



# **SAMRO**

Southern African Music Rights Organisation

**SAMRO RETIREMENT ANNUITY FUND**

12/8/7425

**RULE BOOKLET**

**LETLOLE LA SAMRO LA HO BEHA MEJA FATSHE**

12/8/7425

**BUKANA YA MOLAO**

**I-SAMRO RETIREMENT ANNUITY FUND**

12/8/7425

**INCWAJANA YEMITHETHO**

July 2010

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## Preface

The Objective of the Fund is to provide you and your dependants with valuable retirement benefits.

This booklet covers the benefits of the SAMRO Retirement Annuity Fund (“the Fund”).

This booklet briefly explains the benefits offered by the Fund and also provides examples for calculating benefits. Please keep in mind that this is only a summary and that full particulars are contained in the official rules of the Fund which are available for inspection at any time. If there is any discrepancy between the contents of this booklet and the official rules and fund policies, the provisions of the rules and policies shall prevail.

If anything is not clear, or if you require further information, please contact SAMRO.

## Selelekela

Maikemisetso a Letlole ke ho neha wena le ba boikarabelong ba hao dikuno tse utlwahalang ya ho beha meja fatshe.

Bukana ena e kenyeletsa dikuno tsa Letlole la SAMRO la ho Beha Meja Fatshe (“Letlole”).

Bukana ena e hlalosa ha kgutshwane dikuno tse nehanwang ke Letlole mme hape e nehana ka mehlala bakeng sa dikuno tsa ho kopanya. Ka kopo hopola hore hona e mpa e le kgutsufatso mme dintlha tse felletseng di kenyelleditswe melaong ya semmuso ya Letlole mme di a fumaneha ka nako efe kapa efe bakeng sa tlathlho. Haeba ho na le ho sa lokang pakeng tsa dikahare tsa bukana ena le melao ya semmuso le dipholisi tsa letlole, dipehelo tsa melao le dipholisi di tla etsahala.

Haeba ho na le ho sa hlakang, kapa haeba o batla tlhahisolesedi e nngwe, ka kopo ikopanye le SAMRO.

## Isanduleliso

Inhloso yesiKhwama ukuhlinzeka wena nabantu abangaphansi kwakho ngemihlomulo ebalulekile yomhlalaphansi.

Le ncwajana ikhuluma ngemihlomulo ye-SAMRO Retirement Annuity Fund (“isiKhwama”).

Le ncwajana ichaza kafushane imihlomulo ehlinzekwa yisiKhwama ibuye inikeze izibonelo zokubalwa kwemihlomulo. Uyacelwa uqaphele ukuthi lokhu kuyisifinqo nje nokuthi imininingwane egcwele isemithethweni yesiKhwama etholakalayo uma ufuna ukuyihlola noma nini. Uma kukhona okungafani kokuqokethwe yile ncwajana nemithetho kanye nezinqubomgomo zesikhwama, izigatshana zemithetho nezinqubomgomo kuyosebenza.

Uma kukhona okungacacile, noma udinga olunye ulwazi, uyacelwa ukuthi uthinte u- SAMRO.

## SAVING FOR THE FUTURE

Many people don't think about retirement until they are just about to retire. After all, there are so many more immediate things that you need the money for, whether it's paying for your children's education or paying off your home loan. However, the Samro Retirement Annuity Fund helps you save for retirement for as long as you earn royalties.

This booklet tells you how the Fund works and how you benefit from being a Fund member.

### *How the Fund Works*

The Fund is easy to understand.

The Fund works like a savings account. Every year, SAMRO pays money into the Fund on your behalf, based on royalties earned in South Africa for that year. Professional investment managers invest this money so that it can grow. Each month that you are a member of the Fund, the investment returns are added to your "account" in the form of earnings growth. The size of the final benefit you receive depends on how much had been contributed into the Fund on your behalf, and how well the Fund's investments have performed. This type of fund is known as a 'defined contribution fund'.

## HO BOLOKA BAKENG SA BOKAMOSO

Batho ba bangata ha ba nahane ka ho beha meja fatshe ho fihlela ha ba se ba le haufi le ho beha meja fatshe. Hodima tseo tsohle, ho na le dintho tse ngata tse potlakileng tseo o batlang tjehelete bakeng sa tsona, ekaba ho lefella thuto ya bana ba hao kapa ho lefa kadimo ya hao ya ntlo. Le ha ho le jwalo, Letlole la Samro la ho Beha Meja Fatshe le ho thusa ho boloka bakeng sa ho beha meja fatshe ha feela o amohela ditefello.

Bukana ena e ho bolella kamoo Letlole le sebetsang le kamoo o unang molemo ka ho ba setho sa Letlole.

### *Letlole le Sebetsa Jwang*

Letlole le bonolo ho le utlwisisa.

