

# SOUTHERN AFRICAN MUSIC RIGHTS ORGANISATION NPC

(Registration No. 1961/002506/08)

("SAMRO" or "the Company")

## NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the fifty fifth Annual General Meeting ("Annual General Meeting") of the members of SAMRO will be held on Friday 25 November 2016, at 10h00, in the Auditorium at SAMRO Place, Ground Floor, 20 De Korte Street, Braamfontein, Johannesburg.

The general purpose of the meeting is to conduct the following business:

1. The Chairman of SAMRO, Ms Sibongile Khumalo, to present the chairman's address.
2. The Acting Chief Executive Officer of SAMRO, Rev. Abe Sibiyi, to present the business report, including information on the following:
  - 2.1. **Financial performance;**
  - 2.2. **Distributions;**
  - 2.3. **Regulatory issues;**
  - 2.4. **Systems development;**
  - 2.5. **Needletime rights;**
3. The Chief Financial Officer of SAMRO, Mr Greg Zoghby to present, for consideration, the integrated report of SAMRO and its subsidiaries for the year ended 30 June 2016, including the Directors' Report and the Report of the Independent Auditors.

The integrated report of the SAMRO group for the financial year ended 30 June 2016, and the prior year comparative are available for inspection at the offices of SAMRO and on SAMRO's website ([www.samro.org.za](http://www.samro.org.za)). In addition, if so requested by a member, SAMRO will email the integrated report to such member prior to the date of the Annual General Meeting.

Members will be requested to pass the following resolution accepting the integrated report for the financial year end 30 June 2016:

*"It is hereby resolved that the Integrated report for the financial year ended 30 June 2016 is approved".*

4. The Chairman of the Social and Ethics Committee, Mr Joe Niemand, to present a report on the activities of SAMRO's Social and Ethics Committee.
5. Members will be requested to consider and, if deemed fit, to pass, with or without modification, the following resolutions:

### 5.1. ORDINARY RESOLUTIONS

#### 5.1.1. To approve the following Non-Executive Directors Remuneration

Fees payable to each non-executive Director		Per Annum
<b>Board:</b>	Chairman	R252 000
	Non-Exec	R120 000
	Independent	R120 000
<b>Risk Committee:</b>	Chairman	R 45 660
	Member	R 26 908
<b>Remuneration Committee</b>	Chairman	R 33 192
	Member	R 29 721
<b>Nominations and Governance Committee</b>	Chairman	R 17 502
	Member	R 8 001
<b>Social and Ethics Committee</b>	Chairman	R 22 000
	Member	R 16 000

*“It is hereby resolved that payment of remuneration to each non-executive director of the Company for his/her services as a director be and is hereby approved for the financial year ending 30 June 2017 and for the period thereafter until the conclusion of the annual general meeting of the Company scheduled for November 2018.”*

#### 5.1.2. Reappointment of auditors.

The effect of this resolution will be to authorise the reappointment of PricewaterhouseCoopers Inc. as the auditors of SAMRO and its subsidiaries until the next Annual General Meeting.

*“It is hereby resolved that PricewaterhouseCoopers Inc. be and is hereby reappointed as the independent auditors of SAMRO, to hold office from the conclusion of the Annual General Meeting until the conclusion of the next Annual General Meeting”.*

#### 5.1.3. Elections of Directors

To pass ordinary resolutions to elect or re-elect **FOUR** (two Publishers and two Composers) of the following persons as directors of SAMRO based on the highest votes obtained:

Brief curricula vitae of the candidates for election are set out in Annexure A.

##### 5.1.3.1. **TWO** of the following **Publisher** candidates:

**Ms Relebogile Mabotja** (Lebotja Media (Pty) Ltd) who was appointed to fill a casual vacancy and being eligible, has made herself available for election on rotation pursuant to Clauses 16.4.1. and 16.10 of SAMRO’s Memorandum of Incorporation; **and/or**

**Mr Rowlin Naicker** (Sony Music Entertainment (SA) (Pty) Ltd who was appointed to fill a casual vacancy and being eligible, has made himself available for election on rotation pursuant to Clauses 16.4.1. and 16.10 of SAMRO's Memorandum of Incorporation; **and/or**

