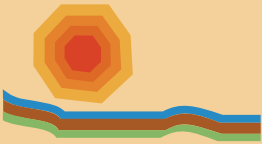


BOKAMOSO

ISSUE 32 JUNE 2009

A NEWSLETTER FOR MEMBERS OF THE DEBSWANA PENSION FUND



DEBSWANA PENSION FUND
Your fund: your security for your future



Rre Tabake Kobedi

The DPF continues to be affected by the current economic climate, which remains relatively poor. Despite the ongoing market fluctuations, there has been some degree of stability over the past quarter as we saw fund assets recording a loss

Modest results for the first quarter 2009 ●●●

of - 2.25% since the year ending December 2008 in comparison to the previous experience where there was an unprecedented slump of -6.6% in the final quarter of 2008 against a 1.6% inflation. Fund valuation as at March 2009 stood at P2.5billion.

Similarly with portfolio performance, we saw marginal improvement on all portfolios despite the negative returns, the most significant being the conservative portfolio at 1% growth as at 31st March 2009 compared to a -4.7% decline recorded in the last quarter of 2008. The Market portfolio registered at -2.7% versus -8.4% in December 2008, whilst Pensioner portfolio is at -0.2% against -4.9% in December 2008. Inflation for the period ending March 2009 stood at 1.2%

Evidently, all results are still unsatisfactory as they remain below targeted outcomes however Fund management is optimistic that the trend will continue to improve as the year started relatively better. In addition to the positive outlook, Fund Management has over the last quarter continued to evaluate the investment strategy with the view to identifying possible tactical changes where

necessary to keep the negative impact of the current climate on the Fund to a minimum.

In his 2008 annual report address, the Fund Chairman and also the Group Finance Manager for Debswana, Mr Tabake Kobedi, reassured the membership as follows; *"One of the commitments that I have undertaken as the Board Chairman is to ensure an innovative and progressive leadership that will successfully steer the fund to greater heights. Our priorities include firstly, to ease the Fund out of the economic downturn whilst improving operational efficiency, and secondly diversification, both in terms of greater investment opportunities and growing the business of the fund. We shall maintain our emphasis on communication to ensure that members remain connected with fund developments and most importantly better understand their benefits."*

The Fund will continue to keep members updated on performance through forthcoming publications throughout the year.

Results of the second quarter were not finalised at the time of publication.

REMINDER TO DEFERRED MEMBERS & PENSIONERS: SEND YOUR PENSIONERS ASSOCIATION ENROLMENT FORM NOW!

Please remember to submit your enrolment forms to become a member of the Pensioners' Association! You do not want to miss out on the social interactions with fellow members and many of our future Corporate Social

Investment activities!

The association, which has been fondly named "Badiri- Ba- Meepo Pensioners Association" is now registered and ready for your participation. Send you forms now. We shall be coming to your region in the second half of the year.

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FUND CONTACT DETAILS

The Principal Officer, Debswana Pension Fund, Ground Floor Visible Edge (BP Building)

The Mall P/Bag 00512 Gaborone, Botswana

FUND OFFICES

Tel: 361 4236/4267/4318/4366
Fax: 393 6239
Toll-free (landline): 0 800 600 681
Email: bokamoso@debswana.bw

FUND CONSULTATION HOURS

Monday - Friday
0800hrs - 1645hrs (Including lunch hour)

Our Vision

To be the preferred provider of retirement fund services in Botswana

Our Mission

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

- Prudent management of member funds
- Efficient administration of member records
- Provision of focused communication

Our Values

1. Innovation
2. Trust and Integrity
3. Value Oriented
4. Member focused
5. Quality focused

EDITORIAL



Agatha Sejoe

Many a communications practitioners will attest to my claim when I say that there is nothing more gratifying in our job than a message well received by its audience. I was delighted to experience this during the last few months when conducting presentations at the various pay-points to update members on the latest Fund developments. I also just recently completed a 3-week relationship building tour of 24 Tribal Administrations country-wide, which you will read extensively about in this edition.

Feedback is an important yard-stick for us, and it is most meaningful when received direct from source, face to face where the level of sincerity can be measured! I am pleased to say that with DPF stakeholders, it is never a disappointment. Comments were plentiful, and the suggestions, including the dissenting voices, will all go a long way in helping us further improve our establishment.

I want to thank all members who continually heed our calls to grace us with their presence even in the current climate when everybody is on edge and working hard to preserve their livelihoods. Indeed the understanding and appreciation that you all displayed during these meetings was unprecedented.

A special thanks to *Magosi a Botswana* for your kind hospitality at your Dikgotla. Our relationship can only get better, and we look forward to seeing you more regularly as you continue to support us with many more of our future programs.

