



## MAKING THE GRADE

After four intense years of work and study, Jendamar employees Nobuntu Mcunukelwa and Justin Syse have qualified as an artisan and certified electrician respectively.

For Nobuntu, who is a surface grinder in the machine shop, earning her stripes as a tool, jig and die maker really means a lot.

"I started at Jendamar as an apprentice in 2015. I came straight out of school, so I knew nothing about working in industry or how to work with people as a team."

As a woman in a male-dominated industry, Nobuntu says there have been many challenges along the way but she has proved herself and learned to love working in this high-pressure environment.

"You need to be grounded and willing to ask and learn, and to implement the things that you have been taught.

"Jendamar has helped me learn how to survive in a tough industry and it's exactly where I want to be. It was very difficult at first but I managed to adapt and now we are getting there," she laughs.

As a qualified artisan, her trade now opens more doors

to her, such as taking the next step towards becoming a millwright or exploring a career in the electrical field.

For Justin, who left school after Grade 9, earning his Red Seal trade certification is his ticket to a world of opportunities.

"This is an internationally recognised qualification, which means I can work anywhere in the world," he explains.

Having worked as an electrical assembler at Jendamar for six years, Justin says it has been difficult balancing work, studies and family time.

"It was tough studying with two young daughters but now I can spend more time with them. I don't feel I want to stop here but I do really want to take a break now and focus more on my children."

Justin says his qualification will help to give his family a better future. "I need to say a big 'thank you' to Jendamar. They made everything possible for me."



# Happy Work Anniversaries, Machine Shop!

One of Jendamark's longest-standing departments, the machine shop, has a very special tradition of celebrating team members' work anniversaries.

These celebrations are held in the month that the person joined the Jendamark family – and include every individual, even recent additions to the team. Members of the machine shop share a close bond and, on these anniversaries, they also share cake, a few laughs and gifts.

What started out as a small department with a handful of machines has expanded rapidly as the company has grown. And as technology advances, Jendamark has invested in programmes like apprenticeships, learnerships and regular training to develop employees and teach them the new machines from the ground up. As a result, machine shop members have pulled together, risen to each new challenge and become "work family".



"On behalf of the directors and management, we would like to congratulate and wish the machine shop team a happy work anniversary. We appreciate your energy, hard work and teamwork. May you accomplish many more successful years at Jendamark." - Siegfried Lokotsch



## Timothy du Plessis (8 June 2019)

**What I've learned:** "To grab every opportunity to do my best."

**My highlight:** "When I became part of the team. I'm proud and honoured to be working at JMK."

## Funeka Solomon (7 May 2012)

**What I've learned:** "I started here as an apprentice and I'm now a qualified artisan. There's no amount of words to say how grateful I am to be part of the JMK family."

**My highlight:** "When you get here, you know you're home. There'll be jokes, and you laugh until you forget you were stressed."

## Roan Strydom (1 August 2017)

**What I've learned:** "The company helped me to develop my skills and do my work to the best of my ability."

**My highlight:** "To build a tool and see it working."

## Shaun Grootboom (23 November 2015)

**What I've learned:** "I'm motivated to play my part towards the success of the company."

**My highlight:** "Being part of the Jendamark family."

## Khanyiswa Peter (3 January 2017)

**What I've learned:** "The company contributed stability and challenged me intellectually. I am growing every day."

**My highlight:** "The moments when all of us are stressing about a job, brainstorming ideas on how to save it and make it work. We always work as a team and pull through at the end, producing good quality."

## Leroy Daniels (26 November 2019)

**What I've learned:** "CNC programming and independent machining."

**My highlight:** "Teambuilding. Getting together. Stronger together."



## Makhi Ngaka (22 October 2019)

**What I've learned:** "That communication and teamwork plays a big role in the company."

**My highlight:** "Looking back, I have grown in terms of my skills and time management."

## Angelo Phelan (1 April 2019)

**What I've learned:** "To always strive for more than perfection every day and that every day you learn new ways to brighten your education."

**My highlight:** "In our department, we see 'work family' every day. #Positive Vibes."

## Byron Coufmann (1 November 2017)

**What I've learned:** "In the years I have been at JMK I have learnt more than words can explain."

**My highlight:** "When all my work comes out perfect."

## Nevin van Heerden (13 August 2019)

**What I've learned:** "How to operate the machine and different types of skills."

**My highlight:** "Learning to machine and improve my skills."

## Nobuntu Mgunukelwa (2 February 2015)

**What I've learned:** "Being an apprentice at JMK has been the best thing that has ever happened to me. And to top it I'm now a qualified artisan."

**My highlight:** "When I assembled wedges for the shrinker in my first year as an apprentice, I got to see how they work and it was interesting."

## Mike Mulcahy (1998 to 2006 and 2009 to present)

**What I've learned:** "We must hire attitude as well as aptitude and grow people's skills and knowledge."

**My highlight:** "Funeka, Noluvuyo and Nobuntu qualifying in their trade test."



# Stronger together

Our six-week teambuilding series presented a rare opportunity for every single member of the Jendemark family to take a break from their workstation and meet colleagues from other departments. An Amazing Race, good food and an insight into where we are going as a company made it a memorable day out!



## Our survey results

Thank you to everyone who participated in our teambuilding survey! Here is a snapshot of the key results:

- 96% now better understand the goals and vision of the company
- 95% feel motivated to play their part towards the success of the company
- 94% feel encouraged to come up with new ways and ideas of doing things
- 96% enjoyed the teambuilding and other activities
- 84% say the teambuilding has encouraged "oneness" and better communication in the organisation

We appreciate all your comments, constructive criticisms and suggestions. They are being compiled and presented to management for review and implementation where possible.