**Mr David Alexander** (Sheer Publishing (Pty) Ltd, who has been duly nominated as a director; **and/or**

**Mr Geoff Paynter** (Geoff Paynter Music Publishing cc), who has been duly nominated as a director.

**AND**

5.1.3.2. To re-elect or elect **TWO** of the following **Composer** candidates:

**Mr John Edmond**, who retires by rotation and being eligible has made himself available for re-election; **and/or**

**Mr Sipho Mabuse**, who retires by rotation and being eligible has made himself available for re-election **and/or**

**Mr Alistair Coakley**, who has been duly nominated as a director.

#### 5.1.4. **Adoption of the SAMRO Performing Rights Royalty Distribution Rules**

The above rules have been amended for simplification and to bring them in line with the requirements in terms of the company's Memorandum of Incorporation.

*"It is hereby resolved that the amendments to the SAMRO Performing Rights Royalty Distribution Rules are approved".*

#### 5.1.5. **Approving, in principle, SAMRO's cessation of operations in respect of Needle-time rights, and authorizing the amendment of the POSA Trust Deed to reflect these changes.**

The effect of this resolution is for Members of SAMRO to accept, in principle, SAMRO's cessation of operations as a Needle-time Rights Collecting Society pending the amendment of its MOI in this regard; and to authorize an executive Board member to sign the amendment to the POSA Trust Deed to reflect such changes. A further effect of this resolution is that Performer Members may henceforth, join SAMPRA as performer members and / or remain with the POSA Trust as its beneficiaries.

5.1.5.1. *In light of regulatory changes binding upon SAMRO, which has made it necessary for SAMRO to cease its operations in respect of the administration of Needle-time Rights, it*

*is hereby resolved that SAMRO shall, as soon as all necessary processes have been undertaken (including the amendment of the POSA Trust Deed and the amendment of SAMRO's MOI), cease completely from its involvement in the administration of Needle-time rights and henceforth no longer enforce its deeds of assignment with its Performer Members except to the extent absolutely necessary, and for a limited duration; and that any Performer Member of SAMRO may henceforth join SAMPRA as a Member and / or remain with the POSA Trust as a Beneficiary, without the need to specifically terminate such Member's membership of SAMRO;*

5.1.5.2. *It is further resolved that following the successful conclusion of the merger between SAMPRA and POSA, the Chief Executive Officer of SAMRO, or any executive director of the Board of Directors be and is hereby authorized to sign the amendment of the POSA Trust Deed giving effect to SAMRO's cessation of its operations as a Needle-time Collecting Society on behalf of POSA Trust Beneficiaries, and its complete cessation of connections with the POSA Trust except in so far as it is required by law for SAMRO to continue to be reflected as the Founder of the Trust, and further, in so far as such connections are necessary to ensure that SAMRO recovers from the Trust all moneys loaned to it by SAMRO in respect of the administration of Needle-time Rights.*

#### 5.1.6. **Approving, in principle, SAMRO's cessation of operations in respect of Mechanical rights**

The effect of this resolution is for Members of SAMRO to accept, in principle, SAMRO's cessation of the administration of Mechanical Rights pending the amendment of its MOI in this regard.

*"In light of regulatory changes binding upon SAMRO, which has made it necessary for SAMRO to cease its operations in respect of the administration of Mechanical rights, it is hereby resolved that SAMRO shall, as soon as all necessary processes have been undertaken (including the amendment of SAMRO's MOI), cease completely from its involvement in the administration of Mechanical rights and henceforth no longer enforce its deeds of assignment with its Mechanical rights Members except to the extent absolutely necessary, and for a limited duration".*

Each of the above Ordinary Resolutions will be effective as from the time of adoption thereof. For each one of the above Ordinary Resolutions to be adopted, it must be supported by more than 50% (fifty percent) of the voting rights exercised on the applicable resolution.

## 5.2. **SPECIAL RESOLUTION**

5.2.1. Members will be requested to pass a special resolution approving the following amendments to the Memorandum of Incorporation.

5.2.1.1. **General Amendment** - To change the category termed "Candidate Member" to "Ordinary Member".

*“It is hereby resolved that the General Amendment to the Memorandum of Incorporation changing the category termed “Candidate Member” to “Ordinary Member” is approved”.*

- 5.2.1.2. Amendment to Clause 30.3 - To remove the wording **“who were paid (or were allocated for payment) Royalty Payments in respect of their Administered Performing Rights in the immediately preceding Completed Full Royalty Payment Cycle, and to all Full Members and Associate Members”**. The effects of this amendment will allow all elected members to participate in Grant of Rights payment as approved by the Board.

