345 Republic Road, Darrenwood, 2194 I PO Box 5101, Cresta, 2118 I Tel: +27 11 022 6812 I Email: info@praesignis.com I Web: www.praesignis.com

It is hereby agreed that a fixed term learnership agreement be entered into by and between

Praesignis
2006/016166/07

(Who shall be referred to hereinafter as "the employer")

and

Surname: _____

Full Name: _____

Identity Number: _____

Position: Learner

Domicile Address: _____

(who shall be referred to hereinafter as "the learner")

Please note: In this agreement any reference to gender shall include the other and vice versa.

Document Name	**Learnership Agreement – Fixed Term**

Learner Name	
Learner ID Number	

The company and the learner agree as follows:

1. Nature of learnership

1.1. The company shall employ the learner in terms of the Skills Development Act 97 of 1988.

1.2. The learnership agreement commences on _____ and ends on _____ or subject to termination as stipulated in paragraph 1.3 and 8.1 of this agreement.

1.3. Upon this date _____ this contract shall automatically terminate. Such termination shall not be construed as being retrenchment but shall be completion of the learnership agreement.

1.4. The MICT SETA learnership agreement forms an integral part of this fixed term learnership agreement. Any breach of the MICT SETA learnership agreement will result in a cancellation of this fixed term learnership agreement.

1.5. You will be required to enter into training contracts with the employer or another designated employer during the periods identified by the Employer for experiential training in terms of the Learnership.

1.6. The learner agrees and understands that no expectation of permanent employment is created by this agreement.

2. Remuneration

2.1. The learner's stipend will be _____ **(R00.00)** per month.

2.2. The following deductions will be made from the allowances.

- Unemployment Insurance Fund (UIF) Contributions.
- Where applicable, any legally issued garnishee order amounts.
- Any other deductions that may be agreed in writing (accommodation, meals, traveling, etc.).
- Where applicable, any other deductions as may be legally prescribed.
- Pro-rata deductions where less than the normal working time have been worked.

2.3. The allowance is paid monthly in arrears.

2.4. Payment will be for time spent on learnership.

3. Learner powers and duties

3.1. As a learner of the company the learner shall:

3.1.1. Perform all such duties and exercise all such powers in relation to the business of the company as may from time to time be vested in or assigned to him/her by the company.

3.1.2. Comply with all directives from time to time given to him/her by the company and with all rules and regulations from time to time laid down by the company concerning its learners.

3.1.3. Abide by bone fide work practices in her/his relationship with the company and/or its clients.

3.1.4. Devote the whole of his time, attention, and abilities during business hours to the discharge of his/her duties under his/her agreement.

3.1.5. Use his/her best endeavors properly to conduct, improve, extend, develop, promote, protect, and preserve the business interest, reputation and goodwill of the company and carry out his/her duties in a proper, loyal, and efficient manner.

3.1.6. Not to incite or attempt to induce any other learner of the company to partake in any form of industrial or collective action considered by the common law or legislation applicable from time to time to be prohibited, unfair or unlawful. Learners record that they commit themselves to industrial peace in the company's business.

3.1.7. Be prepared to subject themselves to searches or any other investigations carried out by the company from time to time, in respect of the issues relating to safety, security, discipline and loss control.

3.1.8. Undergo or attend any training or other courses the company in its sole discretion may require the learner to undergo or to attend from time to time. The company will be liable for the costs and expenses of such training courses.

3.1.9. If your abandon the learnership within 3 months of you completing a training course, the costs of the course shall be repayable by you to Praesignis.

3.1.10. Undergo any medical or other examination required by the company or its Insurers from time to time, in the circumstances where the company wishes to ascertain the state of mental or physical health of the learner.

3.2. The learner shall not be entitled to be directly or indirectly employed by any other person or business concern whatsoever without the knowledge and prior written consent of the company.

3.3. It will be part of the normal duties of the learner at all times to consider in what manner and by what new methods or devices the products, services, processes, equipment or systems of the company with which he/she is concerned or for which he/she is responsible, might be improved, and promptly give to the secretary of the company or any other superior or director or owner, whichever the case may be, full details of any invention or improvement which he/she may from time to time make or discover in the course of her/his duties, and to further the interest of the company's undertaking with regard thereto. Any such invention or improvement shall be the property of the company and the learner shall take all steps as may be necessary and reasonably required by the company at the sole expense of the company or associated company to ensure that the company obtains complete and exclusive legal title to any such invention or improvement.