Best regards

Agatha

BOARD CHANGES

RESIGNATIONS



Rejoice Dintwa has completed his full three year term ended 31st April 2009 as the member elected Trustee for Jwaneng. He has since been replaced by re-election in accordance with the rules of the Fund.



Richard Malikongwa, by his resignation from DTCB employment, has relinquished his position as a company appointed Trustee with effect from 15th June 2009.



Bonny Thebenyane, resigned from his position as Alternate Trustee to Richard Malikongwa who is also no longer a member of the Board.



Seabe Hetanang also vacated his position as alternate Trustee to Rejoice Dintwa who has since completed his term.

APPOINTMENTS



Nchidzi Mmolawa, who previously was an alternate to Mooketsi Jongman, has now taken the position of Principal Trustee on company appointment from Ministry Of Minerals, Energy and Water Affairs (MMEWA).

Ezekiel Mومakwa, also from MMEWA, has now assumed the role of Alternate Trustee to Nchidzi Mmolawa.



Kaywa Namoshe was appointed by popular vote to replace Rejoice Dintwa by the Jwaneng membership in an election held on 1st June 2009.



Otsenye Tsietsotso, a Buyer in Jwaneng Mine, will serve with Kaywa Namoshe as his Alternate Trustee.

Replacements for Mr Richard Malikongwa and Bonny Thebenyane, were pending at the time of publication.

NEW SUB COMMITTEE

In view of the changing business environment, the DPF Board found the need to establish a **Tender Review Committee** to facilitate ongoing business development initiatives.

WORDS OF WISDOM: Dikgosi have their say

We recently embarked on a countrywide tour of Tribal Administrations, an annual tradition in our relationship management portfolio. DPF members, particularly pensioners and deferred members, are widely distributed across the country with over 50% residing in their home villages.

With this scenario, Tribal Administrations or Dikgotla as they are commonly known have become an invaluable support service for both these members and the Fund as they are more convenient for members whenever

certain requirements are made by the Fund to help manage their benefits. Certifications, affidavits and arbitration of claim disputes are some of the services commonly provided to DPF and its members by the Dikgotla.

The Fund was received well at the various meetings and received plenty of encouragement and feedback. Here are some of the comments that came through;



Kgosi Montshiwa – Deputy Chief, Borolong;

"We are happy that the Pension Fund has made an effort to visit us and explain their services. We feel encouraged and are looking forward to a healthy relationship with you. We hope that in the long term the Pension Fund can also support our initiatives where resources are lacking"



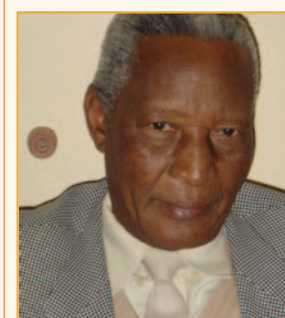
Ms D. Setumo – Officer Commanding; Botswana Local Police, Lobatse

"Indeed Tribal administrations and Customary Courts are what you would regard as the 'Parliament of the People". We receive all kinds of concerns from all angles including pension related disputes. Our work would be easier with more of this kind of interaction between us and service providers and we are very grateful that Debswana Pension Fund is willing to become an active partner."



Christinah Moloji – Court President, Woodhall Customary Court, Lobatse;

"We are pleasantly surprised, Debswana pension Fund is actually the first private sector partner to acknowledge us as a stakeholder and actually make an effort to talk to us directly. Our discussions have been very helpful. It is difficult to assist members of the public without any background knowledge about who is sending them and why. This is very much appreciated and we hope to see you more often"



Kgosi Motshidisi – Deputy Chief, Palapye

Some of the private sector organisation often request things that are not within our mandate and we never get the opportunity to clarify this with them because there is no relationship. We often have a lot of questions and have no one to direct them to.



Kgosi Ntebele – Palapye

"We are happy that you have experienced the value of chieftainship and what Tribal Administrations can do to support your operations. Batswana believe in us as a credible entity and that is why they tend to use our services more often than any other. My only grievance about you and all other organisations like yours in the private sector is that we receive very little support from you despite the services we give to your customers. I feel encouraged that Debswana Pension Fund took this step and I am hopeful that we will further strengthen our relationship"

Your visit is very welcome as it enables us to evaluate what is necessary and what is not. As you indicate, Certificates of existence, claims investigations, tracking of beneficiaries of unclaimed benefits are issues that we can definitely help Debswana Pension Fund with.

As I speak to you, we have a list of people who used to work in South African Mines that we are helping the mines to find so that they can claim their benefits. There is no reason why we should not help you too, especially because you are a local organisation."