*“It is hereby resolved that that Clause 30.3 of the Memorandum of Incorporation be changed to read as follows”:*

*Subject to the exception in respect of Needletime Rights in clause **Error! Reference source not found.**, the Company shall make an additional payment (“Grant of Rights Payment”) to all Ordinary, Associate and Full Members (regardless of whether or not Royalty Payments were paid or allocated to them in respect of their Administered Performing Rights) to be determined and allocated in accordance with the Payment Rules, in an amount reasonably determined to by the Board equal to any Net Collection Holding Revenue and Forfeited Undocumented Performing Rights Royalty Payments (if any) after -*

- 5.2.1.3. **To add Clause 37** - The purpose of this amendment is state SAMRO’s intention to adhere to the requirement of the Protection of Personal Information Act No. 4 of 2013. The additional clause 37 reads as follows:

### **37. PROTECTION OF PERSONAL INFORMATION**

*37.1. All Personal Information that is processed by the Company as provided for in the MOI will be done in terms of the Protection of Personal Information Act 4 of 2013.*

*37.2. Personal Information includes information relating to an identifiable, living, natural person, and where applicable, an identifiable, existing juristic person, including, but not limited to:*

*37.2.1. information relating to the race, gender, sex, pregnancy, marital status, national, ethnic or social origin, colour, sexual orientation, age, physical or mental health, well-being, disability, religion, conscience, belief, culture, language and birth of the person;*

*37.2.2. information relating to the education or the medical, financial, criminal or employment history of the person;*

*37.2.3. any identifying number, symbol, e-mail address, physical address, telephone number, location information, online identifier or other particular assignment to the person;*

*37.2.4. the biometric information of the person;*

*37.2.5. the personal opinions, views or preferences of the person;*

*37.2.6. correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence;*

*37.2.7. the views or opinions of another individual about the person; and*

*37.2.8. the name of the person if it appears with other personal information relating to the person or if the disclosure of the name itself would reveal information about the person.*

*37.3. The Company has the obligation to ensure the lawful processing of Personal Information. Lawful processing consists of the following:*

*37.3.1. Personal Information must be processed in accordance with the law. It must be managed in a proper and careful manner so as to not intrude on the privacy of the person whose information is being processed;*

*37.3.2. Personal Information must be collected for a specific purpose, which is properly defined and which relates to the business of the Company;*

*37.3.3. Personal Information must not be processed for a purpose other than the initial purpose for which the Personal Information was collected;*

*37.3.4. The person who collects Personal Information must take proper steps to make sure that the Personal Information is complete, **accurate, current and not misleading.***

*“It is hereby resolved that the additional clause 37 added to the Memorandum of Incorporation making provision for SAMRO’s intention to adhere to the requirements of the Protection of Personal Information Act No.4 of 2013, is approved”.*

Each of the above Special Resolutions will be effective as from the time of adoption thereof. For each one of the above Special Resolutions to be adopted, it must be supported by more than 75% (seventy five percent) of the voting rights exercised on the applicable resolution.

## 6. OTHER BUSINESS

To discuss such matters as may be raised by members for discussion which are appropriate to be discussed at an Annual General Meeting.

### 6.1. SAMRO Retirement Annuity Fund (SRAF) - Trustee elections

In terms of the SRAF Fund’s rules, the term of office of the two longest serving member trustees expire at every Annual General Meeting of the Fund.

A quorum of members was not reached at the previous SRAF Annual General Meeting preventing the election of Trustees. A decision was taken to raise the matter for voting at the SAMRO’s AGM in November 2016.

The rules of the Fund provide for 5 Trustees to be elected by members. The term of office of the 2 longest serving Member Elected Trustees will expire on 24 November 2016 and a vacancy on the Board has also been left due to the sad passing of Mr. Ron Brettell, who served as Member Elected Trustee.

The nominees will be announced prior to the SAMRO Annual General Meeting which will be held on 25 November 2016 and members will be given an opportunity to vote for their preferred candidates by a **show of hands** at that meeting.