3.4. The learner confirms that he/she is capable and competent to perform the duties for which she/he has been assigned, and that he/she has the necessary skills and knowledge to perform the aforesaid duties competently and to the satisfaction of the learnership.

3.5. It is expressly agreed by the learner that should he/she not perform in accordance with the required standards of the employer, the parties will engage one another in the required performance management processes as per the employer's disciplinary code and procedure of which a copy has been provided to the learner.

3.6. The learner's performance, skill, conduct, compatibility, knowledge, and health will be evaluated by the employer, and any failure by the learner to comply or meet the above conditions or standards may lead to the termination of this agreement based on the required and appropriate procedures to be followed as envisaged in the Act.

3.7. The learner shall not be entitled to work, outside normal working hours, for any other employer, or conduct its own business, unless the nature of such involvement has been revealed to the employer in writing and the written consent of the employer has been obtained.

4. Policies and procedures

4.1. The company issues various rules, regulations, and policies from time to time. The details of these rules, regulations and policies can be found at Human Resources. These rules, regulations and policies may change from time to time. Whilst the rules, regulations and policies do not form part of the learner's learnership agreement, it is the learner's obligation in terms of this agreement to ensure that the learner is familiar with and comply with them.

5. Monitoring of communications

5.1. It's necessary for the proper and efficient conduct of the business that the company intercept and/or monitor learners' communications from time to time. To regulate this, the learner is required and hereby consents to the company intercepting and/or monitoring any direct or indirect communication to which the learner is a party and:

5.1.1. which occurs wholly or partly at the company's premises or on company time; or

5.1.2. which involves wholly or partly the use of property/facilities owned by or used for the company's business; or

5.1.3. which otherwise relates to the company's business.

5.1.4. This monitoring may include (but is not necessarily limited to) listening to, recording, viewing, examining, or inspecting your emails, correspondence, text messages, Internet use, telephone, and other conversations.

6. Leave:

6.1. Annual Leave

6.1.1. You will be entitled to take 1 day of leave for every 17 (seventeen) days worked in terms of the Basic Conditions of Employment Act 75 of 1997 (as amended).

6.1.2. Annual leave must be applied for upon at least 2 weeks' prior written notice and must be approved in writing by the employer. Although your annual leave may be split; it may not be accumulated or deferred in a given year without the employer's prior written consent.

6.1.3. For every public holiday during the leave of the learner, which would have otherwise been a normal working day for the learner, an extra day's leave will be added.

6.1.4. Annual leave will at all times be at the discretion of the Employer as governed by labour legislation. As such applications for annual leave may be denied based on the operational requirements of the employer at the time thereof. Annual leave is governed by the needs of clients, e.g., Clients' projects closing over the December holiday period.

6.2. Sick Leave

6.2.1. The learner shall be entitled to the applicable sick leave as prescribed in terms of the Basic Conditions of Employment Act, which indicates that during the first 6 (six) months of employment the learner will be entitled to 1 (one) day sick leave for every 26 (twenty-six) days worked.

6.2.2. Due to the fact that the learner is employed on a fixed term basis, the said calculation will also be applied to the period the learner is employed by the employer.

6.2.3. If more than 2 (two) continuous days' sick leave is taken, the learner must submit written proof of illness by a registered medical practitioner for every day absent from work.

6.2.4. If continual illness occurs, the employer may insist on a doctor's certificate for every day, at the discretion of the employer; even for only 1 (one) day or part thereof.

6.2.5. The learner further acknowledges that the employer must be notified of his/her incapacity by 08:00, on the day of absence. The learner is to call his/her training facilitator.

6.2.6. If the employer does not accept the learner's explanation the employer will assist the learner to undergo a medical examination. The learner herewith agrees that the employer may elect a medical practitioner to assess and examine the learner.

6.2.7. If the learner is absent for an unreasonable long time, due to illness, the employer is entitled to terminate the learnership agreement after a procedurally fair investigation into the health/incapacity of the learner.

6.2.8. Should the learner be absent due to health reasons on a day preceding or following a Public Holiday or weekend, the parties expressly agree that aforesaid sick note or medical certificate as prescribed in the Basic Conditions of Employment Act 75 of 1997 will also be required.