WORDS OF WISDOM; continued



Kgosi Gonggang Mankgatau, Rakops

"It is important to know where people are coming from when they come here. Some of the issues presented to us are very sensitive. We speak to both the elderly and the young. I am concerned that the public is not well informed enough about their rights on such issues as pension and may be making serious mistakes that will deprive their children after they are gone. I would encourage that you engage your members more often and educate them. Hopefully we will see a significant reduction in arbitration cases.

I will be happy to call the public into this Kgotla for you to talk to them, especially men, because more often than necessary, we deal with disputes that could have been avoided were it not for their negligence. Some of the cases like those of families challenging benefits awarded to illegitimate children that were not disclosed while parents were alive, or to spouses they cohabited with their whole lives and never married. These things are not good for our Society. People need to take responsibility."



Kgosi S M Segwabe (Sefhophe Village)

"I am happy to hear that you will be forming Pensioner Associations for your members. My advice to you is that you should make them regional rather than have committees in every village. I believe that if you do it this way, it will be easier for you to trace members that you are looking for because members will know each other outside of their areas hence there will be regional cooperation. Your committees can easily liaise their representatives in every village to find those people. I look forward to seeing your increased presence in our area."



Kgosi Kgakanyane Sebina - Tutume

"We are happy to see you and are willing to partner with you in your efforts. Send us your communication regularly and we will assist you where we can. Do remember to give us support though. Our administration is challenged where resources are concerned and a bit of help here and there would be very much appreciated."



Kgosi Malema - Bobonong

"You are doing the right thing to educate your people. We can only defeat social ills if we work together. There are a lot of unscrupulous people out there. The amount of conflict that we see in our administration, all because of money, is very worrying.

It is disheartening to see a child lose their inheritance just because their parent did not prepare adequately for them, particularly when the pension fund never gets to know that the child exists and goes ahead and disburses benefits to those who are known by the family, and in some cases where other beneficiaries deliberately withhold his/her name.

The public must be taught about these implications so that parents get their affairs in order before they die. All children must be accounted for regardless of who they were born to and in what circumstances."



Kgosi Retlhatlholeng - Lethakane

"We witness a lot of unbecoming behaviour by beneficiaries of the deceased where they deliberately conceal information to deny other beneficiaries their entitlement. As custodians of our people, it is our responsibility to ensure that those who are being short-changed are protected from this behaviour. I am happy to know that we have the freedom to clarify cases and request background information from the DPF before we can endorse any kind of documentation from members of the public. It will make our work a lot easier."



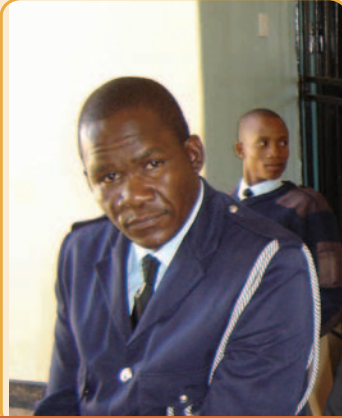
Kgosi Ramotshabi - Headman, Serowe

"A lot of cases are handled at the Wards, that is where the majority of the public go, and it is the Headmen more than the main Kgotla who need more education from your side. We are often conflicted when dealing with arbitration because members of the public present their own version of what they believe should have happened with their pension benefits and we usually don't have anything to corroborate their stories with. I am happy that you are here clarifying issues because we now know where and how to seek help if we need it."

IN PICTURES: Tribal Administration Tour



Kgosi Legodimo Kgotlafela Leipego



Hukuntsi Tribal



Tribal Staff



Tlokweng Tribal: Kgosi Puso Gaborone, Paramount Chief of Batlokwa with Headmen from various wards in his administration



Borolong Tribal



Ramotswa Tribal

Kgosi Tsimane Mokgosi
(Deputy Chief)



Rre Lekgela
(Sergeant, Local Police)

IN PICTURES: Tribal Administration Tour



Ramotswa Tribal
Kgosi Ikaneng - Senior Chief Representative



Palapye Area
Kgosi Obuseng (Lecheng), Kgosi Mapena (Maunatlala) Kgosi Moroka (Lerala)



Mma Lehelepa – Tribal Secretary



Serowe Tribal
Tribal Staff



Mr Senyarelo - Deputy Tribal Secretary



Rakops Tribal
Ntshamekela Kethaotswe



Soonyane Nyande (Member) and another elder from Rakops



Tutume and surrounding villages



Deputy Court Presidents from Botshabelo and Kagiso Customary Courts

Selibe Phikwe



Kgosi Phokontsi Seeletso – Senior Subordinate Tribal Authority

Mmadinare



Kgosi Mokgathi Makgesi
Nata

UNCLAIMED BENEFITS

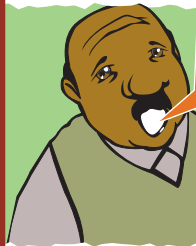
The Debswana Pension Fund requests the assistance of members and the public to contact the names below and/or their next of kin regarding unclaimed benefits that are still held by the Fund. Members may contact Tshego (3614366) Tshwaranang (3614318) or call Reception on our toll free line 0800 600 681 with the relevant information.

