

November 2014

powerlines

Achievements

Merit Award for Pelican Park

Power Construction and the City of Cape Town received a Special Merit Award for the Pelican Park Integrated Housing Development. The award is in recognition of the company working in successful partnerships with all stakeholders for the benefit of the community. The project includes all housing categories, namely BNG, FLISP, GAP, and the Affordable Housing.

The 2014 Southern African Housing Foundation Awards Ceremony took place on Tuesday, 30 September, at Moyo, Kirstenbosch, Botanical Gardens in Cape Town.



Marlene Cronje scoops coveted Woman of the Year Award

Congratulations to Marlene Cronje who was awarded winner of the 2014 PPS Professional Woman of the Year Award in August, in Johannesburg. Marlene received this award for the excellent work she's been doing with Go for Gold.

Go for Gold is a non-profit organization founded in 1999. The program is a partnership between the Department of Education in the Western Cape and the construction industry and other related industries. The purpose of the program is to address the critical skills shortage in this industry by supporting learners from disadvantaged communities. Power Group is a long-standing partner of Go for Gold.

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No will?

This is why you should have one

By Hannchen Louw, Director, Power Developments

No matter how small or large your estate, it is important for you to have a will. As the saying goes, the only certain things in life are death and taxes.

You need to make sure that everything is in order before you pass away to ensure that you do not ruin the wonderful memories your loved ones will have of you by leaving your affairs in a disorganised state. A will is even more important when you leave minor children behind. In the absence of a will, the law protects children's assets in the guardian's fund until they become 18, which makes provision for their maintenance.

A will is a relatively simple document and can be drawn up fairly quickly. You must bear in mind that the Wills Act has very specific requirements as to the signing and witnessing of a will. It is better to get professional advice and not run the risk of a will that is unenforceable. A will is something that needs to be updated regularly as circumstances may change: you may get married or divorced or have a baby or many other things. The law does not require you to leave anything to anyone; it is entirely your choice; except for some laws and pension fund rules which protect the rights of surviving spouses and other dependants. If you are divorced and are paying maintenance in terms of a divorce order, such orders will operate against the estate and the executor will have to make provision for the continued payment of maintenance for as long as the order prescribes.

In order to prepare for writing your will, you will need to think through some of these questions:

Who do I need to make provision for?

Who should be the executor of my estate?

Do I want to provide for a trust to look after my minor children and ensure that their school fees are paid?

Who do I trust to be the trustees of such a trust?

Is there a specific charity that I want to leave something for?

Do I want to leave my favourite chair to my favourite niece?

The drawing up of a will goes hand in hand with estate planning, making sure that estate duty and capital gains tax are minimised and that your loved ones have access to money after your death. Remember that all bank accounts are immediately frozen when you die. The Master of the High Court oversees all deceased estates and the administration thereof to ensure that the wishes of the testator are complied with and that there is correct accounting and record keeping.

A will can further contain your wish as to what should happen to your mortal remains after you die and which song you wish to be played at your funeral.

You are welcome to call me should you wish to discuss your will.

Provident Fund Q&A

Do my loved ones get any benefits from the company when I pass away?

Yes. The Provident fund has a risk portion built into it and will pay out, upon death, a funeral benefit which will cover some of the funeral costs. The disposal of death benefit will also be paid out to the beneficiaries (at 4 times the annual salary).

Can I name which beneficiaries should receive something at my passing?

Yes, you may nominate beneficiaries. It is important to keep the nomination form updated.

If I forget to name any beneficiaries what will happen to my death benefits?

The process of finalising the disposal of death benefit will be prolonged. The managing committee will make a recommendation

to the board of trustees. When recommendations are made, dependency will be taken into account, if any beneficiaries come forward.

Who can I speak to, to discuss my death benefits or preferred beneficiaries?

Beneficiary nomination forms may be obtained from Deon Thys (waged staff) or Stephen Charles (salaried staff).

If you have any questions about the provident fund or other benefits, speak to Deon (extension 1433) or Stephen (extension 1430).



Management talks



Graham Power
Executive Chairman

Why should someone consider working in the construction industry?

This industry creates infrastructure for the poor, roads and dams for communities; and provides some families their first home. Very few careers can give one such sense of fulfilment.



Chano Hughes
National Director: Civils

How would you assure someone that they're joining a good team at Power Group?

I don't know any other company that develops people the way that Power does. Power Group creates unique opportunities for staff to enhance their skills and experience.



