

# PEOPLE'S PRESS

## THE DIRECTOR'S CHAIR



### ANTHEA MYATT ACHIEVES MBA CUM LAUDE

When one of your bosses (CFO of Bidvest Freight) calls you and suggests you study together for an MBA, you feel obliged to agree. This is how BIL's Financial Director, Anthea Myatt, explains her decision to study for an MBA, which she then went on to achieve Cum Laude.

"Nosiphesihle Mbongwa, Bidvest Freight's CFO, was the driver behind this mammoth undertaking. And I am so grateful as the insights we gained are invaluable," says Anthea. Together with former Bidvest SACD Financial Director Nirakasha Sookraj, the three ladies undertook the MBA together. "The support we gave each other was amazing. Women power! We all had the same challenges in that we have husbands, children and high demanding jobs."

The two-year course was through the Stellenbosch Business School and mostly online. "We went to the University for our last elective and it was awesome to have face to face lectures for the first time." The pictures are during our elective week when we attended the Design your Future module with Prof. Dr. Sebastian Kernbach from Stanford University.

So how did these executives manage to strike a balance between personal, professional and academic life?

"I have always been a busy person so I didn't know how I would be able to find available time to study. But surprisingly you do. You realise there will be sacrifices, so you plan ahead and prioritise the most immediate tasks. I would start studying at 5am every weekend so that by midday I could spend time with my family. However sometimes I would spend the entire weekend completing assignments or preparing for exams. But I still didn't realise how much I sacrificed until it was over



Nosi Mbongwa (standing) with Nirakasha Sookraj (left) and Anthea Myatt (right).

and I could spend more time with my family and friends and to have the simple pleasure of reading a book. You get into the momentum and adjust your schedule around what you need to do.

"It was worth the sacrifice. We have learnt so much from a leadership and personal perspective."

Anthea shared some insights gained from the various modules.

"One of the modules I enjoyed was Contemporary Decision Making. It highlighted that as human beings we have an unconscious bias

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L-R: Nirakasha, Nosi and Anthea with Professor Sebastian Kernbach from Stanford University.

when making decisions. We don't realise how much our own experiences, cultures, religion or upbringing for instance could influence our decision making. To avoid this trap, I started engaging more with team members to get their perspectives, doing more analysis and/or research, to assist in making a more informed decision and not just making decisions based on gut feel.

"In the Leadership module I learnt more about myself, my strengths, potential development areas and my leadership style. We operate in a dynamic environment and it is important to take people along the journey to drive innovation and change. 'Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.' (Harvard Business School definition of leadership). A helpful tool I learnt is to do reflective journaling by writing down events that occurred during the day. This is to reflect, learn from that experience and to implement improvement strategies.

"I also learnt about strategy formulation and execution. If companies don't evolve, they can be irrelevant tomorrow. We operate in a volatile, uncertain, complex and ambiguous environment. Consumer demands are constantly changing. Technology changes at a rapid rate. We always need to be ahead

and make sure BIL remains relevant in the environment in which we operate."

#### ***Any advice to staff from the knowledge you have gained?***

"What I would love is for our BIL people to have a curious mindset. Can I do this task more efficiently? Why am I doing this task? Is there a better way of executing my task? We also need to leverage the strengths we have within BIL and, if we collaborate more, we can take BIL to the next level. Furthermore, employees should ensure that data captured in the system is accurate and complete. We use this data for internal and external reporting and many strategic decisions are made based on the data extracted from our systems. If the data is incorrect, this could lead to the wrong decisions being made for the business."

Anthea achieved an overall mark of 75,8%, earning 12 distinctions in: Managerial Accounting; Corporate Finance; Contemporary Decision Making; Accounting for Decision Making; Organisational Behaviour; Leadership Development; Digital Enterprise Management; Research Methodology and Assignment; Perspectives of African Frontiers; Strategic Management; Negotiation Skills; and Design your Future.

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In closing Anthea said, "My deepest gratitude for the immense support I received from our MD Craig Mountjoy, who sometimes read my draft assignments and provided input, as well as my team and direct reports who supported me during my MBA journey."

#### ***A new role within Bidvest***

Anthea will be continuing her journey and transferring from BIL and the Freight Division to the Services Division within Bidvest. Says Craig Mountjoy, BIL MD, "Anthea has been offered a Cluster CFO role within the Services Division, starting in May. She joined BIL in December 2016 and has successfully seen us through the difficult COVID period, the transition from Panalpina to EMO and the JHB office move to Greenstone to mention but a few. She will now be swapping Freight and Logistics for Security and Airport Lounges, among other activities in the Services Cluster. We congratulate her on this exciting new chapter and thank her for all her positive contributions over the years. All the best in your new Bidvest role Anthea."



## BIL ACHIEVERS



### ROSSLYN ACHIEVES 98% IN FIRST EVER SQAS-AFRICA WAREHOUSE AUDIT



L-R: Bobo Mhlambi, GM Warehousing; Vanessa Eaton, Compliance and Risk Auditor; Herman Pretorius, Facility Manager; Meri Wewege, SHERQ Co-ordinator and Adri Cronje, Superintendent.

A big congratulations to Rosslyn warehouse on achieving 98% for its first CAIA SQAS-Africa audit, as confirmed by the Lead Auditor.

Says Vanessa Eaton, BIL's Compliance and Risk Auditor, "I know a lot of preparation went into this audit and the result confirms this. I am proud of how you all conducted yourselves during the audit, having the information ready on time, being open to new learnings and improvement opportunities and as always, your kind hospitality.

"The 2nd/3rd party audits provide a platform for a 'fresh set of eyes', for us to improve as an organisation from the knowledge shared during the audit. Taking into consideration that this was your first CAIA WHS Audit, you should all be very proud of yourselves. Great job team!"

A big thank you to Meri Wewege, Adri Cronje, Herman Pretorius, Bobo Mhlambi and Vanessa Eaton for their dedication and positive attitude shown towards the audit.

### TARYN DAVEL AWARDED TOP STUDENT IN GIBS WOMEN IN LEADERSHIP PROGRAMME



Congratulations to Taryn Davel, Finance Manager for the IL Division, on successfully completing the Women in Leadership course at GIBS Business School. Taryn was awarded top student. "I strongly believe in hard work and dedication as it pays off," she says. We are so proud of Taryn's amazing accomplishment.



### ALMIRA REDDY COMPLETES SAATCA REGISTERED LEAD AUDITOR TRAINING

Congratulations to Almira Reddy, SHERQ Coordinator, on completing the SAATCA Registered Lead Auditor Training with Risk ZA.



Andre receiving an iPad from Debbie Moodley of SAAFF.

### ANDRE WINS YOUNG FREIGHT FORWARDER SA COMPETITION

A big congratulations to Andre Gerber, Customs Compliance and Audit Officer BIL, on winning the Young Freight Forwarder SA competition. We look forward to interviewing Andre in the next edition of People's Press on his outstanding achievement.



## NTOBEKO DLAMINI FROM KZN FINANCE HAS DONE IT!!

A big congratulations to Ntobeko Dlamini from IL KZN Finance on passing his first year of CTA. Passing his exams despite many challenges definitely serves as a catalyst to do better at every turn in life, a motivation to move forward with a sense of achievement. We could not be prouder of you Ntobeko. Wishing you all the very best for your 2023 academic year and completion of CTA. This is your year.

### Ntobeko's story

Two years ago, I decided to return to school after a three-year hiatus. My name is Ntobeko Dlamini, and this is my story so far.