MEMBER NAME		BENEFIT CATEGORY	BENEFICIARY	
1.	AR BABITSENG	PENSION	ANDREW R	BABITSENG
2.	R BAGWASI	PENSION	RAMONTSHO	BAGWASI
3.	K KWENENG	PENSION	K	KWENENG
4.	M MODIRIEMANG	PENSION	MODIRIEMANG	MANYANDA
5.	M MASIME	PENSION	MOSWEUNYANA	MASIME
6.	G MASUKU	PENSION	MASUKU	G
7.	M MMELESI	PENSION	MOTSWAKI	MMELESI
8.	S MOLETI	PENSION	SAMSON	MOLETI
9.	G MOREWABONE	PENSION	GAOLALWE	MOREWABONE
10.	N MOTHIBEDI	PENSION	NALEDI	MOTHIBEDI
11.	B MOTSOMI	PENSION	BASHA	MOTSOMI
12.	D MOYO	PENSION	D.	MOYO
13.	N NDLOVU	PENSION	NEO	NDLOVU
14.	S NGANDE	PENSION	SEONYANA	NGANDE
15.	B RAMAKHUDU	PENSION	BAOGOTSI	RAMAKHUBU
16.	K RANTSHO	PENSION	RANTSHO	K
17.	S RASESIGO	PENSION	SHADRECK	RASESIGO
18.	K REISE	PENSION	K	REISE
19.	A SEGWAGWE	PENSION	A	SEGWAGWE
20.	G SEKGWA	PENSION	K	SEKGWA
21.	G TIRELO	PENSION	G	TIRELO
22.	M TIRELO	PENSION	M	TIRELO
23.	KM TUMELO	PENSION	KEABETSWE M	TUMELO
24.	K TSHWENE	DEFERRED BENEFIT	K	TSHWENE
25.	B KHUDU	RESIGNATION	BRYAN	KHUDU
26.	MM SEROKE	RETIREMENT	MM	SEROKE
27.	B RANAO	RETRENCHMENT	BONTLOGILE	RANAO
28.	GAONAKALA OLEBILE	DEATH CLAIMS	GAONAKALA	OLEBILE
29.	MOGAETSHO IRO O MOGAETSHO	DEATH CLAIMS		ZAMBO S



Treasures of our land Hukuntsi game

ISAGO & LETLOLE THE CONSEQUENCES OF NOT UPDATING YOUR NOMINATIONS CAN BE HUGE



LETLOLE: Really? What on earth are they fighting for? I thought pension benefits go to beneficiaries as instructed by a member?

ISAGO: Letlole, I've just heard a disturbing story, remember that guy we worked with who died recently? Apparently there is a huge family feud going on over his pension benefits.



COMPETITION WINNERS;

1. Goitsemodimo Ratsie
P.o.box 81402 Gaborone,
Botswana
2. Taetso Justice Moshe P.o.box
72 Tutume
3. Duncan Molelekeng P.O. box
60705 Gaborone Itaoleng
4. Goatholamang, BCL, Selibe
Phikwe

Answer the following questions and win prizes;

1. Who is the new Trustee for
Jwaneng?
2. Who is the DPF Board
Chairman?
3. Who are the two government
representatives from the Ministry of
Minerals Resources and Water Affairs
on the DPF Board?

ISAGO: It looks like the guy didn't have any recent nominations, so the women in his life are now fighting over who the real beneficiary is. He was married before and left the woman for another. Problem is that he didn't pursue legal divorce from the former before going on to cohabit with the other woman for years and had children with her.



LETLOLE: What a mess! How do you think the Pension Fund is going to resolve this?

ISAGO: I don't know Letlole, if only he had divorced and updated his nomination forms regularly this would not be happening. The good thing with pension benefits is that the children are protected by the law and they will all benefit regardless of who their mother is or of the circumstances around their birth. The real fight is between those two women. There is a good chance that without the divorce certificate, the former woman might get a share of the money. Question is; is that what the deceased would have wanted? We'll never know because he didn't prevent it from happening. The DPF has to follow the law and the rules of the Fund unfortunately.



LETLOLE: That makes me worried all of a sudden Isago, I cannot believe that an oversight like this can have such huge consequences! I'd better get my affairs in order before it's too late! I do not want my family to go through something like this.