Paul Thiant
Director and Regional Executive: Coastal

What is the value of good relationships with the public, suppliers or subcontractors?

In our industry, our relationships with the public, suppliers and subcontractors will have an impact on winning tenders. Good relationships also gives us an edge over competitors and in the end supports our strategic growth.



Peet Reyneke
Regional Executive: North

Why is safety important?

We want our employees, subcontractors and suppliers to return home unharmed every evening, because their families need them. Please work safely; your family is dependent on you.



Fanie van der Westhuizen
Executive: Plant

What is the one thing you would like our staff to remember or know about our clients?

The company's existence is dependent on our clients; therefore treat them with respect by delivering high quality products, delivered on time.



Johnny Moore
National Executive: Building

Why should someone consider working in the construction industry?

The construction industry has the privilege of practically helping to build up our beautiful country. When we improve infrastructure, we directly impact multiple communities.



Stefan Bothma
CEO, Power Developments

How would you assure someone that they're joining a good team at Power Group?

We stand for integrity, quality, ethics and above all things, the growth of our people.



Power Group Enterprise Development

Enterprise Development (ED) aims to accelerate the development, sustainability and ultimate financial independence of small to medium-sized, black-owned enterprises. ED forms part (15%) of Broad-Based Black Economic Empowerment (BBBEE) which aims to increase the effective participation of the majority of South Africans in the economy. The Power Group sees ED as an opportunity to contribute towards the development of the people of South Africa. The company's ED programme entails providing guidance, advice and support to growing enterprises to develop their resources, experience and personnel.

The following companies are ED partners of Power Group:



Atashe – African Traffic Audit Safety Health and Environment (Pty) Ltd is a company established for the purpose of job creation and improving their clients' Health and Safety specifications. Atashe provides CETA-accredited training and mentoring to construction contractors.



Kloofzicht Logistics - Kloofzicht Logistics is a transportation company which utilises 10m3 tippers to transport sand, stone, rubble and tar. Their main clients include the City of Cape Town & Power Construction.



Westland Civils – Westland Civils was established in 1997 in Vredenburg. Their services include civil infrastructure, bulk services, sewer lines, water networks, roads and substations. Currently they have 67 full time employees and 50 part time employees.



Shar Civils - Shar Civils CC is active in the Western Cape and specialises in township development, hard and soft landscaping, roads and services, pipelines for water, sewer and storm water reticulation, earthworks, concrete works and paving.

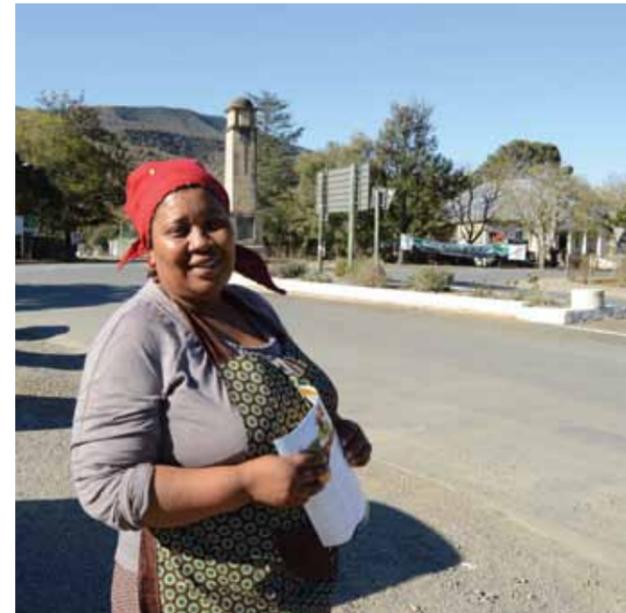


Smart Civils –Smart Civils is a civil construction company with offices in Cape Town and Johannesburg. Their services include roads, earthworks, pipelines, concrete and steel structures as well as turnkey projects.



Moses Civils – Moses Civils is a Cape Town-based civil and mechanical engineering construction company. Currently, Moses Civils is working alongside Power Group as sub-contractors at the Pelican Park Integrated Housing Development.

Supporting local businesses in Bedford



Nomzamo Calana – Ntsikelelo Trading and Suppliers

Nomzamo Calana is a local woman who grew up in Bedford, in the Eastern Cape, and has lived on the surrounding farms throughout her life. Previously, she supplied fire extinguishers and first aid kits to a construction project in the area. When Power Group's, Amakhala wind farm project began, she saw a need for food to be available for the construction workers.