I had been putting off studying further until tragedy struck and I was forced to decide. I had to choose between a very costly course (MBA) or an extremely hard course (CTA). The choices didn't end there. At close to R100k, CTA wasn't really affordable, so I had to consider that sacrifice on my finances. Further, I would literally only have time for work and study, no personal life whatsoever for two years due to the immense volume of work in the CTA course.

So why do this if it's going to disrupt my life in so many ways? Well, I'm a qualified accountant already but I realized that my current qualification was more suited to someone who wanted to open their own accounting firm. In corporate almost all senior finance roles look for a CA (SA). To register as a CA (SA) you need CTA. Also, I just wanted to test this theory that CTA is one of the hardest degrees in SA.

I had to make a lot of sacrifices during the year. I missed a lot of friends' celebrations and other important dates. I had to put renovations on hold until I could afford them and my car is really crying for some maintenance. I was lucky to have an understanding support structure, which you can't underestimate. You really don't have a life while doing this course, so you need family and friends who are understanding of the task at hand.

The course itself is incredibly challenging and fast paced. You can't afford to fall behind as you literally won't catch up. I found myself

very frustrated a lot of times, struggling with concepts and principles that just eluded my understanding. It does test your mental fortitude, some even start questioning if they're smart enough to do it.

July and August were the hardest for me. We were heading for Test 2, one of the most important tests of the year and then we had the floods. My area had no lights or connectivity for close to two weeks. I was a sitting duck and I really went through a low point because of that. I even considered not writing the test as I knew there was no way I could get a good grade.

Test 2 is meant to simulate the final exam, so it was going to be exceedingly difficult. I decided to write anyway, telling myself that I would use it to gauge my progress and just forget about the marks. I failed both modules, but my marks were way better than expected. My year average took a serious beating, so much so that I considered restarting the year.

The school offered us such an option, to start over with the mid-year intake. I wrote to them to say I wanted to restart. I spoke to my partner and my professional partner. All three disagreed with my choice and encouraged me to push through. I pushed through and I made it! So, I go again into the final year, hopefully I'll bring good news this time next year.

If I had to say what worked for me was an unwavering commitment to give it my best. I didn't want to fail and then say if only I had done more. I also used the power of 1, that is 1% is always better than 0%. So, no matter how I felt, I always put in some hours. I looked at this challenge as playing a champion's league final or heavy weight fight.

My opponents were not going to go easy on me and I couldn't go easy on them either. I did not want any regrets at the end of the match. I have won the first half, we go again.

I couldn't have done this without my support structure at home and at BIL. My friends would text me on a Sunday to say they were going out but not inviting me as I was probably writing an exam. Finance team, thanks for the encouragement. Ronelle, Taryn, Xolani and Hlengiwe, thank you for pushing me and having my back.

Throughout the year when I felt down, I would read two poems that I think everyone should read at least once in their lives, viz: "The Man In The Arena" by Theodore Roosevelt and my favourite "Invictus" by William Henley. I hope my story inspires you to follow your dreams, whatever they may be.

It's never too late to start over, as Roosevelt said:

*"It is not the critic who counts, not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotion, who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement and, at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."*



# WHAT DOES ADVOCATING FOR DIVERSITY AND INCLUSION ACTUALLY LOOK LIKE IN OUR SUPPLY CHAIN DAY-TO-DAY LIFE?

By: Lebogang Letsoalo | The Supply Chain Coach

Sincpoint | AWISCA | Black Industrialist Group | Supply Chain Coach



Lebogang Letsoalo, advocating for diversity and inclusion in supply chains.

For us it is not enough just speaking of empowerment, we are taking it from the boardroom to the streets!

Today we are revealing our “flagship brand”. It is about shifting the mindsets of the industry and the general public to build an inclusive environment for women within their supply chains to thrive – not just to drive.

For Sincpoint and AWISCA there is no better tool more powerful than spreading the message of empowerment through our collective voice for women in Procurement, Transport and Logistics. Our growth in business is taking along women, youth and entrepreneurs through offering end to end integrated supply chain solutions to our clients, spreading across optimisation,

mentorship and coaching, entrepreneurship development, transport management solutions and logistics outsourcing. Partner with us as we take our business to new heights by smashing the old paradigms and creating a better, more inclusive business model for women to cement themselves in value chains vastly dominated by males.

*We acknowledge the honour bestowed on us by Bidvest International Logistics who have taken a gamble on our path to steadily grow, and for believing in our vision through their entrepreneurship programme.*

Look out for these trucks on the road and honk at the drivers to show support!!!



Newly branded Sincpoint truck and trailer

# OVERLAND LOGISTICS



## OVERLAND LOGISTICS STRATEGY SESSION



L-R back row: Taryn Wenlock (Roadfreight SHERQ Manager); Chrisna Bruwer (National HR Manager); Preshan Moodley (Financial Manager); Ezelda Botha (General Manager); Shannon Wellcome (General Manager); Stephen Smith (Director); Lawrence Aldworth (National Compliance and Risk Manager); Bobo Mhlambi (General Manager).  
L-R middle row: Claudelle Diedricks (Finance Manager); Ishan Hutharam (General Manager).  
L-R front row: Veren Jackpersad (National HR Manager); Sivan Govender (General Manager); Marcus Ellappan (Operations Director).

The go live date for the OVERLAND LOGISTICS product is fast approaching. The purpose of the strat session was to define key strategic objectives that will ensure a smooth transition.

### *Our focus areas revolve around:*

- Boosting productivity • Reducing costs • Billing accurately
- Increasing customer satisfaction • Maximising operational efficiencies • Accelerating our digital transformation

## OVERLAND LOGISTICS PURCHASES TWO BRAND NEW ISUZU FTR850 8 TONNER VEHICLES

BIL Overland Logistics received delivery of two brand new Isuzu FTR850 8 tonner vehicles. The truck bodies are equipped to carry higher volumes than standard 8 tonners. This helps with maximising vehicle utilisation and improved revenue per shipment. The new vehicles will be deployed to the BIL Elandshaven and Denver sites for the transport operations.





## COASTAL DIVISION DRIVER OF THE YEAR AWARDS 2022

The awards function for BIL Transport has been an annual tradition for over a decade. We are extremely happy to have been able to hold the function in 2022 after a long hiatus due to the pandemic. We are continuously striving for excellence in everything we do and it is no different when it comes to our drivers. Our drivers form the face of our business and perform the actual function of getting goods delivered safely to various customers.

The KPIs are measured monthly and those that achieve excellence consistently over the 12-month period stand a chance of winning

the Driver of the Year award. I would like to congratulate our current winners and wish them all the best for the current year as the competition is strong.

**Drivers have several KPIs to adhere to, including:**

- Harsh acceleration • Harsh braking • Speeding
- Over rewing • Fuel consumption • Bidtrack camera
- Attendance • Paperwork
- Truck cleanliness • Incidents

*A big congratulations to our winners*



1st – Levi Rakaki



2nd – Maclaren Holweni



3rd – Phakamani Mncube



The awards were handed out by Sivan Govender, 2nd from left, seen here with L- R: Preshan Moodley, Marcus Ellappan and Kevin Govender.

## WELCOME TO EAST LONDON'S NEW OPERATIONS MANAGER

On 3 January 2023 Damian Bain joined the East London warehouse as Operations Manager. Damian brings a wealth of experience to the Warehousing Division. He previously worked for 12 years at Anax Logistics in warehousing, logistics services, production, safety and company development. He was also a stand-in contracts manager for four years. We'd like to welcome Damian to BIL and look forward to a great working relationship with him.





## OUR RISING STAR BOBO MHLAMBI

In June 2005, a young man walked into Skietlood office wearing board shorts and flipflops to go with his dreadlocks. "It was a Friday so I was dressed in my casuals. I noticed Maria staring at me and realised I might be in trouble. This was confirmed when she asked who the person was dressed like he was going to the beach," says Bobo.