Letlole le sebetsa jwaloka akhaonto ya polokelo. Selemo le selemo, SAMRO e lefa tjehelete Letloleng bakeng sa hao, ho itshetlehile ditefellong tseo o di amohetseng Afrika Borwa bakeng sa selemo seno. Batsamaisi ba profeshenale ba matsete ba tsetela tjehelete ena hore e hole. Kgwedi le kgwedi eo o leng setho sa Letlole, phaello ya matsete e a kenyeletswa ho "akhaonto" ya hao ka sebopoho sa kgolo ya moputso. Boholo ba kuno ya ho qetela eo o tlang ho e amohela e itshetlehile hore ho nyehetswe bokae Letloleng bakeng sa hao, le hore matsete a Letlole a sebeditse. Mofuta ona wa letlole o tsejwa ka la 'nyehelo ya letlole e tsitsitseng'.

## UKONGELA IKUSASA

Abantu abanengi abacabangi ngomhlalaphansi kuze kube ukuthi sekusondele isikhathi somhlalaphansi. Vele, ziningi kakhulu izinto okufanele uzenze ozidingela imali, okungaba ukukhokhela imfundo yezingane zakho noma ukukhokha imalimboleko yendlu yakho uyiqede. Nokho, i-Samro Retirement Annuity Fund ikusiza ekutheni wongele umhlalaphansi uma nje usathola imali oyithola ngokutshalwa kwezimali zesikhwama.

Le ncwajana ikutshela ukuthi ngabe isiKhwama sisebenza kanjani nokuthi uzohlomula kanjani ekubeni yilungu lesiKhwama.

### *Ngabe isiKhwama sisebenza kanjani*

Kulula ukuqonda isiKhwama.

IsiKhwama sisebenza njenge-savings account. Njalo ngonyaka, i-SAMRO ikukhokhela imali esiKhwameni, encike emalini etholakale ngokutshalwa kwezimali zesikhwama eNingizimu Afrika ngalowo nyaka. Abaphathi abangogoti bezokutshalwa kwezimali batshala le mali ukuze ikhule. Enyangu ngayinye oyilungu ngayo lesiKhwama, inzuzo yezimali ezitshaliwe ifakwa "kwi-akhawunti" yakho ibe yinani lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali. Ubungakho bomhlomulo wokugcina obutholayo kuncike ekutheni malini obuyikhokhelwa esiKhwameni, nokuthi izimali ebezitshaliwe zesiKhwama bezenza kahle kangakanani. Lolu hlobo lwesikhwama lwaziwa ngokuthi 'isikhwama okukhokhwa kuso izimali esinemingcele ecacile'.

The Fund is a defined contribution retirement annuity fund, which means that when you retire, you can take only a third of the money in your account as a cash lump sum, and you use the remainder, two-thirds to buy an annuity (pension) from a registered life assurer.

The full amount can be commuted for a lump sum at retirement, only if your total retirement benefit is below a certain amount determined by the South African Revenue Service from time to time.

### *Background to the Fund*

The Fund was established on 1 January 1969.

### *Membership*

The membership of the Fund is open to all members of SAMRO who have not attained the age of 70 years and have earned or are currently earning royalties.

**Letlole ke nyehelo e tsitsiseng ya letlole la ho beha meja fatshe, ho bolelang hore ha o beha meja fatshe, o ka nka feela nngwe borarong ya tjelete e akhaontong ya hao e le kontane e kgolo, mme o sebedise e setseng, pedi borarong ho reka ho beha meja fatshe (phenshene) ho tswa ho mofani wa inshoreense ya ngodisitsweng.**

**Tjhelete e felletseng e ka fetolelwa bakeng sa kontane e kgolo nakong ya ho beha meja fatshe, ha feela palohohle ya kuno ya ho beha meja fatshe e le ka tlaase ho tjhelete e itseng e behilweng ke South African Revenue Service nako le nako.**

### *Ketapele ya Letlole*

Letlole le qadilwe ka la 1 Pherekgong 1969.

### *Botho*

**Botho ba Letlole bo buletswa ditho tsohle tsa SAMRO ba sokang ba fihlella boholo ba dilemo tse 70 mme ba amohetse kapa ba ntse ba amohela ha jwale ditefello.**

IsiKhwama lesi siyikhwama okukhokhwa kuso izimali esinemingcele ecacile, okusho ukuthi uma usuthatha umhlalaphansi, ungathatha kuphela ingxenywe eyodwa yokuthathu yemali ekwi-akhawunti yakho njengesamba esiwukheshe, bese usebenzisa esele, izingxenywe ezimbili kokuthathu ukuthenga impesheni enkampanini yomshwalense wempilo ebhalisile.

