



# Tusaidiane Uganda Limited

## Management Advisory & Implementation Services

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December 7, 2022

**Dear Friends, Clients, Benefactors, Beneficiaries, and present or former Employees of Tusaidiane in Uganda,**

Already in October we informed some of you that Sharifa was not working temporarily for Tusaidiane (U) Ltd, at least for the next few months.

The TUL Board suspended her on the 26<sup>th</sup> of September for 2 months, making room for in-depth investigations into the job execution of Sharifa after the Board was alerted to do so.

After completion of thorough investigations and a planned hearing with Sharifa about the results, the TUL Board resolved on the 3<sup>rd</sup> of December to terminate the employment contract with Sharifa with immediate effect.

The main reasons for the decision of the TUL Board were based on the following findings.

1. She caused severe financial and reputational loss to Tusaidiane Uganda Ltd.
2. Her accountability performance was wanting and could not meet the ordinary and reasonable standards of our national and international donors.
3. Those reasons were aggravated by remarks of several employees, clients, and suppliers about their feelings of fear for Sharifa as TUL partner in operational dealings.
4. In addition, Sharifa put aside the invitation of the Board to defend herself and to appear for a disciplinary hearing.

Tusaidiane Management is apologizing for the long period of uncertainty and for any possible wrongdoing by Sharifa in the execution of her tasks for Tusaidiane Uganda Ltd. With immediate effect Sharifa is not authorized to act on behalf of Tusaidiane in Uganda.

The TUL Board and employees like to express to Beneficiaries in Uganda their ambition to continue with supporting schools, hospitals, health facilities and community-based organizations with donor investments in education, health care, clean and safe drinking water, and income generation.

For the Board of Directors of Tusaidiane Uganda Ltd, with kind regards,

Kees Ebskamp, Chairman