

**Subject:** Re: Vogt  
**From:** Knysna Keep - Mike <mike@knysnakeep.org>  
**Date:** 2014/07/09 6:07 AM  
**To:** Leslie Pieters - Emporium Knysna <leslie@emporiumknysna.co.za>

Thanks, Leslie.

On 2014/07/08 02:46 PM, Leslie Pieters - Emporium Knysna wrote:

Hi Mike

I got back to Knysna yesterday. I was not able to respond to your questions whilst away as the internet was sketchy at best, so apologies for the short delay. I have set out my responses beneath your questions. For the sake of clarity and unambiguosness, at the suggestion of ODA, I was invited by the board of Knysna Tourism, to observe the process with regards to the hiring of a new CEO for Knysna Tourism. I was provided with a full set of documentation, was party to the interviews held with the candidates, and was involved with all discussions pertaining to the candidates and their suitability. My responses to you are given in my capacity as an observer. I have also made use of my institutional knowledge of the organization.

For the sake of transparency, I am copying your questions and my responses to all parties concerned.

Kind regards

Leslie

**Leslie Pieters**

**Emporium Concepts**

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Quartet of Cuisines



**From:** Leslie Pieters [<mailto:grumpy60@icloud.com>]  
**Sent:** 07 July 2014 04:30 PM  
**To:** Leslie Pieters  
**Subject:** Fwd: Vogt

Sent from my iPhone

Begin forwarded message:

**From:** Knysna Keep - Mike <mike@knysnakeep.org>  
**Date:** 20 June 2014 at 10:02:34 SAST  
**To:** Leslie Pieters <grumpy60@icloud.com>  
**Subject: Re: Vogt**

Thanks, Leslie. These questions can be answered as either the observer to the hiring process or as a Tourism member:

- 1. How is the process not complicated by Dirk Joubert having worked with Greg Vogt and then being hired to manage a process that hired Vogt?

ODA has fulfilled the role of facilitator with many Municipalities and Tourism authorities for many years. ODA has served as a consultant to the Knysna Municipality for the best part of 14 years. During that time in my capacity as a Board member and later as Chair of the board, I was involved in many interactions with ODA and Dirk Joubert in particular. He has been involved in the selection process of the past 4 CEO's of Knysna Tourism. In each case he had worked with, had knowledge of, or had interacted with various candidates that had applied for the position. This time it was no different. The process in each case, including this one, required the sorting out of over a hundred applicants, to a short list, then after more checks and balances, to a final five candidates. Dirk Joubert's role as the facilitator of this process did not compromise or complicate the process.

- 2. Lauren Waring, as town manager, has denied the public any course into understanding what happened with Tourism's finances under Shaun van Eck (and the Board Directors), blocking with the statement that they are a Section 21 company. Yet she is the accountant authorising the grant-in-aid and is now involved in the process whereby the CEO, the ex-Chairman of the Board, is hired. Do you not see any conflict in the latter?

I am not able to comment on the first part of your question as I am not sure that your statement is accurate. On the 2<sup>nd</sup> part of the question, I don't believe that there is a conflict. To be specific, the CEO' contract is for one year only, with the incentive of a 3 to 5 year contract if the key objective stated in the advert for the position is met "to successfully contract the Municipality and the business community for the delivery of a competitive range of commercial services" My understanding is that this directive was issued by Council to the MM. I did not sense any conflict of interest.

- 3. It was bizarre how the hiring process was presented. Have you ever encountered such detail regards Tourism or Knysna Municipal hirings before?

The identical process and procedure was followed in each of the previous 3 CEO appointments.

- 4. It seemed to seek diversion away from the two main facts that 1) Vogt is involved in the elephant abuse scandal 2) That 3 Board members (Lauren Waring, Stephen de Vries and Nan Raturat) work with him and chose him?

Perhaps that is why an independent observer was invited, and in that regard I can confirm that the successful candidate was not "chosen", but rather scored the highest, including an independent assessment, carried out by one of the country's most reputable assessment centres, "Evalex" The evaluators of the assessment had no knowledge of the identity of the candidates.

- 5. Vogt was the manager of Knysna Elephant Park for 7 years, the same park that is under public scrutiny and humiliation. Whether innocent or not, how could the hiring process not risk the image of the Knysna brand by hiring him? Why not play safe?

Greg's involvement with the Elephant Park, was discussed in depth during the process.

- 6. You are obviously a respected Knysna Tourism member to have been included in this process. Do you believe that Greg Vogt is the best person for the job?

The process was thorough, and professional, and took the best part of 20 working hours to conclude. The consensus of the panel which included me concluded that Greg was the best candidate.

- 7. If you say yes, are you prepared to vouch that Vogt will not be charged criminally for what happened at Knysna Elephant Park or be implicated in any failure of financial oversight of Knysna Tourism during or after Shaun van Eck's reign as CEO?

No member of the panel can vouch for the eventuality or not of a criminal prosecution. Similarly for any failure of financial oversight, past or future.

Thanks for your cooperation.

On 2014/06/18 01:29 PM, Leslie Pieters wrote:

Hi Mike

Of course I am prepared to answer questions. I am currently overseas with limited internet connectivity. You can other e mail me your questions or I shall be back in Knysna on the 7th July. I wait to hear from you.

Regards

Leslie

Sent from my iPhone

On 18 Jun 2014, at 11:43, Knysna Keep - Mike <mike@knysnakeep.org> wrote:

Hi, Leslie. Following up on the appointment of Greg Vogt as Knysna Tourism's CEO.

Are you prepared to answer questions?

Thanks.

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Mike Hampton  
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Woody Allen: "Confidence is what you have before you understand the problem."

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