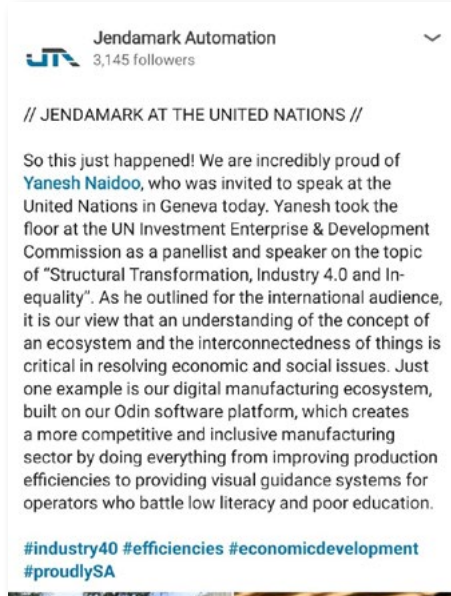




# JENDAMARK IN THE NEWS



The Herald | 19 November



The Herald | 31 October

Seen by over 14,000 people on Facebook and LinkedIn



# CARING FOR BABIES

Did you know that Jendamark supports an amazing local organisation called Forever Family Homes? This is a network of six homes – in Bethelsdorp, Gqebera, Walmer, Swartkops and Uitenhage – that provides a safe haven for orphaned, abused and abandoned babies and toddlers. These families offer love, short term safety care and longer term fostering for children in crisis. Jendamark is proud to sustain the incredible, unselfish work they do by covering their basic monthly expenses and buying groceries.



# ON SHOW

Our ladies, Jen Ndlovu and Natasha Thompson, representing Jendamark at the African Advanced Manufacturing and Composites Show recently. Well done to Tash on arranging her ninth show of the year – and to Jen for surviving her first one ever!



# YORK ROAD CLEAN-UP

Huge shout out to our general manufacturing supervisor, Fanie Bekker, and our awesome team members Ryan Erasmus, Abongile Nyila, Cedric Pieterse, Vuyani Giyose, Jason Ferreira, Lelethu Kwezi and Athanele Wayile. These gents hit the streets to keep our precinct looking world-class.



Got some news you think should be in Jendamark Juice? Tell us about it! Email [jennifer@jendamark.co.za](mailto:jennifer@jendamark.co.za) or chat to Jen at the reception desk.





## Assisting Alecia

Meet Alecia Scheepers, our friendly administrative assistant in the health and safety department. Born with dwarfism, Alecia started working half-day at Jendamark and quickly proved her worth, becoming a full-time, permanent employee in 2017.

"I've gained a lot of experience working as an admin assistant, but I did and still do a lot of work besides admin," says Alecia.

Earning her NQF level 4 certificate in end user computing, which Jendamark funded, has gone a long way to equipping her with the skills required to do business in the digital world.

"The company hasn't only offered me a permanent job but has also invested in my education," she says.

While her physical disability has not limited her career ambitions and determination, it sometimes presents practical daily challenges.

For example, clocking in every morning requires a bit more effort, as Alecia needs her trusty stepladder to reach the screen to activate the facial recognition software.

**"My colleagues are very kind and accommodating towards me. When I have to clock in or out, regardless of how long the queue is, they let me clock in first."**

Another challenge is that, because of her small stature, she wears a child's size 10 to 12 shoe. There are no off-the-shelf safety shoes available in her size, which means Alecia has to take a long walk around the machine shop and manufacturing floor because she is not allowed to cross these areas without the required safety footwear.

HR is currently looking into options for custom-made safety shoes and other ways to help Alecia do her job more efficiently.

"I am happy and grateful to all my colleagues and all opportunities Jendamark has opened for me. I'm really excited to grow more and see what the future will bring for the company and me personally," she smiles.

# Meet your Jendamark Equity Employment Committee

**The main aim of the committee is to achieve equality and fairness in the company by:**

- promoting diversity and equal opportunity in the workplace
- eliminating unfair discrimination.

If you feel we are not living up to this aim, you can speak to one of these committee members:

**Mariette Geldenhuys** EE Manager

**Romano Moodaley** EE Manager

**Chippie Groenewald** Services

**Zintle Mohammed** Purchasing

**Allan Bellairs** Apprentice Co-ordinator

**Adante de Lange** Human Resources

**Anele Mbana** Design

**Cheril Moodley** Finance

## POLICY FOR EMPLOYEES WITH DISABILITIES

Jendamark's disability management strategy in the workplace aims to bring disability awareness to the attention of all employees.

### Employment Equity

The Employment Equity Amendment Act protects people with disabilities against unfair discrimination and entitles them to affirmative action measures. It is Jendamark's policy not to discriminate against any qualified employee or applicant because of their disability, so long as the employee can perform the essential functions of the job.

### Accommodating needs

Jendamark encourages employees to voluntarily disclose a disability-related need. Employees with a disability, who believe they need a reasonable accommodation to perform their job, should contact the Human Resources department. Reasonable accommodation may be temporary or permanent and include:

- adapting existing facilities to make them accessible;
- adapting or acquiring new equipment; and
- re-organising workstations etc.

Note that being provided reasonable accommodation does not reduce a disabled employee's obligation to perform the essential functions of a job.