A lot has happened in the 18 years since Bobo began working as a temporary filing clerk at BIL.

Following a long journey of promotions, Bobo is now GM Warehousing for Pretoria (Rosslyn, Brits and Silverton). He is responsible for the Commercial operations of the business units under his control to ensure that they are run profitably, safely and in accordance with the organisation's Standards and Procedures across the region as a whole.

Bobo was appointed GM in September 2022, having previously held the role of Facility Manager for Logistics Park Unit 2 since 2014. He has a team of 294 staff, based at Rosslyn as well as at five client managed sites.

"I am enjoying my new responsibilities. The job naturally comes with challenges every day and some firefighting along the way. I have a lot to learn in terms of the different products. Where previously I was more involved in hi-tech at Logistics Park, many of the warehouses I manage are automotive products, which comes with its own terminology and challenges. I am happily out of my comfort zone which is the only way to grow," says Bobo.

"We have a vision for warehousing, which is to standardise processes and procedures wherever we can. The process has begun with some training on how to work as one team and share some of the resources. We also want the different staff members to get to know each other through soccer tournaments and other social events. More on that later this year," he says.

It's interesting to track Bobo's road to success and a lesson for young aspiring staff to take note of.

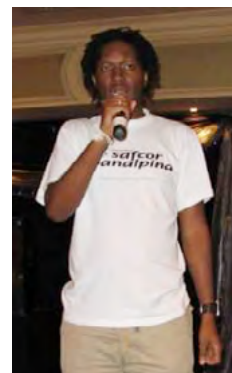
"I applied for my first position straight after university. Bonnie Masuku kindly offered me a temp job as a filing clerk as she said I had no experience for the position I sought. I did this work with pride and was offered a permanent position as a Splitting Clerk after two months."

Since then, Bobo has successfully navigated his way through multiple operational roles in the business such as Admin Clerk, Imports

Controller (Automotive, Air and Sea), Cargo Coordinator, Logistics Supervisor, Business Unit Manager and Facility Manager.

Hand in hand with Bobo's accumulation of operational experience, he has also worked fervently to improve his knowledge and abilities through learning. Bobo graduated from Vaal University of Technology with a Diploma in Purchasing Management and a BTech in Logistics Management. Since joining BIL, he has completed his Certification in Leadership Development and Advanced Certificate Program in Supply Chain Management from L.R Management in conjunction with Harvard University and University of Pretoria respectively. Bobo has also completed a Programme for General Managers from GIBS Business School and an International Leadership Development Programme from Wits Business School and Erasmus University (Rotterdam).

"Logistics Park has instilled a culture of learning and I would like to promote this culture in the warehouses I manage. It is a privilege to work for a company that promotes learning and goes out of its way to assist employees to grow through learning," he says. We wish Bobo lots of luck in this role and look forward to his continued success at BIL.



Bobo in the early years.





# JACOBS CONDUCTS SPILL RESPONSE SIMULATION

By: Celine Maharaj, SHERQ Admin Clerk



The Jacobs warehouse team preparing for a mock emergency drill.

Conducting spill response simulations is essential to employee safety as well as minimising harm to the environment, says Celine Maharaj, SHERQ Admin Clerk. "Planning, training and drilling are key to helping all employees know what to do in an emergency."

BIL organised a spill response simulation, which was conducted at Jacobs on 2 February 2023. The SpillTech team educated all employees on the seven steps to spill response.

In addition, employees were given the opportunity to point out potential hazards specifically created by spills. "Hands-on drills are a good time to review procedures for notifying management of spills. They are also a good opportunity to identify exit routes as well as spill scenarios that could demand evacuating the building rather than immediately cleaning up the spill," explains Celine.



Andile Luthuli explaining the drill.



Mondli Siphamandla Magubane (left) and Khonza Mkhize demonstrating how to clean up after a chemical spill.

## THE 7 STEPS TO SPILL RESPONSE ARE:

### 1 • DETERMINE THE RISK

The individual in charge should review the MSDS of the spilled product to identify the conditions present, handling procedures, amount of liquid and potential dangers.

### 2 • PROTECT YOURSELF

Once an individual has determined that the spill is not life threatening and is controllable, the spill response team must have the suitable PPE.

### 3 • STOP THE SPILL

Stop the spill at its source.

### 4 • CONTAIN THE SPILL

Restrict the spread and exposure of the spill by properly containing the liquid.

### 5 • CLEAN UP THE SPILL

SpillTech carries a full assortment of spill clean-up products.

### 6 • MINIMISE THE RISK

Once the spill is confined and the leak has been stopped, it is time to reassess the incident and develop a plan of action for implementing the spill clean-up.

### 7 • DECONTAMINATE

An effective decontamination area should also be created to ensure the health and safety of emergency responders.

# BUSINESS DEVELOPMENT CORNER



Khomotjo is from the supply chain solutions department and forms part of a team that includes supply chain engineering and solutions, the tender desk, estimating, sales and trade lane. She joined BIL just under a year ago and loves her job. We find out why.

## **Explain your role at BIL.**

My role can be broken down into three categories.

The first is decision support, both internal and external. Internal: technical support to other divisions within BIL and external: technical support to our existing customers. In a nutshell this means modelling an area of the supply chain to answer a specific question, i.e What should we quote on a prospective new business?

The second category is benchmarking, to stay abreast of what is happening in our industry in general, as well as in our industry verticals. In other words, what's the next best thing we should do to ensure we remain competitive?

And lastly a lot of continuous improvement projects in the organisation.

## **What are key trends or issues?**

One of the key trends in supply chain today is carbon accounting. We have seen a lot of clients ask for details on their carbon emissions mainly as a requirement for their own ESG reporting. We are working on an exciting project where we will soon be able to tell our clients what their carbon emissions look like for each leg of the supply chain, from import, to warehousing, to distribution.

## **Since joining BIL you have won the Roadfreight Achiever award for 2022.**

### **Can you share what led to this award?**

## INTERVIEW WITH KHOMOTJO MABOTJA, SUPPLY CHAIN SOLUTIONS ENGINEER

When I joined BIL I was very lucky to immediately be entrusted with big projects. Most projects were within Roadfreight but each demanded a different approach and analytics tools. Some of the projects I did easily using descriptive stats, others a combination of ops research and programming. I worked across the spectrum of data analytics tools from python programming to the power suite to excel. One RFQ I worked on was a complex supply chain in the motor industry, which had three different supply chains in one and each had to be modelled differently.

## **Explain in layman's terms about the use of different tools.**

The analytics part depends on the data provided and required output. It is always on a "fit for purpose basis". My tools include excel, VBA, power suite and python or R for coding.

## **How did you come to join BIL?**

After qualifying as an Industrial Engineer at Wits University I began my career in the FMCG industry. I then moved into consulting which has its own advantages as it gives you the tools -technical and soft to work in any industry. I had always wanted to gain depth in logistics, i.e operations, technology and strategy. I came across the BIL opportunity on LinkedIn and it was the perfect role.

## **What has impressed you most about working at BIL?**

I was never treated as just a pair of safe hands, from the get-go I was entrusted with big responsibility and given independence. Engineers are employed to be innovative, which involves trial and error, so being given that space was important for my own growth. When I started, Willem Bekker told me I could make this role as big as I wanted to. I didn't understand at the time but now it makes sense because I have all the support to explore whatever might add value to the business. Also there is no red tape at BIL. The executives are very accessible making it a perfect space for young engineers.