Isamba esigcwele singedluliselwa esambeni esiwukheshe ngesikhathi usuthatha umhlalaphansi, kuphela uma isamba somhlomulo womhlalaphansi wakho singaphansi kwesamba esithile esihlonzwe i-South African Revenue Service njalo ngezikhathi ezithile.

### *Isimo sesiKhwama*

IsiKhwama sasungulwa mhla lu-1 kuJanuwari 1969.

### *Ubulungu*

Ubulungu besiKhwama buvuleleke kuwo onke amalungu e-SAMRO angakabi neminyaka engama-70 ubudala aseke athola imali etholakala ngokutshalwa kwezimali zesikhwama noma azitholayo njengamanje.

## Sharing the Cost

The members of the Fund collectively, through contributions made on their individual behalf, share the cost (e.g. administration cost) associated with providing benefits.

## Contributions

SAMRO contributes annually in respect of each member, for as long as he or she earns royalties, an amount equal to the greater of:

- R 800 or such other amount as may be decided from time to time by SAMRO; and
- The portion of the royalties earned in South Africa by the members allocated for contribution purposes on behalf of the members by SAMRO.

The expected cost of Fund expenses e.g. the auditors and actuary, is deducted in advance from the annual contribution and ring-fenced before the balance is invested by investment managers.

## Ho Arolelana Ditjeo

Ditho tsa Letlole hammoho, ka dinyehelo tse entsweng boemong ba tsona, ba arolelana ditjeo (mohlala, ditjeo tsa tsamaiso) tse amahanngwang le phumantsho ya dikuno.

## Dinyehelo

SAMRO e nyehela selemo le selemo bakeng sa setho kang, ha feela se ntse se amohela ditefello, tjehele e lekanang boholong ba:

- R 800 kapa tjehele e nngwe e kang eo e tlang ho getwa ka yona nako le nako ke SAMRO; le
- Karolo ya ditefello e fumanweng Afrika Borwa ke ditho e ntshitsweng bakeng sa mabaka a nyehelo boemong sa ditho ke SAMRO.

Ditjeo tse lebelletsweng tsa Letlole mohl. balaodi ba dibuka le *actuary*, di hulwa pele ho tswa nyehelong ya selemo le selemo mme di a sireletswa pele e setseng e tsetelwa ke batsamaisi ba matsete.

## Ukwabelana ngezindleko

Amalungu esiKhwama ehlangene, ngokukhokhelwa kwawo esikhwameni, ayahlanganyela ezindlekweni (isb. izindleko zokusingathwa kwesikhwama) okuhambisana nokuhlinzeka imihlomulo.

## Izimali ezikhokhwa esikhwameni

I-SAMRO ikhokhela ilungu ngalinye esikhwameni, uma nje lisathola imali etholakala ngokutshalwa kwezimali zesikhwama, inani elilingana nemali enkulu kuno:

- R800 noma elinye inani elinjalo njengoba linganqunywa njalo ngezikhathi ezithile u-SAMRO; kanye
- Nengxenywe yemali etholakala ngokutshalwa kwezimali zesikhwama eNingizimu Afrika etholwe amalungu ebekelwe izimali ezikhokhelwa amalungu esikhwameni u-SAMRO.

Izindleko ezilindelekile zesiKhwama isb. abacwaningimabhuku nongoti wezibalo zezimali ezikhokhwa kumshwalense, zibanjwa kuqala emalini ekhokhwa ngonyaka esikhwameni bese ibekelwa okuthile okuceleni ngaphambi kokuthi imali esele itshalwe abaphathi abatshala izimali.

### Example 1

Mluleki has total annual royalties earned in South Africa of R 24 000.

SAMRO allocates 10% of these royalties earned for that year as contribution towards the fund.

10% of Mluleki's earned royalties for the year is equal to R 2 400 (10% x R 24 000).

As R 2 400 is greater than R 800, the annual contribution paid into the Fund on Mluleki's behalf shall be R 2 400.

### Costs

If the annual costs (administration, audit, actuary etc.) were estimated at R 50 per member, **Net Contribution (contribution – costs)** invested on Mluleki's behalf for the year shall be R 2 350 (R 2 400 – R 50).

### Mohlala 1

Mluleki o na le palohohle ya ditefello tsa selemo le selemo ka tjelete ya Afrika Borwa ya R 24 000.

SAMRO e ntsha 10% ya ditefello tse fumanweng bakeng sa selemo seo jwaloka nyehelo ho letlole.

10% ya–ditefello tsefumanweng tsa Mluleki bakeng sa selemo e lekana le R 2 400 (10% x R 24 000).

Kaha R 2 400 e kgolo ho R 800 nyehelo ya selemo le selemo e lefilweng ho Letlole bakeng sa Mluleki e tla ba R 2 400.