A few weeks later, in July 2014, she opened a kiosk at Amakhala called Ntsikelelo Trading and Suppliers. Power Group has given her the space rent free, which has allowed her to keep her costs to a minimum. She employs two people and provides food and snacks for those working on the site.

Power Group has blessed her with this great stepping stone for building up a small business and for potentially reaching her goal of owning her very own bed and breakfast.



Zingiswa Khoza – NZ Khoza General Trading

When the Amakhala wind farm project began, the Bedford community nominated Zingiswa Khoza as a trustee on the project. She was then introduced to Stephan Nel and Dino Tassan who informed her that Power Group needed a company that would organize accommodation for their employees.

They put out a tender for the position and Zingiswa Khoza submitted her tender and it was awarded to her. She registered her business, NK Khoza General Trading, on 27 July 2014 when she and her husband began working with Power Group. From earning a volunteer stipend at a clinic, she is now earning a salary and building up her business to be sustainable.

Zingiswa has always dreamed of having her own business and Power Group helped that dream come true. She continues to strive towards owning a B n B and eventually a 5-star hotel.

Vlaeberg site spreads smiles

18 July is an important date for all South Africans, but this year it held even more significance. 2014 was the first year that we celebrated Mandela Day, without our loving Tata. Power Group, EFG and Atashe came together this year to make the lives of the local children a little better, even if it was just for a day. 107 children from the Lynedoch area were treated to a day at the movies, held in their school hall.

It was a wonderful joint effort from various members of Power Group. Thanks to the IT department, the children were able to watch Frozen on the big screen. The staff of the Vlaeberg site spent the day making popcorn, boerie rolls and juice. The marketing department

donated cool drink bottles for each child. To keep out the chill of winter the site staff of Vlaeberg donated caps and beanies for all the children. The children all received party packs from EFG and a boerie roll from Atashe.

All in all we want to thank the staff of Vlaeberg and all those that came together to make this day special for the children, even though we probably had more fun than the kids did.



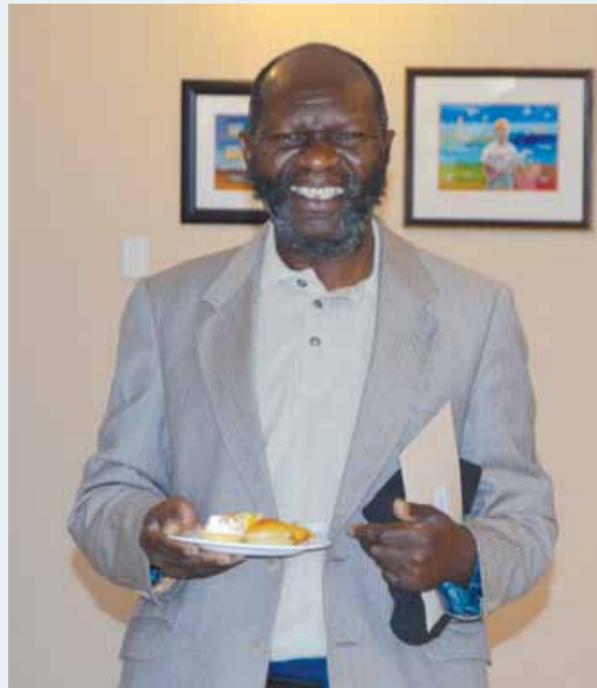
Farewell

Joseph Sithilanga Tshaka

It is with great sadness that Joseph Sithilanga Tshaka is retiring from Power Group after 30 years of service. He is returning to Katkop in the Eastern Cape. During his time with us he witnessed men growing old, men finding wives here and countless people coming and going through the company's doors.

