

To All staff  
From Chairman  
CC Chief Operating Officer  
Human Resources Manager  
Date : Tuesday, 8 October 2019

**SUBJECT : GROUP RESTRUCTURING**

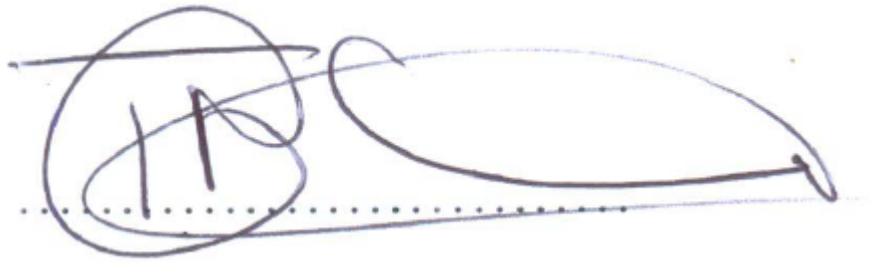
In order to ensure the company is geared to deliver on its promise of creating new products and revenue streams and adding value to our loyal readers and advertisers, the Board has made the following appointments and changes:

1. **Kenias Mafukidze** has been appointed to the position of Chief Executive Officer for the group with effect from 1 October 2019. Kenias will be in charge of implementing the board strategic decision to make our products more global facing and respond timeously to our clients demands.
2. In addition to being the Chief Operating officer for the group, **Kangai Maukazuva** will also be the Managing Director of Heart and Soul.
3. **Wisdom Mudzungairi** has been appointed to the position of Editor-in-Chief with effect from the 1<sup>st</sup> of October 2019. He will also continue in his capacity as Editor of NewsDay.
4. With effect from 1 November 2019, **Dumisani Muleya** will be reassigned from his position as Chief Content Officer and Editor of the Zimbabwe Independent. He has been appointed to the position of Editor-at-Large for the Group.
5. **Ms Faith Zaba** has been appointed to the position of Editor for Zimbabwe Independent with effect from 1 November 2019.
6. There will be no changes in the editorial team at The Standard with **Kholwane Nyathi** continuing as Editor of the Sunday paper.
7. Following the resignation of Mr Brain Maphosa from the position of Finance Director, **Takelah Gondokondo** has been appointed to act as Head of Finance.

The board is convinced that these changes will ensure we enhance the quality of service to our clients as well as be more efficient in the execution thereof.

Congratulations to all who have been assigned new roles as we navigate the turbulent economic terrain and future proof the business.

Have a great day.

A handwritten signature in blue ink, consisting of a large, stylized 'T' and 'N' followed by a long, sweeping horizontal stroke that ends in a small hook.

**TREVOR NCUBE**  
**CHAIRMAN**