### Ditjeo

Haeba ditjeo tsa selemo le selemo (tsamaiso, balaodi ba dibuka le actuary jj) di ile tsa lekanyetswa ho R50 setho kang, **Nyehelo ya Net (nyehelo – ditjeo) e tsetetsweng bakeng sa Mluleki bakeng sa selemo e tla ba R 2 350 (R 2 400 – R 50).**

### Isibonelo 1

UMluleki unesamba sonyaka semali etholakala ngokutshalwa kwezimali zesikhwama eNingizimu Afrika esiwu-R 24 000.

U-SAMRO waba u-10% walee mali etholakala ngokutshalwa kwezimali zesikhwama yalowo nyaka njengemali ekhokhwa esikhwameni.

U-10% wemali etholwe uMluleki etholakala ngokutshalwa kwezimali zesikhwama yalowo nyaka iwu-R 2 400 (10% x R 24 000).

Njengoba u-R 2 400 emkhulu kuno-R 800 imali yonyaka ekhokhelwe uMluleki esiKhwameni izoba u-R 2 400.

### Izindleko

Uma izindleko zonyaka (ukusingathwa kwesikhwama, abacwaningimabhuku, ungoti wezibalo zezimali ezikhokhwa kumshwalense, njll.) zalinganiselwa ku-R50 ilungu ngalinye, Imali ekhokhwa esikhwameni esalayo uma sekukhishwe izindleko etshalelwe uMluleki ngonyaka izoba u-R 2 350 (R 2 400 – R 50).

## RETIREMENT BENEFITS

When you retire, your benefit will be equal to your Fund Credit. You may take up to 1/3 of your Fund Credit as a lump sum and the remaining 2/3 must be used to purchase an annuity from a registered life assurer.

There are many types of annuities that can be purchased at retirement, and you are urged to seek professional financial advice before deciding on the type of annuity to purchase at retirement.

Your Fund Credit is equal to your invested contributions to the Fund, plus earnings from investing these amounts.

Fund earnings can either be positive or negative at any point in time, depending on the conditions in the underlying investment markets.

## DIKUNO TSA HO BEHA MEJA FATSHE

Ha o beha meja fatshe, kuno ya hao e tla lekana le Mokitlane wa Letlole wa hao. O ka nka ho fihlela ho 1/3 ya Mokitlane wa Letlole wa hao jwaloka kontane e kgolo mme mme o sebedise e setseng, 2/3 ho reka ho beha meja fatshe ho tswa inshorenseng e ngodisitsweng.

Ho na le mefuta e mengata ya dipeho tsa meja fatshe e ka rekwang ho peho ya meja fatshe, mme o kgothaletswa ho batla keletso ya ditjhelete ya profeshenale pele o nka qeto ya mofuta wa dipeho tsa meja fatshe e ka rekwang ho peho ya meja fatshe.

Mokitlane wa Letlole wa hao o lekana le dinyehelo tse tsetetsweng tsa hao ho Letlole, le ditefello ho tswa ho tseteleng ditjhelete tsena.

Ditefello tsa Letlole di ka ntlafala kapa tsa mpefala nako efe kapa efe, ho itshetlehile maemong a motheo a dimmaraka tsa matsete.

## IMIHLOMULO YOMHLALAPHANSI

Uma usuthatha umhlalaphansi, imihlomulo yakho iyolingana nemali yakho esesiKhwameni. Ungathatha u-1/3 wemali yakho esesiKhwameni njengemali eyisamba bese kuthi u-2/3 osalayo uthenge ngawo impesheni enkampanini yomshwalense wempilo ebhalisile.

Kunezinhlolo eziningi zezimpesheni ezingathengwa uma usuthatha umhlalaphansi, kanti ukhuthazwa ukuthi ufune iseluleko sezezimali ngaphambi kokuthi uthathe isinqumo sohlobo lwempesheni ozoluthenga ngesikhathi somhlalaphansi.

Imali yakho esesiKhwameni ilingana nemali yakho oyikhokhayo etshalwe esiKhwameni, kanye nezimali ezitholakala ekutshaleni lezi zimali.

Izimali ezitholakala ngokutshalwa kwezimali zesiKhwama zingenza kahle noma kabi noma nini, kuncike ezimweni ezimakethe zokutshalwa kwezimali.



Members have a choice to elect their preferred retirement date, provided that members cannot elect to retire before age 55 years and after age 70 years. Remember that, the earlier you retire, the lower the benefits.

If you become permanently unable to carry on working due to an accident or illness, subject to conclusive medical evidence, the Trustees may allow you to retire before age 55 on the grounds of ill-health. The same conditions for commuting a portion of your benefit to a cash lump sum and the requirement to purchase an annuity with the remainder apply to ill-health early retirement.