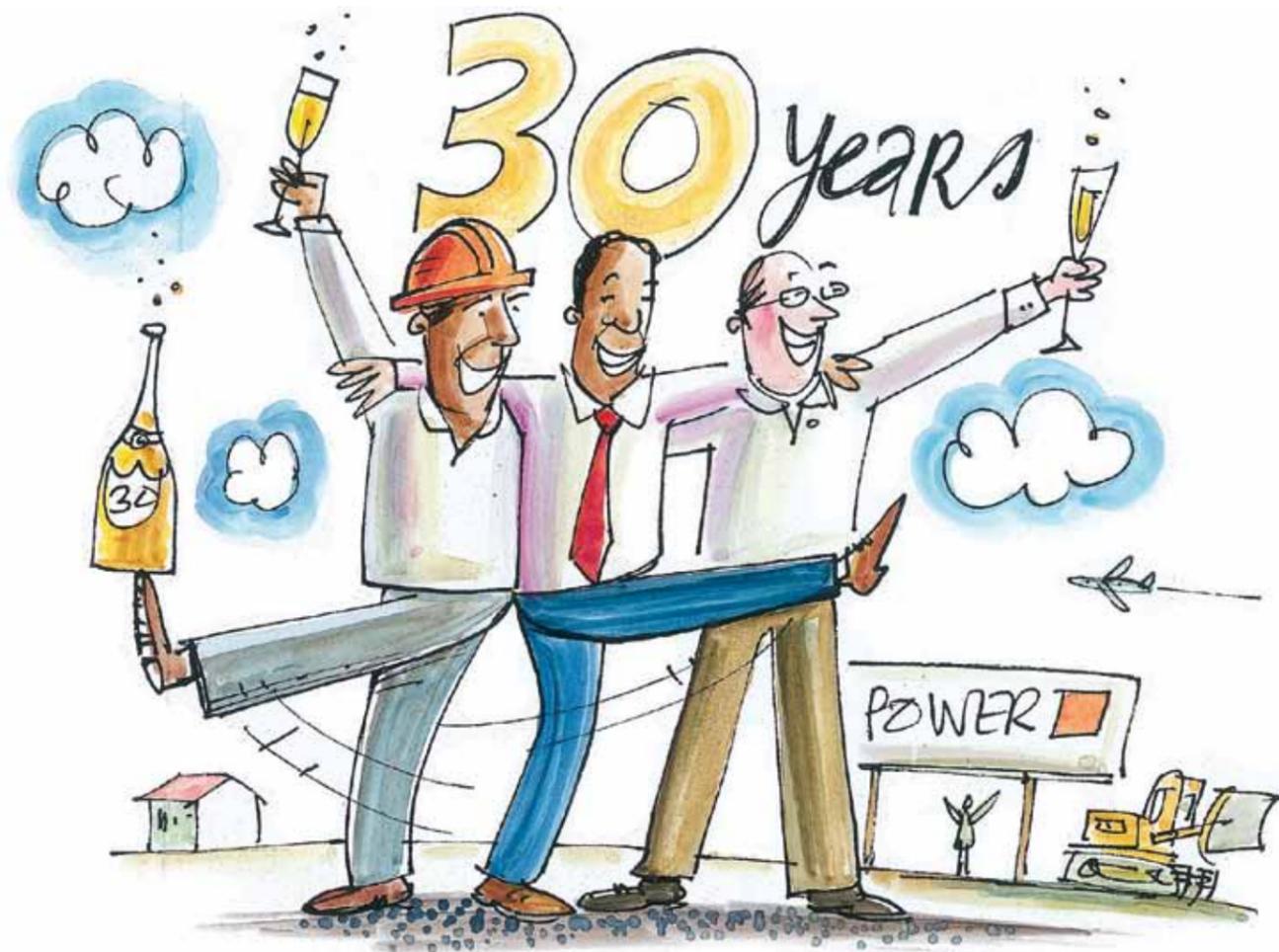
In addition to his work at Power Group he is the Chairman of the Burial Society and he founded a choir in 1996. His message to the young Power employees is this: "you must work hard and learn to respect authority and to work for others."

Thank you for your faithfulness and diligence Joseph; it has been a privilege working with you for the past 30 years.



Long Service Awards

Congratulations to Louwtjie Louw, Fanie vd Westhuizen and Jacques du Preez for your 30th anniversaries with the company.



Gary Hirst is presenting a paper in the U.S.

In 2012, Power Group was awarded the tender for the airport runway rehabilitation project at Cape Town International Airport and East London Airport. At the start of these projects, it became evident that Power Group was not on the right track to meet the handover deadlines or the smoothness requirements for the finished project.

After much deliberation, detailed investigations and some out of the box thinking, a decision was reached to purchase 2 first-in-Africa 3D milling-machine control systems at a cost of R2.5 million. The system drastically reduces the survey requirement and automatically controls the level of the milling drum. It pushes up overall production and accuracy, which is exactly what we needed.

