



Enquiries: Dr SW Vatala

Ref: Prof Res /04/24

Date: 02 May 2024

Dear Sir/Madam

VMS RESTORATION PLAN FOR BUSINESS OPERATIONS

VMS Professional Services, (Pty) Ltd finds itself in a precarious situation in that the original founders and directors of the company were at the verge of losing complete control of the company to investors who involved themselves in the daily operations of the business. That has led to discomfort and unnecessary tension and conflict situations among the original founders and directors.

The situation has led to a fair amount of mistrust, dishonesty, manipulation of internal systems, information and processes that have cropped in, and directors and founders find themselves divided and treating each other with suspicion. The VMS board therefore proposes the following drastic intervention measures to rescue VMS from a total collapse:

- 1) The 340 Sales Reps are reduced to 30 Sales Agents (VMS is a small company to have excessive work force with serious financial implications).
- 2) The Sales Rep Register is being revised to be in align with the 30 Sales Reps as a start.
- 3) Micro and macro organogram have been reviewed and three new positions created (Information Officers).
- 4) Information Registration Form has been submitted to the Information Regulator for processing.

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- 5) External auditors have been appointed to audit the financial situation of VMS (the new board wants to start from clean slate). Bank reconciliation has been completed.
- 6) VMS is now being revamped and re orientated towards its original vision.
- 7) VMS board is acquiring office in Gqeberha to set up its head office.
- 8) VMS Attorneys wrote letters to the previous investors and director asking them to submit handover report and VMS intellectual property.
- 9) The Attorneys further wrote a second letter to individual investors to remind them of their commitment and responsibilities to pay their share to VMS.
- 10) All Sales Agents will start as field personnel and they will work themselves to a position of Branch Manager etc.
- 11) In terms of clause 9 above, a rigorous recruitment process in terms of VMS recruitment policy will be followed.
- 12) The number of 30 Sales Agents will effectively cover the 40 cities and towns as indicated in the table below.

Table below depicts the demarcation & restructuring of regions where VMS Sales Agents exists.

Branch Name	Cities & Towns	No. Sales Agents
1. Boland	Ashton, Ceres, Paarl, Robertson, Worcester	(3)
2. Border	Bisho, Berlin? Dimbaza, Qonce, Zwelitsha	(3)
3. Cape Town	Gugulethu, Manning burg, Mfuleni, Mitchelsplain Nyanga,	(5)



4. Central Karoo	Beaufort West, Laingsburg, Prince Albert	(3)
5. Joe Gqabi	Alwal North, Burgersdorp, Steynsburg, Hofmeyer	(3)
6. Little Karoo	Desselsdorp, De Rust, Oudtshoorn	(3)
7. Nelson Mandela	Cholchester, Despatch, Gqeberha, Uitenhage	(3)
8. N10?	Adelaide, Bedford, Cradock, Makhanda, Pearston Somerset East	(4)
9. South Cape	George, Mossel Bay, Knysna, Plettenburg Bay,	(3)
Total	40	30

Once the restoration plan is implemented with success, reasonable time will be given to expand VMS operations to other cities and towns.

The board appreciates the support and guidance that GRU provided to VMS since it started with operations in August 2023. We also extend word of gratitude to the Sales Reps who wrote Apps that brought business to VMS.

Thank you.