**Please note that once your retirement benefit has been settled by the Fund, future participation is not allowed and you will NOT receive any more benefits from the Fund.**

**Ditho di na le kgetho ho kgetha letsatsi leo di le ratang la ho beha meja fatshe, haele hore ditho di ke ke tsa kgetha ho beha meja fatshe pele ho dilemo tse 55 ka boholo le kamora dilemo tse 70 ka boholo. Hopola hore, ha o beha meja fatshe kapele, dikuno di ba tlaase.**

**Haeba o sa kgone ka nako tsohle ho tswella ho sebetsa ka lebaka la kotsi kapa ho kula, ho ya ka bopaki bo phethetsweng ba bongaka, Bahlokomedi ba ka ho dumella ho beha meja fatshe pele boholo ba 55 ka mabaka a ho kula. Maemo a tshwanang le ao bakeng sa ho fetola karolo ya kuno ya hao ho kontane e kgolo le tlhoko ya ho reka peho ya meja fatshe ka ho setseng ho etsahala ho beheng meja fatshe pele ho nako ka lebaka la ho kula.**

**Ka kopo hlokomela hore hang ha kuno ya hao ya ho beha meja fatshe e se e hlophisitse ke Letlole, ho nka karolo ha nako e tlang ha ho a dumellwa mme o KE KE wa amohela dikuno tse ding ho tswa Letloleng.**

Amalungu angakwazi ukukhetha usuku afuna ukuthatha ngalo umhlalaphansi, uma amalungu engeke akhetha ukuthatha umhlalaphansi ngaphambi kokuba abe neminyaka engama-55 yobudala futhi nasemuva kweminyaka engama-70 yobudala. Khumbula ukuthi, ngesikhathi ushesha ukuthatha umhlalaphansi, yingesikhathi uthola imihlomulo emincane.

Uma kwenzeka ungabe usakwazi unomphela ukusebenza ngenxa yengozi noma ukugula, kuncike ebufakazini obuqanda ikhanda obuphathelene nesifo esikuphetha, ama-Trustees okungabantu ababekwe ngokusemthethweni ukubhekela abanye impahla bangakuvumela ukuthi uthathe umhlalaphansi ngaphambi kokuthi ube neminyaka engama-55 ngezizathu zokungaphili kahle. Imibandela efanayo yokwedlulisela ingxenye yomhlomulo wakho esambeni esiwukheshe nemfanelo yokuthenga impesheni ngensalela iyasebenza ekushesheni uthathe umhlalaphansi ngenxa yokungaphili kahle.

**Uyacelwa uqaphele ukuthi uma umhlomulo wakho womhlalaphansi usukhokhiwe yisiKhwama, akusavunyelwe ukuthi ubuye ubambe iqhaza ngomuso kanti NGEKE usathola mhlomulo esiKhwameni.**

### Example

Pule is 60 and has been a member of the Fund for 15 years.

He has paid R100 000 into the Fund, and this money has earned R50 000 in investment growth. The total is R150 000.

His **Fund Credit** at retirement is equal to **R150 000**.

He can therefore take 1/3 (R50 000) as a cash lump sum and R 100 000 will be used to purchase an annuity (pension) from a registered life assurer.

### TAX

A portion of your cash lump sum benefit will not be taxed on retirement.

### Mohlala

Pule o 60 mme e ne e le setho sa Letlole bakeng sa dilemo tse 15.

O lefile R100 000 Letloleng, mme tjelele ena e fumane R50 000 kgolong ya matsete. Palohohle ke R150 000.

**Mokitlane wa hae wa Letlole** nakong ya ho beha meja fatshe o lekana le **R150 000**.

Kahoo a ka nka 1/3 (R50 000) jwaloka kontane e kgolo mme R 100 000 e ka sebediswa reka ho beha meja fatshe (phenshene) ho tswa ho mofani wa inshorene ya ngodisitsweng.

### LEKGETHO

Karolo ya kuno ya kontane e kgolo e ke ke ya kenngwa lekgetho nakong ya ho beha meja fatshe.

### Isibonelo

UPule uneminyaka engama-60 kanti usebe yilungu lesiKhwama iminyaka eyi-15.

Usekhokhe u-R100 000 esiKhwameni, kanti le mali isithole u-R50 000 enanini lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali. Isamba u-R150 000.

**Imali anayo esiKhwameni** ekuthatheni kwakhe umhlalaphansi iwu-**R150 000**.

Ngakho angathatha u-1/3 (R50 000) njengesamba esiwukheshe bese kuthi u-R100 000 awusebenzisele ukuthenga impesheni enkampanini yomshwalense wempilo ebhalisile.

### INTELA

Ingxeny e yomhlomulo wakho wesamba esiwukheshe ngeke kubanjwe ntela kuyo uma usuthatha umhlalaphansi.