6.3. Family Responsibility Leave

6.3.1. You are entitled, upon request, to 3 days paid family responsibility leave per year.

6.3.2. You will only qualify for family responsibility leave if you have been on learnership with Praesignis for longer than 4 months. Family responsibility leave will be granted, upon request, under the circumstances listed in S27 (2) of the Basic Conditions of

EmploymentAct 1997.

6.3.3. Unused Family Responsibility leave lapses at the end of a 12-month cycle.

6.3.4. The employer will reserve the right to request proof of such absence in terms of this entitlement.

7. Working hours and Location

7.1. The company's hours of work are from **08:00am to 5:00pm** on all weekdays, Monday to Friday or as specified by the client once placed on workplace experience.

7.2. You are required to attend classes physically everyday Monday to Friday, classes will be conducted from the following address: **Praesignis Offices 345 Republic Road Darrenwood Randburg 2194.**

7.3. The prescribed breaks during the working day of a learner will be structured as follows or as per the facilitator's guidance, as long as a work day does not exceed 8 hours.

7.3.1. The learner is entitled to a meal interval of 1 hour each working day, which may be taken at any time during the day as broken down by the specific facilitator. It is important to note that the 1 hour can be split up during the day and does not have to be 1 consecutive hour. During lunchtime you may be required to perform those tasks which cannot be left unattended.

8. Termination of learnership

8.1. This agreement maybe terminated under managements' discretion on the following conditions:

- The period of duration specified in the learnership agreement has expired; or
- If the learner fails to attend theoretical training for two (2) consecutive training days;
- without recommended sick leave from registered medical practitioners; or
- If the learner fails any of the tests in classroom training; or
- If the learner abandons online class and or client's site;
- If the learner becomes physically and mentally incapable of successfully completing the learnership programme; or
- If the learner breaches any of the conditions of contract relates to his/her on-site training projects; or
- The learner successfully completes the learnership; or
- The learner is fairly dismissed for a reason related to the learner's conduct

or capacity as an learner.

8.2. Notwithstanding anything to the contrary, this agreement may be summarily terminated on any grounds recognized in law as sufficient.

8.3. This clause, however, does not in any way prejudice or affect the rights of the company to terminate the learnership of the learner without any notice, where such manner of termination is justified by the provisions of common law and the rules of the company applicable from time to time or as per relevant Labour Law.

8.4. The learner on signature of this agreement authorizes the company to deduct from any final payment due to the learner on their termination any monies owed to the company by the learner, including but not limited to any amount owning to the company due to the failure of the learner to work the required notice period or any part thereof.

8.5. The learner will follow the procedure laid down in the disciplinary code and procedure.

8.6. The Learner will upon termination of the agreement of learnership, furnish the learner with a certificate of service and the UIF card.

9. Disclosure

9.1. The learner is required to disclose and declare all outside or other interests which are or may be in conflict with the interests of the company. The company may require the learner to refrain from the activities, which request he/she is obliged to observe.

9.2. The learner is further obliged to disclose forthwith to the company any of the following:

9.2.1. Any mental health or any medical deficiencies, conditions or any such circumstances which could detrimentally affect or in any way influence the learner's employment or the fulfillment of his duties thereof with the company, as soon as the learner becomes aware of the same;

9.2.2. Any criminal offence specified in Schedule 1 of the Criminal Procedure Act no 1 of 1997 or any amendment or variations thereof from time to time, the learner has been convicted of.

10. Confidentiality

10.1. The learner is required to keep confidential and not to disclose any of the company's trade secrets, confidential documentation, technical knowhow and data, drawings, system, methods, software, processes, client lists, programs, marketing and or financial information to any person other than to persons employed and or authorized by the company or associated company (company's trade secrets, confidential documentation, technical knowhow and data, drawings, system, methods, software, processes, client lists, programs, marketing and or financial information where applicable) who are required to know such secrets or information for the purpose of their learnership and/or association with the company, both during the continuance of his/her learnership hereunder or thereafter.

10.2. The company and the learner hereby acknowledge that the company's trade secrets, confidential documentation, technical knowhow and data, drawings, system, methods, software, processes, client lists, programs, marketing and or financial information represents a substantial monetary value to the company.

10.3. The learner shall adhere to the above obligation not to disclose any confidential information to any undertaking, firm, company, or person with whom the company may at time to time be in technical and/or competition, co-operation, or association.