## **Where did you complete your education?**

I completed high school in Limpopo. I moved to Johannesburg to study at Wits University. I am currently studying for my master's degree in data science, specialising in machine learning through Stellenbosch University. It is a three-year part-time programme. I also hold a master's degree in engineering management from Wits.

## **Tell us about your hobbies.**

I love the outdoors. I enjoy running and hiking and am a struggling cyclist but will get there. I am also a closet writer and am working on a project to share my story of coming into and finding my own corporate identity.

## **How does the future look for aspiring engineers?**

Exciting, new technologies and jobs we do not know of yet. Engineering is the science of solving problems and there will always be a need for innovative engineers who can learn quickly and are comfortable to work and lead in complex and ambiguous environments.

That said you do need above average maths and science which not everyone in South Africa is privileged to achieve. To fix this we need both policy and some agents on the ground which we do have in the form of NGOs like Super Scientist and Institutions like SAIIE. Agents do wonderful work with regard to abstract thinking, coding, general introduction to engineering and practical learning.

## **Any plans to share?**

I am planning to start a community of industrial engineers within BIL. We have a number of engineers based in warehousing, transport and IL. The idea is to create a platform where we can collaborate, share ideas, stay abreast of technology and leverage off each other's strengths. I also envisage this community partnering with the talent team on university visits and collaborating with institutions such as SAIIE. That's how you become a world class engineer and contribute meaningfully to a world class logistics provider.



## IL CORNER



### THE GQEBERHA CAPEWAY CUSTOMS ENTRIES TEAM

By: Angie Klibanski, Controller



The engine room of logistics, working in a high-pressured environment and for such a small team they perform magic daily.

L-R: Sinthemba Gaxamba, Mark Scriven, Carmen Jacobs, Tembeleni Cakwebe and Riana van Onselen.

We would like to shine some light and give recognition to the BIL Capeway Customs Entries Team, a department of unsung heroes working behind the scenes to ensure timeous, accurate clearances and to optimise customer service.

Hudson Thomas, our Customs Manager, heads up the team in Capeway branch with Mark Scriven as the Senior Entry Clerk, backed by a small yet highly efficient team consisting of Riana van Onselen, Sinthemba Gaxamba and Gerrie Nel.

They ensure that the customs clearances are completed for all shipments, imports and exports, for clients in the automotive industry as well as general cargo clients. Mark distributes the shipments to the team and they prioritise the framing of the entries. Various factors play a big role in the prioritisation, but it is primarily based on the ETA of the shipment.

The level of risk for the customs team is massive because SARS can issue penalties for various reasons, such as incorrect Country of Origin, Shipped on Board dates, Currency, Weights or Values. Penalties can range from R500 to 10% of the customs value, which can be an enormous amount and have a huge impact on the client.

The Entries team is also responsible for the acquittals, making sure that they are processed within 30 days. The volume of entries processed each month by this team can reach up to almost 2000.

Carmen Jacobs handles our Quality Control single-handedly, ensuring that all the entries are framed correctly and submitted to Customs. QC is regarded as the final defence or safety net to prevent us from submitting an entry to Customs with errors and saving us from possible penalties. This is a major responsibility and it is astonishing what Carmen achieves in a day.

Tembeleni Cakwebe assists the team when the need arises, either with framing Entries or with Quality Control.

## HR CORNER



### WELCOME TO OUR 2023 BIL GRADUATES



A warm welcome to our seven new graduates, who began their 12 months of learning about logistics at BIL at the end of last year.

Explains Shamona Chinnappa, National Training and Compliance Manager, "The graduates were selected from an initial 806 applicants. Our first criteria was their qualifications and University achievements and they then had to undergo panel interviews and psychometric testing.

"We looked at graduates in areas where their expertise will add value in our business.

The qualifications of the Graduates are as follows: four Industrial Engineers, a Software Developer, a BCom Logistics Management and an Honours degree in ICT."

The graduates attended an orientation in Johannesburg. "They made vision boards and we did a marshmallow challenge to help them get to know each other and work as a team. Our BIL directors met them to talk about their different business areas, including presentations by Marcus and Xolani.



### MEET THE GRADUATES

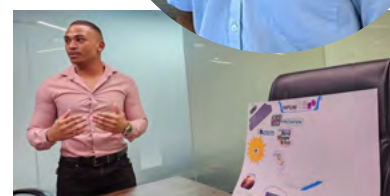


#### *Mpumelelo Jili*

I am a young Industrial Engineer based in Durban at Runway Park. I completed my diploma at Vaal University of Technology and am currently doing my Advanced diploma in Industrial Engineering part-time. I have also acquired an N1 to N6 in Mechanical Engineering from Midlands Tvet college. I aim to master my technical and people skills to be able to effectively lead teams and projects soon. Continuous improvement drives my aspirations, as I aim to positively impact everything and everyone around me.

My time at BIL has been a learning journey and very exciting. I have met kind people who have been welcoming and always willing to assist me find my way around the new environment. Since joining, I have participated in the auto billing project, completed my Cargowise Certified Operator Certificate and participated in developing and mapping the floor layout for all rack positions and bulk positions. I am looking forward to learning much more, taking on projects and achieving all my graduate programme deliverables.

*Continued on page 12*





Continued from page 11



#### ***Tokelo Motshegare***

My Name is Tokelo Motshegare and I reside in Gauteng. I hold a degree in BCom Logistics Management obtained from the University of Johannesburg and would like to advance my studies in the near future. I am a supply chain enthusiast and I take pride in learning and therefore would like to break into logistics, supply chain, warehousing, ocean, road and airfreight. My journey at BIL thus far has pushed me to progress professionally and personally as I was required to complete several courses to comprehend the effort that goes into being a part of various departments. The theory I acquired in tertiary institution has all been applied. I am really excited to pick up knowledge, develop and hopefully become an asset to Bidvest International Logistics. Working for BIL is evidence that it is feasible to strike a balance between a positive work environment and career advancement.

#### ***Winile Nkosi***

I studied for a Bachelor of Engineering Technology in Industrial Engineering at the Tshwane University of Technology and acquired my degree in 2021. As an industrial engineering graduate, I want to become an industry expert. In this position I hope to increase my technical knowledge while providing solutions and improvements. I aspire to contribute significantly to the organisation by learning new skills and refining my soft skills, such as problem solving and data analysis. I would also love to register with the Engineering Council of South Africa, where I will get to meet with other professional engineers and learn from them.

My time at BIL has been amazing. I have learnt so much from different people in such a short period of time at the departments I have been in so far. The organisational culture at BIL has made it so much easier for me to adapt and adjust to my new role. My colleagues and mentor have done an amazing job at making me feel comfortable and welcome in my new family. I am looking forward to learning more from this position.



#### ***Nomcebo Majola***

I am an Industrial Engineering Graduate from the Durban University of Technology. My career aspiration is to become a knowledgeable Industrial Engineering professional/ Business Analyst, who will contribute a great deal to inventive supply chain solutions and play a notable role in revolutionary business development and improvement initiatives. BIL has been great; the work environment has been welcoming and the people are awesome.

My time at BIL so far has been great. I have met some amazing people and made some friends. Working in the Business Development department has made me interested in Business Analytics which will align with my career growth as an Industrial Engineer. I am truly inspired by the people I work with and their passion for their work. Most importantly, I am learning and growing both in the technical aspects and the personal development.



#### ***Frans Fani Masango***

I was born and bred in Mamelodi, Pretoria, where I completed my high school education. I pursued my education at the University of Johannesburg, achieving an Industrial Engineering qualification. I am interested in Macro Economics and reading philosophical books. In a nutshell I can say I am an Industrial Engineering candidate who is driven to making a positive impact to society. I am a dedicated, loyal and enthusiastic individual, a strategic thinker and proactive with a focus on solutions.