## DEATH BENEFITS

In the event of death before retirement, a lump sum equal to your full Fund Credit shall be payable to your beneficiaries and/or nominees subject to Section 37C of the Pension Fund's Act. In terms of this Section in the Act, the trustees have the responsibility to establish who your dependants are and to allocate the benefit to your dependants and nominees.

### *Funeral Benefits*

SAMRO also operates a funeral benefit scheme to assist you or your family with funeral expenses should you or any of your immediate family members pass away. Details of the funeral scheme can be obtained from SAMRO.

## DIKUNO TSA LEFU

**Nakong ya lefu pele ho ho beha meja fatshe, kontane e kgolo e lekanang le Mokitlane wa Letlole wa hao a tla lefshwa ho baamohedi ba hao le/kapa ba kgethilweng ho latela Karolo 37C ya Molao wa Letlole la ho Beha Meja Fatshe. Ho ya ka Karolo ena Molaong, bahlokomedi ba na le boikarabelo ba ho fumana hore ba ka tlasa hao ke bomang le ho nehelana ka kuno ho ba ka tlasa hao le ba kgethilweng.**

### *Dikuno tsa Lepato*

**SAMRO hape e tsamaisa sekema sa dikuno tsa lepatu ho o thusa le leloko la hao ka ditjeto tsa lepatu ha wena kapa setho se seng sa lelapa la hao le hlokahala. Dintlha tsa sekema sa lepatu di ka fumaneha ho SAMRO.**

## UMHLOMULO WOKUSHONA

Uma kwenzeka ushona ngaphambi komhlalaphansi, isamba esilingana nemali yakho esesiKhwameni iyokhokhekwa izindlalifa zakho kanye/noma owawubaphakamisile ngokweSahluko 37C soMthetho Wesikhwama Sempesheni. Ngokwalesi Sehluko eMthethweni, ama-trustees anomsebenzi wokuthola ukuthi ngobani abantu abangaphansi kwakho nokuthi babele abantu abangaphansi kwakho nowawubaphakamisile umhlomulo.

### *Imihlomulo yokushona*

U-SAMRO unohlelo lomhlomulo womngcwabo ukusiza umndeni wakho ngezindleko zomngcwabo uma kwenzeka wena noma ubani emalungeni omndeni wakho oseduzane nishona. Imininingwane yohlelo lomhlomulo lomngcwabo iyatholakala kwa-SAMRO.

## OTHER INFORMATION

### *The Rules*

The Fund provisions are described in detail in the Rules of the Fund. The Fund is administered in strict accordance with these Rules. In a summary booklet such as this one, it is not possible to give all the details and examples of every situation. We have tried to make this guide as accurate and understandable as possible, but if there is any difference between this guide and the Rules, the Rules will apply. In the event of a dispute arising, the dispute resolution mechanism detailed in the Rules of the Fund and Section 30A of the Act shall apply.

If you want to see a copy of the Rules, the financial statements or most recent actuarial review, they will be made available to you.

Please note that all your benefits may be subject to tax, depending on the tax laws at the date of payment.

**Fund Name:** SAMRO Retirement Annuity Fund  
**Reference Number:** 12/8/7425  
**Address:** 20 de Korte Street  
Braamfontein  
Johannesburg  
2000

## TLHAHISOLESEDI E NNGWE

### *Melao*

**Ditlhoko tsa Letlole di hlalosa ka botlalo ho Melao ya Letlole. Letlole le tsamaiswa ho latela Melao ena. Bukaneng ya kgutsufatso e kang ena, ha ho kgonehe ho fana ka dintlha mehala kaofela boemong bo bong le bo bong. Re lekile kamoo ho kgonehang ho etsa tataiso ena e nepahale le ho utlwisiseha, empa ha ho na le phapano pakeng tsa tataiso ena le Melao, Melao ke yona e tlang ho kenngwa tshebetsong. Ha ho ka ba le diqaka, mokgwa wa ho rarolla diqaka o hlalosisitsweng ho Melao ya Letlole le Karolo 30A ya Molao e tla kenngwa tshebetsong.**

**Haeba o batla ho bona khopi ya Melao, setatamente sa ditjhelete kapa tjhebo botjha ya moraorao tjena ya actuarial, di tla fumaneha bakeng sa hao.**

**Ka kopo hlokomela hore dikuno tsohle di ka lefiswa lekgetho, ho itshetlehlile melaong ya lekgetho letsatsing la tefo.**

**Lebitso la Letlole:** SAMRO Retirement Annuity Fund  
**Nomoro ya Referenser:** 12/8/7425  
**Aterese:** 20 de Korte Street  
Braamfontein  
Johannesburg  
2000

## OLUNYE ULWAZI

### *Imithetho*

Izigatshana sesiKhwama zichazwe kabanzi emithethweni yesiKhwama. Isikhwama siphethwe ngokuhambisana kakhulu nale Mithetho. Encwajananeni efinqiqiwe njengalena, akwenzeki ukuthi kunikezwe yonke imininingwane nezibonelo zesimo sonke. Sizamile ukwenza le ncwajana ukuthi ishaye emholweni futhi iqondakale, kodwa uma kukhona okungafani kule ncwajana neMithetho, iMithetho iyosebenza. Uma kwenzeka kuba khona ingxabano evelayo, indlela yokuzazulula ingxabano ebalulwe eMithethweni yesiKhwama naseSahlukweni 30A soMthetho kuyosebenza.