10.4. The learner acknowledges that the aforesaid obligation shall remain in force indefinitely and notwithstanding termination of his/her contract for any reason whatsoever.

11. Personal Information

11.1. You agree to provide the company with accurate, up-to-date, and complete personal information that the company requires from you at commencements of and during the course of your learnership with the company.

11.2. You agree that the company may collect and process your personal information in order to fulfil any statutory requirements, to carry out and manage the business of the company and in order to give effect to the learnership relationship and/or protect its legitimate business interests. You understand and agree that your personal information shall be used for the purposes including but not limited to preparing and processing your remuneration and any other payments to you, engaging with benefit providers in relation to the securing of benefits and or the administration of any such benefits, management of your conduct, performance and your capacity, talent management and succession planning, administration of occupational health and safety matters, business travel arrangements, corporate security and access control measures, organisational charts, and the fulfilment of any internal and statutory reporting requirements and obligations including but not

limited to reporting in respect of the Employment Equity Act, the Skills Development Act, the Skills Development Levies Act, the Broad Based Black Economic Empowerment Act, the Unemployment Insurance Act, and the Compensation for Occupational Injuries and Diseases Act. In relation to this clause each Party is responsible for complying with its respective obligations under the applicable data protection laws governing the collection, processing, and sharing of Personal Information.

11.3. You understand that this information may include Special Personal Information and explicitly consent to the company processing this information for the purpose that it is collected.

11.4. You furthermore understand and agree that the company shall have the right to process your personal information where such processing is required in law to comply with any labour, tax, or financial obligations; or where such processing is necessary to protect the legitimate interests of the company and or a third party. As such the company remains solely responsible for determining the purposes and means of processing Personal Information in terms of this agreement.

11.5. You understand and agree that your personal information shall be shared with third parties or service providers, where the company appoints a third party or service provider to fulfil its obligations in relation to 11.2 and 11.3 above.

11.6. In the event of any of your personal details changing, you undertake to immediately inform the company of any such changes to your personal information, so that your personal information is always complete, accurate and up to date.

11.7. The company undertakes to properly handle, store, and retain your personal information in accordance with its duties and obligations in terms of the Protection of Personal Information Act 4 of 2013 (as amended). You acknowledge that the company may retain this information for operational, statutory and/or audit requirements for as long as is necessarily required, as set out in the company's data retention policy/schedule.

11.8. Furthermore, you understand that your personal information may, in appropriate circumstances, reside outside of South Africa as a result of the company's business processes or location where such data is hosted, routed and/or backed up. You hereby consent that the company shall be entitled to transfer your personal information to such locations outside of South Africa and use personal information in such locations as described above.

11.9. The obligations contained in this clause shall endure, even after the termination of this agreement for any reason whatsoever.

12. Agreement in respect of claims

12.1. No compensation shall be payable by the company to any learner or his/her dependents in the following circumstances:

12.1.1. if the death of the learner occurs or any injury is sustained by the learner in the course and scope of his/her learnership or, if not in the course and scope of his/her learnership, on any company premises or site.

12.1.2. if any compensation is payable in consequence of the said events to the learner or his/her dependents from any statutory fund or other source.

12.2. Proper law: This agreement and the legal relations between the parties under this agreement shall be determined in accordance with the laws of the Republic of South Africa.

13. Breach

13.1. It is recorded that any breach of any of the terms of this agreement shall be considered to be a material breach of this agreement and could carry the penalty of termination of the learnership of the learner.

14. Access

14.1. It is recorded that any right of access the learner has to any premises of the company is dependent upon the learner actually rendering performance and actually fulfilling his/her duties with the company in terms of this learnership agreement or any rules of the company applicable from time to time. Should any learner, for any reason whatsoever, not render actual performance or fulfill actual duties as aforesaid, the company shall be entitled to require the learner(s) concerned to immediately vacate the company premises.

15. Representations

15.1. Any representations made, or information supplied or furnished by the learner to the company pursuant to the learner wishing to procure learnership with the company is warranted by the learner to be true and correct.

16. Restraint of trade

16.1. In this clause the following words shall have the following meaning:

16.1.1. “Business” shall mean any person, business, company, association, corporation, partnership, undertaking, whether incorporated or not.