## 7. GENERAL

### 7.1. Proxies

A member entitled to attend and vote at the meeting is entitled to appoint a proxy to attend, speak and to vote in its stead, by completing the proxy form attached hereto and delivering such proxy form to the registered office of SAMRO. Proxy forms must be forwarded (if signed in a representative capacity, together with the power of attorney or other authority, or a notarial copy thereof) to reach the registered office of SAMRO not less than twenty-four (24) hours before the time for holding the meeting (i.e. by 10:00 on 24 November 2016) or adjourned meeting. A proxy need not be a member of SAMRO.

In accordance with section 63(1) of the Companies Act, please note that all members of SAMRO participating in the meeting, and/or their duly appointed proxies, must provide satisfactory identification to SAMRO upon arrival at the meeting. In this regard, subject to the chairperson's discretion, generally only a valid green bar-coded South African Identity Book, a valid South African Identity Card, a valid passport or a valid driver's licence shall constitute satisfactory identification. The representative of a juristic member must provide satisfactory proof of his/her authorisation to represent such juristic member, in the chairperson's discretion.

- 7.2. If no quorum is present within half an hour of the time for commencement of the Annual General Meeting on 25 November 2016, the board of directors has determined (in accordance with clause 14.17 of SAMRO's Memorandum of Incorporation) that the meeting shall stand adjourned to 10h00 on 2 December 2016 at the same location and, if at such reconvening of the adjourned meeting a quorum is not present by 10h30, then any number of members present (in person or by proxy) shall constitute a quorum.

The record date for the meeting shall be 25 November 2016.

The annexures to this notice form part of the notice and are incorporated by reference. The information in this notice and the annexures do not constitute legal or professional advice and if you are in any doubt as to the action you should take and the consequences, please consult your accountant, attorney or tax expert.

Only SAMRO elected Members may attend the AGM.

Please arrange your own transport to and from the meeting.

By order of the Board.

JOHANNESBURG

1 November 2016



## Annexure A

### **Ms Relebogile Mabotja (Lebotja Media (Pty) Ltd)**

**Relebogile Mabotja** is an actress, presenter, radio host, singer, producer, writer, musical director and is currently based in Johannesburg

#### **Early life**

Relebogile better known as Lebo was born on 5 September 1985 in Pretoria, Gauteng, South Africa. She grew up in Pretoria, South Africa where she found her prowess as an entertainer at the mere age of 5 years. While in school, she got recognition as a young actress and singer. In her final year of high school, she was afforded the opportunity to play a role in the stage production called Fame The Musical.

#### **Career**

In the early 2000s Lebo got the opportunity to perform at the opening of the 46664 Concert at the Cape Town International Convention Centre. She also performed at the Dinner Banquet alongside fellow musicians Mara Louw, Shelly Meskin and Jo Redburn. She was also afforded the opportunity to present a show on e.tv called BackChat on Craze. She was then casted on the following shows Home Affairs, Zone 14, Generations which all aired on SABC1 and then she appeared on the SABC2 show, Kompleks. In late 2004, Lebo was afforded the opportunity to perform in an Afrikaans musical called Imbumba/Samesyn, which was held at the Aardklop festival in Potchefstroom. She performed the same musical in the following festivals Klein Karoo Nasionale Kunstefees and Innibos in Oudtshoorn and Nelspruit respectively. In the late 2000s, Lebo played a role in the Soweto Story musical which was held at the Joburg Theatre in Gauteng. She also got a presenter role on the e.tv show Gospel Grooves, which aired every Sunday morning. Between 2010 and 2011, she hosted the reality competition which aired on SABC1 called Dance Your Butt Off. This show is the South African version of the American show Dance your ass off. During the year of 2012, Lebo secured a role as a freelance radio presenter on Talk Radio 702. In 2013 she formed Lebotja Media which is a full service media house as well as a Record label. She is an Executive Producer in the company and works with Leslie 'Lee' Kasumba, Jonathan Clarke, Lebogang Morolo, Pilani Bubu as well as Paul Mclver.

### **Mr Rowlin Naicker (Sony Music Entertainment (SA) (Pty) Ltd)**

I am a strategic business management professional who studied towards Finance & Business administration after matriculating. I have concrete music copyright administration and financial experience that I have gained in the music industry over the last 17 years.