Uma ufuna ikhophi yeMithetho, izitatimende zezezimali noma izibuyekezo zakamuva zezibalo zezimali ezikhokhwa kumshwalense, uyokuthola.

Uyacelwa uqaphele ukuthi yonke imihlomulo yakho kuyobhekwa indaba yokuthi kubanjwe intela kuyo, kuncike emithethweni yentela ngosuku lokuyikhokha.

**Igama lesiKhwama:** SAMRO Retirement Annuity Fund  
**Inombolo yereferensi:** 12/8/7425  
**Ikheli:** 20 de Korte Street  
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## *Management of the Fund*

The Fund managed by a Board of Trustees that consists of 3 Trustees appointed by the founder (SAMRO), 5 trustees elected by the members and 1 independent trustee appointed by the other trustees.

The trustees meet at least quarterly to conduct the business of the fund. In addition to the quarterly trustee meetings, an annual general meeting is held where all members are invited to receive an annual report back from the trustees and discuss fund matters with the trustees.

## *Tsamaiso ya Letlole*

Letlole le tsamaiswa ke Boto ya Bahlokomedi e nang le Bahlokomedi ba 3 ba thontsweng ke moqapi (SAMRO), bahlokomedi ba 5 ba kgethilweng ke ditho le mohlakomedi a le 1 ya ikemetseng ya thontsweng ke bahlokomedi ba bang.

Bahlokomedi ba kopana bonyane kotara le kotara ho tsamaisa ditaba tsa letlole. Ho phaella ho dikopano tsa kotara le kotara tsa bahlokomedi, kopano ya selemo ya bohle e a tshwarwa moo ditho kaofela di mengwang ho fumantsywa tlaleho ya selemo ho tswa ho bahlokomedi le ho tshohla ditaba tsa letlole le bahlokomedi.

## *Ukuphathwa kwesiKhwama*

IsiKhwama siphethwe ibhodi lababekwe ngokusemthethweni ukuthi babheke impahla yabanye elaziwa nge-Board of Trustees elinama-Trustees ama-3 aqokwe umsunguli (u-SAMRO), ama-trustees ayi-5 akhethwe amalungu kanye ne-trustee eyo-1 ezimele eqokwe amanye ama-trustees.

Ama-trustees ahlngana okungenani njalo ezinyangeni ezintathu ukubhekana nezindaba zesikhwama. Ngaphezu kwalokho, kubanjwa umhlangano waminyaka yonke lapho onke amalungu emenywa ukuthi azothola umbiko wokwenzekayo kuma-trustees bese kuxoxwa ngezindaba zesikhwama nama-trustees.

## USEFUL DEFINITIONS

Some of the terms used to describe your benefits may be unfamiliar to you. These definitions might be useful in helping you understand how your Fund works.

### Beneficiaries

These are your dependants and the people you nominate to receive your death benefit.

### Defined Contribution Fund

The SAMRO Retirement Fund is known as a 'defined contribution' fund because the amount of your retirement benefit (Fund Credit) depends on how much SAMRO had contributed on your behalf to the Fund, and how well the Fund's investments have performed.

### Dependants

These are the people you are legally and/or financially responsible for looking after e.g. your children, spouse, parents, grand children, etc.

## DITLHALOSO TSE THUSANG

**Mareo a mang a sebedisitsweng ho hlalosa dikuno tsa hao a ka tswa a sa tlwaeleha ho wena. Ditlhaloso tsena di ka thusa ho o thusa ho utlwisisa kamoo Letlole le sebetsang.**

### Baamohedi

**Bana ke batho ba ka tlasa hao le batho bao o ba thonyang ho amohela dikuno tsa hao tsa lefu.**

### Nyehelo ya Letlole e Tsitsitseng

**Letlole la Ho Beha Meja Fatshe la SAMRO le tsejwa jwaloka 'nyehelo ya letlole e tsitsitseng' hobane tjelete ya kuno ya hao ya ho beha meja fatshe (Mokitlane wa Letlole) le itshetlehle hore ke bokae eo SAMRO e e nyehetseng bakeng sa hao ho Letlole, le hore matsete a Letlole a sebeditse hantle hakae.**

### Ba ka tlasa tlhokomelo

**Bana ke batho bao ka molao le/kapa bao o ba hlokotseng ka ditjelete mohl. bana ba hao, molekane, batswadi, ditloholo, jj.**

## IZINCAZELO EZINOSIZO

Amanye amagama asetshenziselwe ukuchaza imihlomulo yakho kungenzeka ungawazi. Lezi zincazelo zingaba wusizo ekutheni uqonde ukuthi isiKhwama sakho sisebenza kanjani.

