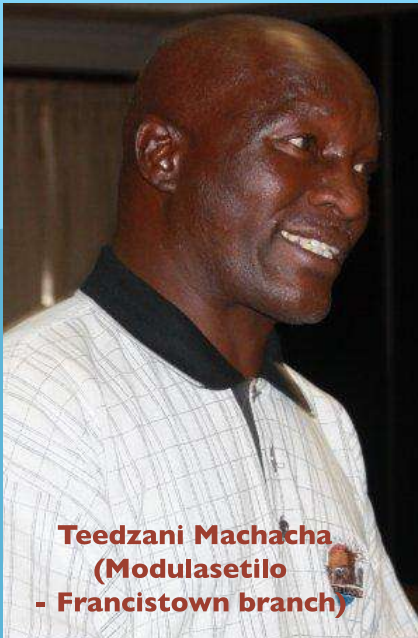


RRE BANGIDZA DHLIWAYO





DIKGANG TSA MOKGATLHO WA BADIRI BA MEEPO PENSIONERS ASSOCIATION



**Teedzani Machacha
(Modulasetilo
- Francistown branch)**

e e bopaganeng le go koleka madi a a tla a thusang mo tsamaisong le katlego ya komiti e.

Ke a itse fa tiro e e le e e namagadi e bile e tlhoka madi a a rileng ntswa bagodi ba sena madi, mme betsho a re nngeng seopo sengwe re direle mokgatlho wa rona, fa re sa dire jalo ke rona ba re latlhegelwang. Badulasetilo ba dikgaolwana ba ikiteile sehuba go bona gore moonoo o o a atlega.

Mo bogautshwaneng badulasetilo botlhe ba tla a bo ba kopane go buisana le go rerisana ka fa moonoo o le maikemisetsa a one a ka atlegang ka teng. Re kopa thotloetso le kemonokeng ya lona gore mokgatlho wa rona o tswellele pele.

Ke ka leboga thata fa dikopotsame di ka sekegelwa tsebe, Teedzani M. Machacha. - (City of Francistown branch Chairperson)

Badiri Ba Meepe Pensioners Association ke yame, ke ya gago, ke ya rona ke sennela ruri. Mokgatlho o o kwadisitswe ka fa molaong, o na le dikgaolwana di ka nna lesome le bosupa Botswana ka bophara.

Fa go ntse jalo bagaetsho, re lebaganwe ke kgwetlho ya go dira komiti e e tla bong e itebagantse le ditsamaiso tsa mokgatlho, ka mantswa a mangwe National Executive Committee. Komiti e e tla bo e itebagantse le go tsamaisa ditirelo tsotlhe tsa mokgatlho tse di amang dikgaolwana tsotlhe. Jalo he, ke kopa ka boikokobetso gore leloko lengwe le lengwe la Badiri Ba Meepe le tsenye letsogo mo go thuseng ka moonoo o.

Se se ka atlega fa le ka tsena diphuthego ka makatanamane gore le tle le tswa ka megopolo le meono



MALOKO A BBMPA FRANCISTOWN



Lenaneo la Go Ikokeletsa Madi Kwa Letloleng

Letlole - Dumela isago, letlole le tswelletse ka go rotloetsa maloko a a santseng a theogetse go inaakanya le lenaneo la boithaopo la go ikokeletsa madi kwa letloleng

Isago - Tota mme lenaneo le ke eng le gone le bereka jang?

Letlole - Lenaneo le, ke le le fang maloko a a santseng a theogetse sebaka sa go ikokeletsa matsana a bone a dipeeletso mo go dimo ga se mohiri a se ba beelang kgwedi le kgwedi.

Isago - Gone ke eng fa motho a tshwanetse go inaakanya le lenaneo le? Mosola wa lone ke eng?

Letlole - Go mosola fela thata go inaakanya le lenaneo le. Santlha le go fa tshono ya go fokotsa lekgetho le o le duelang mo dituelong tsa gago tsa kgwedi le kgwedi. Madi a o a ntshang ga a kgethisiwe. Sa bobedi maloko a a inaakanyang le thulaganyo e e are morago a akole merokotso e e kwa godimo fa ba setse ba tlogetse tiro ka bogodi.

Isago - E mme mafoko a gago a a utlwala, a gona le selekanyo sa dingwaga tsa go ntsha madi a?

Letlole - Nyaa ga gona dingwaga, fela fa o le leloko la phenshene o santse o bereka o a letlwelelwa go ikokeletsa madi ka lenaneo la AVC

Isago - Motho o tshwanetse a ntsha bokae go isa Kwa AVC.

Letlole - O letlelelwa go ntsha selekanyo sepe fela se o se kgonang mme 15% ga e kgethisiwe fa o oketsa go feta foo o a kgetha. Goitse gape ka AVC go feta fa o ka itshwaraganya le ofise ya phenshene kgotsa wa etela website ya www.dpf.co.bw

KGAISANYO YA BOKAMOSO

Dipotso

1. Moletlo wa mono ngwaga 2012 wa IRF o ne o tshwaretse mo toropong efe kwa Aferika Borwa?
2. Moeteledipele yo moshwa wa khuduthamaga ya DPF ke mang?
3. O letlelelwa go ntsha bokae go isa kwa AVC?
4. Madi a mantsi a motho a ka a kopang a phitlho ke bokae?
5. Re kwalele o itsise babadi ba bangwe ka bomosola jwa phenshene, o supa le dinepe tsa gago le ba lelwapa ka fa phenshene e tswelletseng go go thusa ka teng?

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