

INTERNAL MEMO

DATE: 1ST OCTOBER, 2019
TO : TO ALL STAFF
FROM: HEAD OF HUMAN CAPITAL

RE: STAFF BARAZAS

It was nice interacting with you all at the Staff Barazas, we appreciate your positive contributions during the meeting. Further to this, we wish to reiterate and clarify the following:-

1. We have been on a growth trajectory that has seen us create new business lines and channels to reach our clients. This year we launched the new Crystobol on Android, Web and WhatsApp. Metropol TV was also launched earlier in the year and it continues to grow in stature attracting the who is who of Kenya's corporate world. Our innovations targeting our B2B clients have also positioned us competitively in the market.
2. The above-mentioned developments have however coincided with a general slowdown in the country's overall economic performance that influences our revenues. The effect has been a slowdown that has negatively affected our ability to achieve our budget figures. Please note however that our business fundamentals remain solid regardless of the foregoing economic environment.
3. In a bid to address these challenges, the organization is taking every measure towards achievement of our revenue budget. Moreover, management is looking at various measures that can be deployed to help us mitigate staff costs, including a fixed & variable performance based compensation system that enables us to realize our staff to revenue ratios.

For any further clarifications/consultation, please do not hesitate to contact your Line Manager or the undersigned.



Damaris Okuto,
HEAD OF HUMAN CAPITAL.