### Izindlalifa

Laba abantu abangaphansi kwakho futhi okungabantu owabaphakamisa ukuthi bathole umhlomulo wakho wokushona.

### Isikhwama okukhokhwa kuso izimali esinemingcele ecacile

I-SAMRO Retirement Fund yaziwa njengesikhwama 'okukhokhwa kuso izimali esinemingcele ecacile' ngoba isamba somhlomulo wakho womhlalaphansi (imali esesiKhwameni) uncike ekutheni u-SAMRO ukukhokhele malini esiKhwameni, nokuthi izimali zesiKhwama ezitshaliwe zenze kahle kangakanani.

### Abantu abangaphansi kwakho

Laba abantu abawumsebenzi wakho ngokomthetho kanye/noma ngokwezimali obabhekile isb. izingane zakho, oganene naye, abazali, abazukulu, njll.

## Fund Credit

Your Fund Credit is the total of the contributions paid on your behalf plus investment returns on these contributions at any stage of your membership of the fund and is reflected on your annual benefit statement.

## Eligible Member

All members of SAMRO who earn or have earned royalties, are under the age of 70 years and who have not yet retired, shall be eligible for membership.

## Investment Growth

Investment Managers invest the Fund's assets. The interest earned and growth or "profit" from these investments is regarded as Investment Growth. The higher the Investment Growth achieved, the greater the benefits you will eventually receive from the Fund. However, should the investments underperform; the value of your Fund Credit can decrease. The Fund will provide you with a benefit statement once a year which tells you how much investment growth has been added to your Fund Credit.

## Mokitlane wa Letlole

Mokitlane wa hao wa Letlole ke palohohle ya dinyehelo tse lefilweng bakeng sa hao ho kenyeletswa le phaello ya matsete dinyehelong tsena nakong efe kapa efe ya botho ba hao letlole mme e hlhella setatamenteng sa hao sa selemo le selemo sa kuno.

## Setho se Tshwanelwang

Ditho kaofela tsa SAMRO tse amohelang kapa di ne di amohela ditefello, di le ka tlasa boholo ba dilemo tse 70 mme di so ka di beha meja fatshe, di tla tshwaneleha bakeng sa botho.

## Kgolo ya Matsete

Batsamaisi ba Matsete ba tsetela dithoto tsa Letlole. Tswala e fumanweng le kgolo kapa "phaello" ho tswa matseteng ana a nkuwa e le Kgolo ya Matsete. Ha Kgolo ya Matsete e phahameng e fihlellwa, dikuno tse kgolo di tla fumaneha ho tswa Letlole. Leha ho le jwalo, ha ho ka etsahala hore matsete a sebetse hampe, boleng ba Mokitlane wa Letlole bo ka theoha. Letlole le tla ho neha setatamente sa kuno hang ka selemo se ho bolellang hore ke kgolo e kae ya matsete e kenyeleditsweng ho Mokitlane wa Letlole.

## Imali esesiKhwameni

Imali yakho esesiKhwameni isamba semali okhokhelwa sona kanye nenzuzo yezimali ezitshaliwe kulezi zimali ezikhokhwa esikhwameni noma nini ngesikhathi sobulungu bakho esikhwameni kanti futhi ikhonjisiwe esitatimendeni semihlomulo yakho sonyaka.

## Ilungu elifanelekile

Onke amalungu akwa-SAMRO athola imali etholakala ngokutshalwa kwezimali zesikhwamy noma ake athola lezo mali, angaphansi kweminyaka engama-70 yobudala futhi angakawuthathi umhlaphansi, ayofaneleka ukuba amalungu.

## Inani lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali

Abaphathi abatshala izimali batshala izimali zesiKhwama. Inzalo etholakele nenani ekhule ngalo noma "inzuzo" ephuma kulokhu kutshalwa kwezimali ithathwa njengenani lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali. Ngesikhathi kutholakala inani lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali eliphezulu, yingesikhathi uzothola imihlomulo emikhulu ekugcineni esiKhwameni. Nokho, uma kungenzeka izimali ezitshaliwe zingenzi kahle, inani lemali yakho esesiKhwameni lingehla. IsiKhwama sizokuhlinzeka ngesitatimende somhlomulo kanye ngonyaka esikutshela ukuthi lingakanani inani lonyaka lokukhula kwezimali ezitholakele ekutshalweni kwezimali eselifakwe emalini yakho esesiKhwameni.



**SAMRO**

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