I am inspired by Tim Cook, a humble Industrial Engineer who took over from Steve Jobs in 2011 as the CEO of Apple, increasing Apple's market value from a Billion-dollar company into a Trillion-dollar company. So far I am having a good time at BIL, learning and contributing with one of the best teams in the Business Development Department. I had a wonderful orientation session full of lessons, inspirations and lots of motivations.





### Joshua Julies

I am a junior Software Developer, who studied Information Communications Technology (ICT) in the Application Development Stream at the Cape Peninsula University of Technology (CPUT) in Cape Town. I come from the Western Cape (originally from Mossel Bay), but I moved to Johannesburg this year for the Graduate Programme. I enjoy anime, manga, video games, working out and programming.

One of my main objectives is to become a Principal Software Engineer, with enough experience, skills and knowledge (though it will take a large amount of time to get to that title). I only started a few weeks ago and have been learning and completing courses, but I am excited to soon begin work tasks. I am enjoying my time here at BIL as I am beginning to settle in, the people here are welcoming and the work environment is excellent.

### Sihle Maphumulo

I am 24 years old and was raised by a single parent in Durban. I went to Durban University of Technology (DUT) where I studied ICT. I have a Diploma (Cum Laude), Advanced Diploma (Cum Laude) and Honours Degree in ICT. I am dedicated to everything that I do. I love challenges, I'm passionate about solving problems and I like to invest my time in equipping myself with learning new ideas for solving problems. I'm passionate about using technology as a tool to better our life needs and processes.

I want to be an industry expert, reach executive positions and earn global recognition. It is almost a month working at BIL and I am enjoying it a lot. This is my first job but it feels like I have been working for years because BIL employees and my manager are amazing. I feel welcomed and loved. Every day I learn new things. I have all the resources at BIL needed to perform at a higher level. This graduate programme allows me to learn new ideas and grow and for that I am grateful.



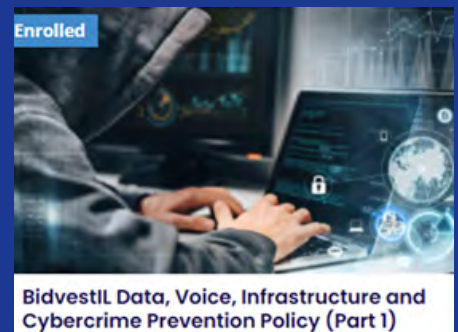
## LMS UPDATE

PC kiosks have been set up at various locations for employees who do not have access to computers. This will give all employees the opportunity to register and complete any of the 39 online courses available on the LMS.

There are 404 active users on the system since it was launched in August 2022 and a total of 1600 registered courses. An additional

12 courses for the Overland Logistics Division have been approved and this will be available on the LMS.

Remember to complete the BidvestIL Data, Voice, Infrastructure and Cybercrime Prevention Policy (Part 1 and Part 2).



## LEARNERSHIP UPDATE



The Academy has been granted accreditation by TETA to offer the Road Transport Management Learnership – NQF 3. We currently have 37 unemployed learners and 159 employed learners across the various divisions. Permanent employment has been offered to nine learners who have successfully completed the learnership programme.



## OUR OVERSEAS PARTNERS



### EMO ASIA MEETING



L-R: Tom Bayes, Vice President Asia EMO Trans; Maria Du Preez, Laura de Villiers and Marco Rohrer, President and CEO EMO Trans.

At the end of November 2022, EMO Trans Malaysia hosted the Asia network meeting in Kuala Lumpur, Malaysia, together with BIL and Al-Futtaim of Dubai. All EMO Asia managing directors were in attendance, in person or virtual, to formalise strategies to build on the successful cooperation with partners and expand business opportunities for 2023.

Maria Du Preez and Laura de Villiers represented BIL, in the first meeting since Covid. Says Maria, "China and Korea joined virtually due to Covid but it was wonderful to hear first-hand what each country does and has to offer. It was most interesting to see the diverse operations and each country's unique service offerings and capabilities. We are excited at the opportunities for growth, especially in countries like Vietnam, Korea, Philippines and Malaysia. We see entrepreneurs at heart and were overwhelmed by their hospitality."

EMO Trans staff went out of their way to entertain Maria and Laura and treated them to great restaurants. Laura and Maria had one free day to explore and were privileged to see the Batu Caves, said to be around 400 million years old as well as the palace of the President. "The Hindu temple in the caves is most fascinating. The whole cave is decorated with statues and paintings," explains Maria.

Said Tom Bayes, "On behalf of EMO Asia it was our great pleasure to be able to host Laura de Villiers and Maria du Preez in Kuala Lumpur for the Asia / South Africa meeting. We have set goals for 2023 and beyond and we look forward to continuing to develop this important trade lane from the Asia Countries."





## CHEERS TO THE FIRST CONSOL BOX FROM SHANGHAI TO DURBAN

*By Godfrey Chen, Manager, Route Development Management Department, EMO Trans China*

Approaching the Christmas season of 2022, we successfully launched the first Consol box from Shanghai to Durban thanks to the great efforts by both BIL and EMO Trans. Without doubt, the excellent teamwork has again been well proven by this impressive achievement and encourages both teams with a more promising future ahead.

After the impact of COVID 19 and the consequent uncertainties over the past two years, the situation positively changed in the second half of 2022, leading to the decision to put the Consol project back on the agenda. In the two months from the first meeting in October to the success of the first Consol on 16 December 2022, all preparation work was managed in the most efficient way – the data analysis, the operational feasibility study, the completion of the resource model and the cost model, the general SOP as well as the implementation plan, etc. What excellent teamwork was demonstrated!

It is a memorable milestone for both teams that we have created a new product other than the existing mature products for the meaningful China – South Africa trade lane. We are eager to develop new services and dedicate ourselves to continually providing our valued clients with more sophisticated solutions to create value in terms of flexibility, visibility and reliability. In addition to the Consol boxes, we are confident of launching more competitive products to satisfy our valued clients' demands as well as continually enhance mutual capacity.



EMO WUX office team L-R: Karen Zhang, Lynn Wan, Coyee Zhou and Cindy Zhou.



Aileen Xu – EMO SHA Ocean Department Operator



Anita Wang – EMO SHA Ocean Department CS



Tracy Gu – EMO SHA Ocean Department Manager

*We would like to take this opportunity to say thank you to our great teams. Laura de Villiers, Nicola Strohm, Nicoleen Nielson and Jerolene Yegambram are our main team member from BIL. Tracy Gu, Anita Wang and Aileen Xu are from EMO Shanghai office and Coyee Zhou is from EMO Wuxi office.*



Yard operation – the container is craned for moving.



The flag for our celebration.



Yard operation Container stuffing – maximising the cartons to ensure space utilisation.



## BIL HOSTS OVERSEAS EMO TRANS NETWORK PARTNERS



There was great excitement when the EMO Trans independent network partners joined BIL at Sun City at the end of February 2023 for a conference to get to know each other and strategise for 2023. Many met each other for the first time.

"The operators who joined us are all part of the EMO Trans network but they are independent businesses. Most are family-owned and have been in business for a very long time. One can even trace its roots back to the 1700s," explains Maria Du Preez.

"It was interesting to hear their unique service offerings. They are very flexible and have excellent capabilities that will stand us in good stead. I think there will be a lot of synergies going forward. We see great opportunities for consolidation of LCL and airfreight shipments and these independent operators are willing to explore new opportunities.