Back in 1999, I started off at Primedia Music which later became Electromode Music as a Band accountant for Dr. Victor, Just Jinjer and Bayete. By the time I left in 2005 I had progressed to become the Finance and Royalties Manager. I had then taken up a role at EMI Records as a Royalties Manager and Accountant handling all aspects of artist and publisher royalties.

It was not much later that I had joined Sony Music Publishing in early 2007 where I took up the role as head of Finance and Music Publishing Administration and in mid-2012 I was promoted to General Manager. Since then I have played a very active role in signing and looking after our local writers and our international writers in the territory.

I was responsible for the financial and management reporting for both Sony & EMI Music Publishing that includes some of the following aspects within very strict timelines for a multi-million dollar book:

- Month end reporting of actuals with variance reporting for both Income Statement and Balance sheet (Month vs. Forecast, Month actual vs. Budget, Month actual vs Prior Year actual, YTD vs Budget & YTD actual vs Budget)
- Treasury reporting - Monthly and 12 Monthly cash forecasts & forex exposure
- Mid-month forecasts and mid-range plans (3 year forecasting)
- Annual budgeting
- Quarterly, mid-year and annual business reviews.

I also oversaw the full copyright royalty administration function from the agreements, to world-wide song registration, royalty processing via our global royalty center and deal with various publishing societies across the globe.

In April 2016 I was promoted to Managing Director for Sony Music & EMI Music Publishing and have been tasked with taking the company to new levels both on a local and international front.

I have been recognized throughout my career for my steep learning curve, professionalism, flexibility and commitment.

I pride myself on giving quality-focused service to the writers/artists while working to corporate expectations and tight timeframes.

#### **Mr David Alexander (Sheer Publishing (Pty) Ltd)**

David Alexander is the Founder, Owner and Managing Director of Sheer Music Publishing (Pty) Ltd, the fastest growing independent music publishing company in Africa. Sheer Publishing represents African songs and songwriters for the world. Amongst their clients are; Lira, Kahn, Zahara, Mandoza, Eric Wainaina, Lira, Sauti Sol, Wouter Kellerman and Philip Miller. Sheer Publishing also represents international Publishers in Africa – some of their clients are Kobalt Music (One Republic, Paul McCartney, and Lionel Ritchie), Mushroom Music (Kylie Minogue), Mute Song (Nick Cave), Budde Music (Alphaville), Songs Music Publishing (The Weeknd).

David founded Sheer Publishing back in 1996 to exploit a gap in the local Jazz scene. Today Sheer Publishing has a vast catalogue rich with diverse South African, African and International Chart music ideal for licensing purposes. Sheer Music Publishing offers the ultimate one stop solution for all deals and has music placements on movies such as District 9, Chappie, Blended and the Oscar winning Tsotsi and the Academy Award nominated Searching for Sugarman. Sheer Publishing has placed music on television shows such as Private Practice, Jacob's Cross, Isibaya and Big Brother and has been instrumental in successful commercials such as Castle Light, Vodacom, MTN, Makro, Cadbury's PS, Wimpy, Engen and Ackermans just to name a few.

Sheer Publishing is very active on the African Continent and David has travelled to many sub-Saharan countries in search of new clients. David has given papers and served on panels at music industry conferences such as Midem (France) Canadian Music Week (Canada), African IP Forum (Tanzania), Salaam Music Expo (Senegal), Womex, Kenya Music Week and ONGEA (Kenya), NIMEX- the Nigerian International Music Expo (Nigeria), Porto Musicale (The Brazilian Music Exhibition) and the Wami Conference (Western Australian Music Industry) as well as at Moshito, Music Exchange, KZN Music Imbizo in South Africa. David has also participated as a Mentor at Midem, CMW, Womex and Nimex.

David has presented master classes on Music Business and Music Publishing at the University of the Witwatersrand, the Universities of Johannesburg, Pretoria and Kwa-Zulu Natal and has given Guest lectures at the Academy of Sound Engineering, Gordon Institute of Business and many other tertiary institutions.

David has consulted to the South African Department of Arts and Culture, the Department of Trade and Industry and some of the Regional Government Departments.

One thing you may not know about David is that the paper that he co-authored for the South African Music Export Council (SAMEX) "South African Music - an Export Strategy" was quoted at the European Parliament in 2011.