In true Power-fashion, the site teams under the leadership of Niel Burger in Cape Town and Martin Hart in East London embraced the new technology. They overcame their fear of 'this new thing' and made a huge success, they achieved their objectives and ACSA was very pleased with the outcome.

Trimble Dimensions User Conference is a convention in Las Vegas that is organised by Trimble, the 3D milling-machine control supplier. This convention takes place every two years and is open to Trimble staff and users from across the globe to discuss products and unveil new technologies. It is expected that 3500 people will attend the 2014 Trimble Dimensions User Conference.

Along with demonstration and teaching sessions, select users of Trimble's products and technologies are given the opportunity to make presentations on what they have learned from using the



various technologies. On request of Trimble Africa, Gary Hirst submitted a paper entitled: Runway Success Using Trimble 3D milling. His paper was selected and on 3 November, Gary will present his paper at the conference, in the Mirage Hotel, Las Vegas.

Once again, Power Group has shown that we are leaders in using technology effectively to solve construction problems.

Housing delivery a challenge, but we're ready

By Nick Ferreira and Steven Levey

The 3-day Southern African Housing Foundation (SAHF) conference, Affordable Housing Opportunities for Southern Africa, held at the Lord Charles Hotel, from 29 September 2014, confirmed how complicated it is to satisfy the constitutional right for a house, in South Africa. Various speakers from around the world – USA, UK and SADC Countries – deliberated on the challenges in housing-delivery; and the sustainability of providing free housing for every person.

Finding a workable solution to provide adequate housing to millions of South Africans is a monumental challenge and is not an easy problem to solve.

Throughout the conference proceedings and in various networking sessions with delegates from sub-Saharan counties, the Power Group name was well-regarded as one of the leaders

in the affordable housing market in South Africa. The Pelican Park Integrated Housing Development was mentioned and used as an example of a successful integrated development, not only in the Western Cape, but also throughout the country.

We received great feedback from our exhibition and the presentations made by Poens Venter and Graham Power; and on a number of occasions our company was recited as a key player in the industry that knows what it is doing.

Our experience at the SAHF conference was fulfilling and we are proud to be part of this company. The company's desire to do the right thing and its commitment to Unashamedly Ethical makes people take note of how we do business and leaves an impression on people's minds.

Final Word

By Peet Reyneke , Regional Executive: North

After watching Power Group from a distance for many years and observing the manner in which they do business, I accepted the offer to join the team in July 2014 as Regional Executive-North. Previously, I was employed at AVENG Grinaker-LTA and in 2009 made a personal commitment to Unashamedly Ethical. When I came to the realisation that my personal values and principles aligned with those of Power Group, the move was an easy one.

Work has moved me around South Africa. I have worked and lived in Gauteng, Mpumalanga, Kwa-Zulu Natal, the Western Cape and Limpopo and fortunately my family has followed me wherever work has taken me. My wife is a qualified lawyer, but chose to support me in my career and raise our children.

I have three children, two of which are already studying at the University of Pretoria. I am blessed to have a family that loves me and supports the work that I do. My passion for my job does not override my passion for my family. I needed to work in an environment which placed a heavy emphasis on doing business ethically

and valuing employees. I have found great satisfaction in working for a company that is focussed on improving the quality of life in Africa.

My passion is to develop people and influence them. It is critical for employees to understand that each individual has an impact on the organisation.

Power Group is focused on developing people and growing its staff's abilities. I fully believe that if Power Group continues to work on being a preferred employer, we will consequently become a preferred contractor.

The construction industry is dynamic and fluid, and presents big challenges and great work satisfaction when jobs are completed successfully. We have been given a great privilege to improve the lives of many people, which we can achieve by striving towards excellence in everything that we do.

Someone once said: "Every job is a self-portrait of the person who did it. Autograph your work with excellence."



Power Group is focused on developing people and growing its staff's abilities

Registered Engineers

Congratulations to Gerrit Cornelissen who has recently successfully registered as an engineer with the Engineering Council of South Africa; joining the company's Poens Venter, SP de Villiers, Johan Bosman and Alex Steyn.

Vision

To be recognised and respected as the first choice supplier of civil, building and property development services as we lay the foundation for growing successful business partnerships in realizing our 100-year dream.

Purpose

To improve the quality of life in Africa through infrastructure development.

Contact details

We would love to hear from you, so if you have any comments, stories, ideas or interesting news to share, please contact **Antoinette** at aherselman@powergrp.co.za or 021 907 1300

You may also like us on Facebook #PowerGroupOfCompanies