"Emo Trans has a new agent in Dubai with massive capability in the Saudi region. They are big in automotive and expanding into other strategic areas which is important to us. All the agents expressed how impressed they are with South Africa and BIL. Our presentations, our engagements, our interaction and a visit to Unit 1 and 2 cemented it all. They understand who we are now. In addition to being impressed with BIL, the presence of the Bidvest group was visible throughout Sun City."



EMO agents







## INTERVIEW DAVID DAVIS, EMO TRANS USA

L-R: David Davis from EMO Trans USA  
with Nicola Strohm and Mark Janse Van  
Rensburg from BIL.

David is Route Development Manager for the South African USA route. His role is to expand market share between the US and South Africa and help build the relationship between EMO Trans and BIL. He joined EMO Trans in November 2022 and reports to Jenni Frigger.

"I have been in the logistics industry for 12 years and previously worked as a Trade Lane Manager. My focus will be on imports from the USA to SA, primarily for automotive, food and beverage and industrial products. It is an emerging market for EMO in the US and, although it is a smaller trade lane for the US, we plan on putting a heavy focus into growing this trade lane, which is why I was brought on board," he explains.

David loves the logistics industry and says it keeps him on his toes as everything changes all the time. "The biggest challenges are fluctuating market conditions and technology advancement, which affect every industry. The great thing is everyone has freight to move from somewhere so the challenge is getting them to use us versus somebody else."

His first impression is "blown away by the people, from Craig to Maria, Lodi, Nicola,

Laura and the rest of the team, who have all been extremely accommodating and put together a very productive itinerary for my trip. I was also blown away by BIL's solution offering from a capability standpoint, which is first class."

David spent two weeks in South Africa, meeting many BIL customers in Johannesburg, Durban and Cape Town. "We are already seeing many opportunities from our meetings with customers.

"I like the energy and grittiness of Johannesburg. There is an atmosphere of roll up your sleeves and get to work. It is not a laid-back city. There is an energy here and people are here to work and make things happen."

Of his trip to Cape Town, where he met Grant, Michelle and the management team, he said, "One of the most beautiful places on earth with something to offer for anyone visiting. Cape Town is a special place that was easy to fall in love with at first sight.

"The experience and knowledge from the BIL team in Cape Town was obvious from the moment I first met everyone. We had several successful meetings with existing and prospective customers that I'm optimistic

will soon become new customers. A lot of momentum was established and I look forward to continuing to build on the success of the Cape Town visit."

Durban was a quick stop of 1.5 days. David says, "We maximised our time starting with a meet and greet in their beautiful offices and having the opportunity to meet the team in the conference room. We had a full slate of excellent meetings and I couldn't have been more pleased with the quality of opportunities generated from our customer visits. I look forward to carrying that momentum into the coming weeks and welcoming new customers to the EMO/BIL family.

"A huge thank you to the entire BIL team for supporting my visit to South Africa. They put a tremendous amount of effort into ensuring a successful visit that ultimately exceeded my expectations. I am excited to be leading the development of the South Africa/US Trade Lane and continuing to build the on the success we had," he says.

David lives in Texas, outside Houston area and is originally from Chicago. "I went from brutal winters in Chicago to brutal summers in Texas."



## INTERVIEW NICOLETTA SOMENZI, UBV OCEAN & AIR, ITALY



L-R: Nicoletta Somenzi, Italy;  
Petra Kropacova, Czech Republic;  
Nicola Strohm and Mark Janse Van  
Rensburg from BIL.

After a delayed flight, a lost connection, a stayover and another delayed flight, Nicoletta Somenzi finally arrived from Italy for the BIL conference at Sun City.

"After a difficult start, it was made up for by the exceptional organisation by BIL from beginning until the end," says Nicoletta. "I found the whole trip very worthwhile, being able to meet and socialise with everyone and learning about how the other countries are doing. We had already established some good connections on the Italy South Africa trade lane but it was a great opportunity to spend time with the BIL sales people.

"I love to connect with the sales team as this is the best way to build a strong team, even if we are on the other side of the world," she says. Nicoletta extended her stay in South Africa to allow for time to do sales calls for new and existing business.

"Knowing the country we are dealing with is important. Maybe your customers have questions about Italy that I can answer better in a face-to-face meeting. Our overseas customers are always happy when we can meet."

Nicoletta spent time in Cape Town and then returned to Johannesburg for three days of sales calls. "We have customers within the Bidvest Group but I was keen to find new targets for 2023 for BIL and UBV to work together. It is important to grow the seeds to increase business. I am already planning another trip in October November so we can follow up and keep up the momentum.

"BIL has shown its commitment to strong partnerships with all the agents which was clearly displayed in the organisation of this conference. This year will be challenging so we need a combined effort to bring new business on board. But we are all committed."

UBV has worked with EMO Trans for 25 years as the Italian agent and has long-standing relationships with many of the overseas agents. "I was excited to meet our new agent for Dubai. With all our European partners, there are great opportunities for cross trade business for all of us."

Nicoletta says that post-Covid, life is back to normal in Italy. "As with any country there are negatives and so much bad has happened in the past two years, such as the Ukraine war which is very close to us. In Italy we are seeing some problems with water. We are very strong in farming which requires a lot of water and have not had enough snow this year. Our Government may put in water restrictions.

"We must focus on the positives and this trip has certainly been one," she concludes.



## INTERVIEW PETRA KROPACOVA, ADVANCED AIRSEA, CZECH REPUBLIC

Petrus Gerber, BIL and  
Petra Kropacova, Czech Republic.

Petra joined Advanced AIRSEA four years as a manager FCL in the sales department. Prior to this she was with Sealand, a division of Maersk group, in sales and customer service. "I have been in this industry for more than 20 years. I like it because you have something new to tackle every day, so it's like a little adventure every day. And nobody knows the result. Sometimes it is stressful but I enjoy the challenge," she says.

Jakub Wiedermann, CEO, is the owner of the company, which has been in existence for 20 years. "We are a typical Czech company with a local owner. We have a staff complement of 35 in our offices in Prague, Liberec and Brno, as well as our Bratislava office in Slovakia. In the past Czech and Slovakia were one country. We separated in 1993 and remain close together, still sharing the same language."

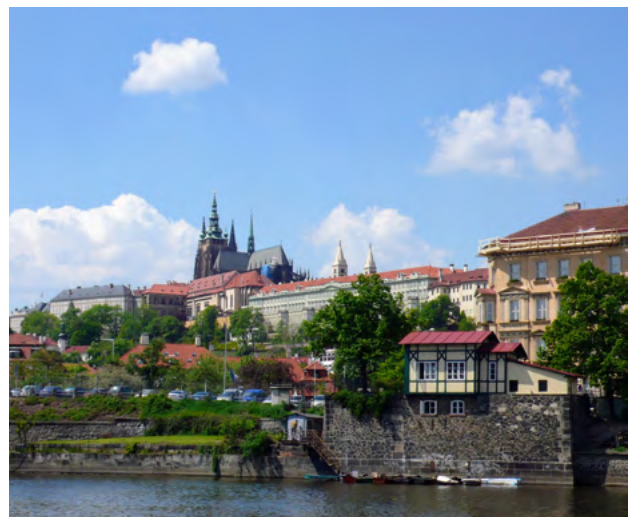
This was Petra's first trip to South Africa and she enjoyed meeting colleagues from all over

the world. She was particularly impressed with BIL and the Bidvest Group. "I did not realise the capacity of BIL and the equipment throughout, especially your hand scanner to check if cargo is damaged. It was all a first for me," she said.

"I also find South Africa very beautiful. It is so nice to see animals in their natural environment. We went on an early morning safari and saw giraffes, elephants, lions and more. This was very special for me."

