

MEMORANDUM OF UNDERSTANDING - GIBOTEL BRAIN'S BREAKFAST MEMBERS (GBB)

This document constitutes an agreement between GBB Members, an association for social, economic, and personal development of employees under Gibotel Company Limited with a corporate office at Dar Es Salaam and Arusha Tanzania .

Objective

The objective of this MOU is to express the willingness of each member to engage to promote the social, economic, awareness and personal development of each member as well as the activities of the association as agreed by all members.

Specific activities under this MOU will be identified through consultation of all members.

1. GBB Members agree to work together in the development of their initiatives to improve and expand their capacity in achieving their desires as an association.
2. GBB Members agree and approve Gibotel Company Limited to pay on their behalf by deducting from their salaries ten thousand Tanzania shillings (Tzs.10,000/=) from their monthly salaries and transfer directly to the association account opened with Equity bank under the name of **Gibotel Brain Breakfast** on behalf of the members.
3. GBB members agree that the institution will be giving out loans to its members which will be returned with an interest of 10%. The loan should be returned with interest within a period of two month from the date of loan disbursement.
4. GBB members agree that upon failure to return the loan and interest within the specified period above. We have unanimously agreed and approved Gibotel to pay the dues on our behalf by deducting the outstanding amount from our salaries.
5. GBB members agree also to pay a late fee of sixteen thousand Tanzania shillings (16,000/=TZS) for any member who is late at 8:01am or does not attend a morning GBB session without informing the GBB leaders. The fine should be paid before the end of the month and failure to pay the fine before the end of the month, the member has approved Gibotel to pay the fee on his/her behalf by deducting the same from their salaries.
6. GBB members agree to offer catering service to Gibotel Company LTD as another source of income, where the association funds will be used to supply lunch services for the employees at Dar es Salaam and Arusha offices. Repayments will be done in monthly bases where the involved employees and the Company will share the costs at 60% and 40% ratio respectively. The amounts will be deducted from employees' monthly salaries. The agreed price per plate will be as per the signed timetable of the week.

General Terms of MOU

Duration of MOU: This MOU shall be operational upon signing and will have an initial duration of three years. All activities conducted before this date within the vision of the collaboration will be deemed to fall under this MOU.

Coordination: To carry out and fulfill the aims of this agreement, the members will appoint an appropriate person(s) to represent the association and to coordinate the Implementation of the agreed activities and provide feedback and report to the members on daily basis including the financial records not limited to collections. expenditures and bank records.

Activities and Association policy: Addendums to this MOU will be developed for specific financial activities and association policy. These Addendums will provide a detailed description of the rights, role, responsibilities, and financial implications of each right. Plans, guidelines and reposing requirements will be clearly outlined in the Addendums.

Confidentiality: Each party agrees that it shall not, at any time, after executing the activities of this MOU, disclose any information in relation to these activities or the affairs of associations or method of carrying on the activities of the association without consent of all members.

Communications: All notice, demands and other communication under this agreement in connection herewith shall be written in English language and shall be sent to all members via mail. Any notice shall be effective from the date on which it reaches the other party.

Addendum: Any Addendum to this MOU shall be in writing and Signed by all members.

All members assume that this agreement does not go against the rules and regulation of the government of republic of Tanzania.

The terms and provisions in this MOU also apply to any subsequent addendum to this agreement.

GBB Members

S/N	Name	Signature
1.	Dominic Ndunguru	
2.	Josephat Msoffe	
3.	Joseph Kusekwa	
4.	Samira Mohamed	
5.	Sudi Hassan	
6.	Rajab Mtuluka	
7.	Raymond Kihaka	
8.	Rosemary Ryoba	
9.	Benjamin Paul	
10.	Victor Kagaruki	
11.	Rhoda Thomas	
12.	Hilda Njau	
13.	Happy Mollel	
14.	Joseph Ndekimo	
15.	Karen Wilson	
16.	Julieth Mutahya	
17.	Glory Kavishe	
18.	Joseph matoke	
19.	James Gwido	
20.	Ashraph Abubakar	
21.	Given Mbise	
22.	Faustine Nicholas	
23.	Washington Maina	
24.	Ally Kassim	
25.	Joshua Mnyami	
26.	Gerald Maginga	

27.	Eliawinga Munuo	
28.	Bernald Sikayinda	
29.	Godwin Massao	
30.	John Okware	
31.	Fredrick Msabila	
32.	Akida hamisi	
33.	Digna Tarimo	
34.	Hilda Njau	
35.	Happy Mollel	
36.	Godlisten Mtui	
37.	Linar Msongole	
38.	Godfrey Shayo	
39.	Ashraph Abubakar	