16.1.2. "Interest/Interested" shall mean interested or concerned, directly or indirectly, whether as proprietor, partners, shareholder, learner, agent, financier, shareholder or in any other capacity whatsoever, and/or permitting his or her name being used in connection with or in any manner relating thereto.

16.1.3. "The territory" shall mean a radius of 10 kilometers from the Praesignis Head Office in Darrenwood as well as a 10 km radius of the premises of any client where the learner was placed during the subsistence of this agreement.

16.2. The learner records that he/she agrees to this restraint of trade in consideration of:

16.2.1. all benefits which have or will accrue to him/her from the company.

16.2.2. his/her knowledge of and/or access to the business methods, business secrets, technological information, and data and/or manufacturing methods of the company, which are to be known to and which will be gained by him/her.

16.2.3. the goodwill factor and technological, manufacturing and sales expertise in a business and/or undertaking such as the business and/or undertaking of the company.

16.2.4. the confidential nature of the information, documentation and other data relating to the customers and suppliers of the company, which are available to the learner.

16.3. The learner acknowledges that:

16.3.1. As a learner, the learner shall be given access to the confidential information and customers lists of the employer;

16.3.2. The customers of the employer are or could be drawn from all of the areas in which the restraint is to be operative;

16.3.3. The employer's relationship with many of the customers and other trade connections is / or will become a personal one but will be a proprietary interest of the employer;

16.3.4. The employer would suffer substantial damage if the learner were to breach the restraint undertakings contained in this clause;

16.3.5. The restraint is necessary in order to provide protection to the employer against unfair competition;

16.3.6. In the circumstances its fair, reasonable and necessary for the protection of the interests of the employer that the learner should be restrained in the manner as set out in the company's disciplinary code as well as this learnership agreement;

16.3.7. If the reasonableness of any provision contained is / are disputed, the onus of proving that the provision is unreasonable will rest on the learner.

16.4. Accordingly, the learner hereby undertakes that:

16.4.1. The learner shall not, directly or indirectly, use for the learner's own benefit or the benefit of any other person, and shall keep confidential and not disclose, any trade secrets or confidential information of the employer or of any of the employer's holding, subsidiary or fellow subsidiary companies or any other legal entity from time to time controlling, controlled by, or under common control with the employer, other than to those persons who are authorised by the employer to know those secrets or to have that information.

16.5. For the purpose of this clause, the expression "trade secrets" or "confidential information" of the employer shall include but shall not be limited to:

16.5.1. The business plans, details of contracts and proposed contracts, ethnical detail, techniques, methods of operating, costs, products, pricing and marketing policies and price lists of the employer's service offerings;

16.5.2. Information pertaining to customers and potential customers of the employer (including potential customers whom the employer has not yet contacted, but intend contacting for the purposes of doing business);

16.5.3. Client's confidential or private information revealed to the employer in its / their business dealings with the employer;

16.5.4. The contracts between the employer and their suppliers including the duration of those contracts, and the prices at which goods or services are supplied;

16.5.5. The client's requirements, contact person and similar information which would require time and effort for a competitor to acquire;

16.5.6. The obligation to maintain the confidentiality of information shall survive termination of the learner's employment but shall not apply to any confidential information which was in the public domain prior to

its disclosure by the learner.

16.6. On soliciting learners:

16.6.1. The learner shall not, for a period of 3 (three) year after termination of this Agreement, either for the learner's own account or as representative / agent for any third party, persuade, induce encourage or procure any person employed by the employer:

16.6.2. To become employed by or interested directly or indirectly in a manner whatsoever in any business which is in competition with the business carried on by the employer; or

16.6.3. To furnish any information or advice, acquired by that person as a result of his/her learnership by the employer, to any unauthorised person.

16.7. On Learnership:

16.7.1. While the learner is employed by the employer the learner shall not, without the written permission of the employer, be directly or indirectly employed or interested in any other business or conduct any activity for gain other than on behalf of the employer; and

16.8. The learner will be deemed to have an interest in a business which competes with the employer if the learner:

16.8.1. Become engaged or interested, whether directly or indirectly, and whether as proprietor, partner, shareholder, learner, financier agent, consultant or otherwise in any company, firm, business or undertaking which competes with the employer or which carries on business in any of the prohibited fields of activity; and / or;

16.8.2. Furnished any information or advice (whether oral or written) to any customer of the employer or uses any other means or takes any other action which is directly or indirectly designed, or in the ordinary course of events calculated, to result in any such customer terminating its association with the employer or transferring its business to or accepting the rendering of any competing goods or services from any person other than the employer or attempts to do so.