Born and bred in Czech Republic, Petra says her country is also beautiful and steeped in history. "If you visit you will see a lot of castles and historical sites. We have nice villages, you can go to the mountains, to the sea and you can travel by bicycle, bus or train. You do not need a car as it is a small country."

Petra loves sport. She enjoys running, going to the gym, travel, music, history and her dog.





## SOCIAL



### CHRISTMAS AT GQEBERHA CAPEWAY

By: Angie Klibanski, Controller

IL Capeway Branch went into full celebration mode for Christmas.



The Capeway team showing off their Secret Santa gifts.

#### Secret Santa

On 9 December 2022 a Secret Santa and lunch was held at the office. After enjoying a burger, cooldrink and doughnut, everyone exchanged gifts. The office was beautifully decorated and the Christmas songs were playing all day long, complete with Michael Buble, Mariah Carey and Boney M. The Christmas spirit was bubbling over and there was a lot of excitement in the air.

Hudson Thomas was very excited to receive his gift.



Warren Kreusch made a very entertaining stand in Santa, seen handing a gift to Belinda Engelbrecht.



The Christmas tree laden with gifts.

Kelvin Williamson hopped into Santa's arms with joy.



### Year-end function

The festivities began with a year-end function on 7 December 2022 at the Westview Bowling Club, where staff enjoyed a casual game of lawn bowls, followed by a delicious dinner and some Karaoke. It was most entertaining and we discovered that some of our colleagues have some hidden singing talent.



L-R: Asanda, Danelle, Laurelle, Celestine, Sinethemba, Tembelani (at the back) Zolani and Carli.



Yassir and Hudson performed a particularly moving duet.



### Social Club

The Social Club celebrated its final get together at Van Stadens Beach Resort. We could not have asked for better weather when we got together on Saturday 10 October 2022 for a family outing. We share so much about our families with our colleagues so it was wonderful getting to meet all the special people in each other's lives. A braai, swimming and fun in the sun was the order of the day.



Tanya Benjamin and Edwina 'The Life of the Party' Booysen.



Paddle boats



Heidi van der Merwe and her daughter sun bathing.



Laurelle Billet and family cruising on the paddle boats.



## FROM IL AND WAREHOUSING MILITARY ROAD, EAST LONDON

The Military Road office staff from IL and Warehousing organised a Christmas hamper for Nosipho, the lady who ensures our offices are kept clean all year round. The staff decided to each bring a food item for the hamper. There was such excitement on her face when she received the Christmas goodies. It was such a thoughtful gesture from the staff and we loved pampering her for a change.



Nosipho Mbelekwane

## OPS SUPERVISOR SONWABILE JAKAVULA CELEBRATES HOMECOMING OF HIS TWO SONS

BIL Military Road office came out to support and celebrate with Sonwabile, when his two boys returned from initiation school on 28 December 2022. Adorned in traditional wear, staff got to enjoy the festivities and bear witness to the occasion. One thing our little office does without fail is to support each other. Two gift vouchers were given to the young men from the staff at BIL.



Sonwabile and his sons Sinalo (L) and Omphile (R).



## FROM THE EL DESK EAST LONDON TEAM CELEBRATES CHRISTMAS

December 16th saw our Bidvest International Admin Warehousing ladies celebrating the Christmas Festivities. The eight ladies took it upon themselves to organise a Secret Santa. Each participant wrote three items on a wish list and a draw of names was then conducted. The ladies had lunch and an exchange of gifts, much to everyone's delight.

L-R standing: Olwethu Mqashane, Noxolo Malumbazo, Ncumisa Desi, Zimbini Nozaza, Noma Vusani and Veliswa Ndyoko.  
L-R seated: Zizipho Penxa and Siyamthanda Simelane.





## PE CAPEWAY CELEBRATES VALENTINE'S DAY

By: Angie Klibanski, Controller

On Tuesday 14 February, PE Capeway celebrated Cupids Day of Love in the office. Everybody included red in their outfits and we made a playlist of their favourite love songs and wedding songs, although some, whose names I won't mention, have been married for more than 20 years and could not remember their wedding songs! We were spoiled with Valentines candies and heart Swiss roll for tea. Love and care should be shared all year round, a kind word or compliment goes a long way to brighten a person's day. Let's love each other every day of the year!



Bottom L-R: Warren Kreusch, Danelle du Preez, Vuyani Sibongile, Carmen Jacobs, Tembelani Cakwebe and Angela Klibanski.  
Top L-R: Adele Maree, Ralney Elie, Youlundi van Heerden, Belinda Engelbrecht, Heidi van der Merwe, Sihle Ntseane, Sinovuyo Ngalonkulu, Siba Sesinyi, Florence Seti, Tanya Benjamin and Zeshan Wilkerson.



## UNIT 1 ORT CELEBRATES VALENTINE'S DAY

IL Logistics Unit 1 celebrated Valentine's Day by incorporating Appreciation note day. Employees had the chance to write a note to their fellow colleagues telling them how they appreciate their efforts assisting either in work related or personal matters.



# LONG SERVICE



*Congratulations to the following on achieving long service awards from January to March 2023.*

## 35 YEARS

Radesh Sewnarain

## 30 YEARS

Niren Heeralall

## 25 YEARS

Loshini Singh  
Margaret Magnussen  
Coral Bennett  
Shane Van Wyk

## 20 YEARS

Petrus Gerber  
Kelvin Williamson  
Francois Puchert  
Laura De Villiers  
Nicolette Willemse

## 15 YEARS

Buhle Dyalvan  
Sibusiso Nhlengethwa  
Asanda Luggola  
Julie Govender  
Christopher Mbambo  
Johan Van Tromp  
Titus Mokoena  
Anvril Pietersen

## 10 YEARS

Gugu Gumedede  
Melanie Jacobs  
Sanele Mgobhozi  
Veronica Maruping  
Zamile Nzuza  
Fiona Khan  
Eric Msomi  
Raphael Khanyile  
Sihlangasempi Ngidi  
Gorete Henriques



BMW Wash Bay

L-R: Bernard van den Berg, Lindi Mahlangu (15 years), Mary Lekgalakane (20 years), Sonto Fute (20 years), Nico Ndaba (20 years), Plantina Maraba (15 years), Jan Labuschagne and Lindiwe Mtshweni (10 years). Seated: Kobus Koorts.



Frans Mojela – Storeman, ORT Unit 2 - 15 years

# RETIREMENT



## FAREWELL TO LESEJA SELEMELA

Staff at the Yard and F2 team said a fond farewell to Leseja, who was employed at BIL for NUMBER OF YEARS as a Plant Quality Inspector at the BMW facility. "We are thankful for Leseja's commitment to BIL and wish him a healthy and happy retirement," says Bernard van den Berg, BMW Facility Manager.



L-R: Riaan Horn, David Skosana, Leseja Selemela, Vincent Kekana and Bernard van den Berg.

## FAREWELL TO SAM TSHABALALA

BIL staff bade farewell to Sam Tshabalala, who worked as a polisher at the BMW Wash Bay facility. "Sam worked for BIL for NUMBER OF YEARS and will be sorely missed," says Bernard van den Berg, BMW Facility Manager. We wish him good health and happiness in his well-deserved retirement.



L-R: Bernard van den Berg, Sam Tshabalala and Jan Labuschagne.

## HATCH



Meet Phethokuhle Micah Enkosi Akum Simelane, who is Siyamthanda Simelane's first born. This bouncing baby boy joined our Bidvest family on 2 March 2022. Siya is our Client Liaison Coordinator at the warehouse.



Phethokuhle one year later



Haydon Krull, IL Controller, and his wife Charmaine welcomed their baby girl on 18 January 2023. We truly celebrate with the Krull family.