David is on the Board of CAPASSO (Composers and Publishers Association), which is the mechanical collection society in South Africa and has agreements with the recording industry, broadcasters as well as Internet and mobile operators. David is also an active Board member of the Music Publishers Association of South Africa. David is also member of Bureau Export Music Africaine (BEMA) The African Music Export Council

David became a member of the Johannesburg Chapter of Entrepreneurs Organisation (EO Network) in 2012 and is now the Chair of Strategic Alliances on the Johannesburg Board. The position is about finding and managing the relationship with the Strategic Alliance Partners that add value to the EO experience.

David has been very happily married for 12 years to Helen and they have a son Sam who is 7 and a daughter Rachel who is 4.

#### **Mr. Geoff Paynter**

Geoff Paynter is an independent music publisher, who was M.D. of Gallo Music Publishers for 20 years and a Board Director of SAMRO for much of that time. He oversaw the international careers of Ladysmith Black Mambazo, Lucky Dube and the Mahotella Queens during his time at Gallo, and has 40 years' experience with both record companies and music publishers. He has run his own music publishing company since 2008.

#### **Mr. J.E. Edmond**

John is a music publisher with more than 43 years' experience and has been a composer/singer for 50 years, many of those as a professional musician in many countries including Holland, the UK, USA and Australasia. He represented South Africa at the World Song Festival in Japan in 1970. John was managing director of Gallo Music from 1968 to 1985. John is also the CEO of Roan Antelope Music, Chairman of the Leeuwoort Farmers Union, a member of Wildlife Ranching SA and the Founder and Chairman of Leeuwoort Raptor Conservancy.

#### **Mr. S.C.P. Mabuse**

**Sipho 'Hotstix' Mabuse** is one of the country's best-loved and most respected musicians; more than just a musician or an artist, he is a legend. Sipho is a regular commentator on arts and culture in the country and has sat on the Boards of The National Arts Council and SAMRO, with his influence felt on both sides of the industry - as an entertainer and as a businessman. Over the course of his illustrious career Sipho has become an integral part of the entertainment industry and his contributions to the musical landscape of South Africa are appreciated and honoured by music lovers the world over.

#### **Mr. Alistair Coakley**

Alistair Coakley began his career as a professional musician in 1976. He played in several top local bands before becoming Lead Guitarist and Producer for the internationally-acclaimed band "Hotline", which featured P.J. Powers on vocals. Hotline had several hits, including the famous "Jabulani" and "Feel So Strong", and amassed album sales in excess of 500,000 units. The group toured extensively in South Africa and abroad. After the dissolution of "Hotline", Alistair joined the well-known

Afro-Rock band “Stimela”. He also toured Europe with them, playing to sell-out crowds at none other than Le Zenith, in Paris.

Alistair is an accomplished guitarist and his expressive, thoughtful style of blues, rock and other genres is a crowd-pleaser. His mastery of the electric guitar is also well-respected: for some years, Alistair was the official clinician for Fender Music Instruments in South Africa. No wonder then that he is a prolific and highly sought-after session musician. He has appeared on albums with well-known artists such as Johnny Clegg, Mango Groove, Lucky Dube, TKZ, and numerous other artists. In 2010 Alistair toured throughout Europe with Johnny Clegg.

Alistair is also a composer and producer of note. Here are some of his achievements:

- Music Director and composer for the 1995 Rugby World Cup opening and closing ceremonies.
- Music Director and composer for the South African Olympic bid.
- Joint-composer and co-producer for DSTV’s “All You Ever Wanted” campaign.
- Composed the brass arrangements for Dan Patlansky’s critically acclaimed ‘Real Blues’ album, and also played guitar and mandolin on the album.
- Guest performer at the Durban International Blues Festival for the last 3 years.
- Appeared on SA Idols as a guitarist.
- Holds the guitar chair in the “Strictly Come Dancing” (South Africa) band.
- Joint composer and producer, arranger and musician on the track “Seize the Moment, Seize the Day”, which spearheaded the Vodacom4U campaign and became the first ever advertising track to become a Top 10 radio hit.

Alistair formed Hitman Music Productions in the early '90s. The company is based in Johannesburg, South Africa, and boasts an impressive portfolio of commercial compositions, jingles, and audio and video productions. See [www.hitmanmusic.co.za](http://www.hitmanmusic.co.za).

Alistair is the proud father of three sons and a daughter, and a doting grandfather to five grandchildren!