16.9. Each restraint, prohibited activity and area in which the restraints are applicable are separate and divisible from every other restraint, prohibited activity, area and from any other restraint to which the learner may agree, so that if any one of the restraints are or become unenforceable for any reason, that restraint will be severable and will not affect the validity of any other restraint.

16.10. Although the restraints are considered by the parties to be reasonable in all circumstances, they agree that if the restraints are adjudicated to go beyond what is reasonable in all the circumstances but would be adjudicated to be reasonable if a part or parts of the wording of the restraints were deleted, the restraints shall apply with such words deleted.

16.11. The learner may request the employer to release the learner from any or all of the restraints on employment described above or to relax the application of any or all of such restraints.

16.12. The employer agrees to act reasonably in granting or refusing any such request. Any request in terms hereof shall be made in writing and shall identify the business in which the learner seeks to take up an interest and the nature of the interest.

16.13. Likewise, the decision of the employer in respect of any such request shall be given in writing by the employer to the learner. Any conditions which the employer may impose, in the event of the employer agreeing to any such request, shall be contained in such written communication by the employer to the learner.

17. Right to search / investigate

17.1. The learner consents to the employer's right to search their body or belongings should the company feel it necessary for security and theft purposes.

17.2. For this purpose, the employer may utilize fellow learners or the services of a security company.

17.3. It remains the sole discretion of the company to search learners as the company deems fit.

17.4. The learner further agrees and undertakes to assist the company with and participate in any company investigations into misconduct or for the purposes of loss of control. For such purpose, the learner irrevocably agrees to undergo any form of truth verification tests (such as polygraph tests) the company may require the learner to undergo. Failure to comply with this duty on the learner will be considered to be material misconduct.

17.5. The learner will not be forced to undergo any form of truth verification tests; however, a negative inference will be drawn from such refusal in any subsequent disciplinary action.

17.6. The learner accepts that, having signed the MIE consent form, you authorise Praesignis to conduct vetting and background checks at any given time when required.

18. Indemnity

18.1. The Company will not be held responsible for any loss, damage or theft to your property or such related items.

19. General

19.1. Any latitude, extension of time or other indulgence which may be granted to the learner by the company or any failure by the company to enforce any of its rights under this agreement at any time shall not, under the circumstances, be deemed a waiver of any of the company's rights thereafter to enforce and compel strict compliance with the terms and conditions of this agreement.

19.2. This agreement constitutes the entire contract between the parties who by the signature hereby acknowledge that no representatives have made, or warranties given or conditions to stipulations attached to any of the matters referred to in this agreement, save as set out in this agreement. No variation of this agreement shall be of any force or effect unless recorded in writing and signed by or on behalf of the parties by the representative, duly authorized thereto.

19.3. By your acceptance hereof, you agree to abide not only by the abovementioned terms and conditions of employment, but also by all company policies and procedural directives, which will be explained to you during your induction period. The employer's code of conduct is attached for your perusal and attention. The code is a guideline and does not constitute a fully comprehensive list of offences and corrective measures.

19.4. You are required to take proper care of the client and Praesignis property in your possession or custody from time to time.

20. Domicilia and notices

20.1. The parties choose as their respective domicilia citandi et executandi for the intents and purposes of this agreement the addresses below, provided that either party may change his/her or its domicilium aforesaid to another address in the Republic of South Africa by written notice to the other party with effect from the date of receipt or deemed receipt of such notice.

Praesignis (Pty) Ltd
345 Republic Road
Darrenwood
Randburg 2194

The learner

……

……

……

20.2. Any notice, acceptance, demand, or other communication addressed by either party to this agreement to the other at the latter's domicilium in terms hereof for the time being and sent by prepaid registered post shall be deemed to be received by the addressee on the tenth day following the date of posting thereof. The provision shall not be construed as precluding the utilisation of other methods of delivery of notices, acceptances, demands and other communications.

Management	
Signature	
Date	
Witness Name	
Signature of the Witness for and behalf of the Company	
Date	

I _____ hereby acknowledge receipt of this learnership agreement and confirm that I agree with and understand the contents of this contract.

Learner signature as receipt hereof	
Date	
Witness Name	
Signature of Witness for and behalf of the Learner	
Date	