



**WET NOSE**  
**Animal Resque Centre**  
(ASSOCIATION INCORPORATED  
UNDER S21) 1999/15508

**Tel: (013) 932-3941/2**  
**Fax: (013) 932-3941/2**  
email: [wetnose@absamail.co.za](mailto:wetnose@absamail.co.za)  
website: [www.wetnose.org.za](http://www.wetnose.org.za)

13 October 2010

Ms Forte,

**RESIGNATION – TRACY FORTE**

With reference to your e-mail dated 13 October 2010.

We, the Board of Directors of Wet Nose Animal Resque Centre hereby acknowledge receipt of your letter of resignation and confirm that we accept your resignation with immediate effect. Any salary due to you will be paid at the end of October.

We acknowledge your request for the return of your remaining personal belongings left behind at Wet Nose and confirm that your Legal Representative may collect these items at any time. Please inform Wet Nose at least one day in advance in order to ensure that said belongings will be ready for collection.

Please note that at the time of collection, we expect to receive all items belonging to Wet Nose that are still in your possession, including but not limited to the following:

1. Donated golden Mandela Coin.
2. All company records still in your possession (including the complete personnel files of Fiona Manuel and Debbie Herselman, as shown to the Board as alleged evidence of their "misconduct", as well as your own complete personnel files which were conveniently held back by you – we need this file in order to calculate your final salary).
3. The external hard-drive containing company information which the Board has been requesting for months.
4. All computers and computer equipment belonging to Wet Nose.
5. The garden lights which you bought with Wet Nose funds and took home and installed at your home.
6. The ice machine which you purchased for Wet Nose with Wet Nose funds and then took home.
7. The electric gate motor that was donated to Wet Nose that was subsequently installed on your front gate at home.
8. All the office furniture in your study that belongs to Wet Nose.
9. The whereabouts of the Wet Nose Kombi which has "disappeared".
10. We also insist that you provide us with the user name and password for the official Wet Nose Facebook site as this is needed for fund raising.

Reg. right to life welfare org. 99/15508/08. NPO 046-432. Plot 75 Vaalbank, Old Pretoria/Bronkhorspruit Road Kungwini  
Postnet suite #141, Private Bag X844, Silverton, 0127.  
Emergency: (013) 932-3941

DIRECTORS : F. Manuel (Vice Chairperson), Adv. D. Erasmus, A. van Zyl, N. Sloet, J. Bogiages, M. Herselman



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We take note of the content of your letter of resignation and the allegations made by you regarding the safety of yourself and your daughter, insinuating that the Board of Directors are either aware of this or have anything to do with it. We hereby categorically state that we carry no knowledge of any such threats and do not and will never resort to such actions, and hereby distance ourselves from any such allegation. We are shocked by this insinuation and disappointed that such thoughts would even cross your mind, never mind be voiced in your letter of resignation which you admittedly intend to make public.

We would like to confirm that, for the last six weeks, we've been trying to give you the opportunity to state your case against the allegations against you in an internal disciplinary hearing, chaired by an independent labour advocate. You consistently chose to delay this process up to the stage where you demanded legal representation although this was to be an internal hearing. At every occasion you were given the benefit of the doubt and all your reasonable requests were granted. You and your legal team agreed to a pre-arbitration hearing with the CCMA instead.

Your hearing that was planned for Saturday 16 October with the CCMA, will now be cancelled due to your resignation, costing Wet Nose a lot of money. The CCMA are indeed an objective, independent legal tribunal and do not conduct witch hunts. This would have been the ideal opportunity for you to defend yourself against any charges brought before you, thus clearing your name.

The Board has consistently invited you to discuss the allegations against you in a meeting. Until this day you have refused to discuss these matters with us and rather elected to follow the legal and other avenues. This has not only cost Wet Nose a lot of money, but also placed the whole organization under stress.

A copy of this acceptance letter will be handed over on request to any person interested in the reasons for accepting your resignation. Please be assured that legal action can and will be taken should you attempt to slander Wet Nose in any way or do anything to jeopardize the future of Wet Nose or the safety and survival of the animals in our care.

Yours sincerely,



PP ANNEKE VAN ZYL

**BOARD OF DIRECTORS – WET NOSE ANIMAL RESQUE CENTRE**