Wade Piedt, Entry Clerk, and his wife Lindy welcomed their baby girl Willow Leigh on 2 July 2022.



Congratulations to Bulelwa Bono on the birth of her baby boy Akhalipe, which means 'Be Wise' on 13 February 2023. Bulelwa is currently doing her learnership at PE Capeway branch. On 26 January we hosted a Surprise Baby Shower for Bulelwa. It is always tremendously exciting anticipating the arrival of an addition to the BIL Family. Bulelwa was extremely overwhelmed and her Thank You speech had the entire room in tears. Everybody generously gave gifts for the baby and it all added up to sizeable loot, which is such a big help when you are expecting. We wish her Everything of the Best for the Rewarding Journey that lies ahead and we hope she has saved up a lot of sleep for the first few months.

## MATCH



Congratulations to Cameron Perret, Creditors Clerk IL Finance based at Frosterley Park, and his fiancé Nicole on their engagement.



## NEW EMPLOYEES



Welcome to all our new employees who joined from October to December 2022. We wish you long and successful careers at BIL.

### Axle Park

Andrisha Gounden  
Sasha Venketas

### BMW

Simamkele Kumbaca

### Century City

Julian Roman  
Kirsten Williams

### Denver

Bongani Zulu  
Muponisi Mafemana

### East London

Abongile Dyantyi  
Julius Mbotoli  
Loyiso Ntsangani  
Monwabisi Makubalo  
Zusive Mzayifani

### Elandshaven

Tumelo Mulokwe

### Frosterley Park

Londiwe Zwane  
Mellissa Govender  
Mfanafuthi Ndlovu  
Nobuhle Mthethwa  
Nolwazi Sibiya

### Greenstone

Marissa Damons  
Mark Janse Van Rensburg  
Ncediswa Moshoeshe  
Patrick Themba  
Phindile Mlambo

### King Shaka

Bradley Govender

### Logistics Park

Guy Chirwa  
Jacoline Tavira  
Michael Simba  
Ntebogeng Mosehla  
Philisiwe Mbonambi  
Rinae Mavhungu  
Sam Makhaye

### Newton Park

Sibabalwe Sesinyi  
Tyrone Warwick

### Pretoria

Winnie Kotlolo

### Rosslyn

Jaco Van Staden  
Zandile Solani

### Port Elizabeth

Anda Nana  
Ashton Van Schalkwyk  
Blaine Malgas  
Jade Jantjies  
Lance Van Rooyen  
Lebuhang May  
Luzuko Mfo  
Lyn-Lee Reid  
Mawande Rozani  
Mziwabantu Maqokolo  
Ralney Elie  
Shaun Padayachee  
Yanelisa Gibisela

### Runway Park

Kumaran Padayachee

## EDITORS



### MEET ASANDA LUGQOLA, EDITOR EAST LONDON

Asanda Luggqola, Junior Entries Clerk and editor for the East London branch, celebrated her 15 years of service at BIL on 1 February 2023. Asanda started as a receptionist back when we were still Safcor Panalpina, was an Admin Clerk in Finance and now is in the Automotive Exports Division. Congratulations.

## THE PEOPLE'S PRESS EDITORIAL TEAM

Please email your articles, comments, photographs and any interesting news you would like to share to:

**Aiden Libbie** – [aidenl@bidvestil.com](mailto:aidenl@bidvestil.com) - WC

**Chrisna Bruwer** - [chrisnab@bidvestil.com](mailto:chrisnab@bidvestil.com) – Transport

**Rebecca Maduray** - [rebeccama@bidvestil.com](mailto:rebeccama@bidvestil.com) - Warehousing

**Kelly Hirst** - [kellyh@bidvestil.com](mailto:kellyh@bidvestil.com) - Richards Bay

**Almira Reddy** - [almirar@bidvestil.com](mailto:almirar@bidvestil.com) - KZN

**Angie Klibanski** - [angiekl@bidvestil.com](mailto:angiekl@bidvestil.com) - Gqeberha Capeway

**Asanda Luggqola** - [asandal@bidvestil.com](mailto:asandal@bidvestil.com) - East London

# IT'S COMPETITION TIME



THREE PRIZES UP FOR GRABS:

**1ST PRIZE - R1 000 PICK N PAY VOUCHER**

**2ND PRIZE - R500 PICK N PAY VOUCHER**

**3RD PRIZE - R250 PICK N PAY VOUCHER**

**ENTER OUR CROSSWORD PUZZLE AND  
STAND TO WIN A PRIZE.**

**Send your answer to:**

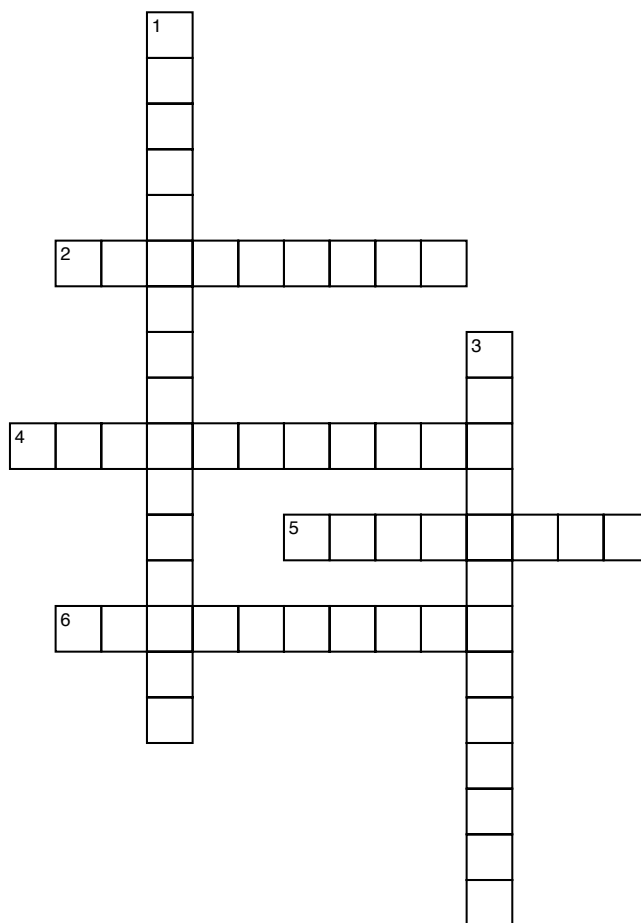
**marketing@bidvestil.com by 12 May 2023.**

## ACROSS

- 2 What product has been launched from Shanghai to Durban?
- 4 Who is our new GM Warehousing for Pretoria?
- 5 What is the name of the newly combined Warehousing and Roadfreight Divisions? \_\_\_\_\_ Logistics.
- 6 How many courses are there on the LMS?

## DOWN

- 1 What key trend are we seeing in supply chains?
- 3 What simulation did Jacobs warehouse conduct?



## COMPETITION WINNERS FROM PEOPLE'S PRESS EDITION 12

Well done to the winners of our competition.

**The question was:** Who was the main beneficiary of the PLZ Mad Hatters Ladies Day?

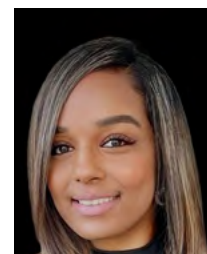
**Answer:** Oosterland Child and Youth Care Centre.



**1st prize: Nonkululeko Mazibuko,**  
Tender Desk Support,  
Greenstone office.



**2nd prize: Vuyani Sibengile,**  
Controller (Air Exports),  
Capeway office.



**3rd prize: Yolanda Samuels,**  
SHERQ & Office Controller,  
Pinetown office.

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