

## THANK YOU FOR YOUR SERVICE



After a testing few years, amid a global pandemic, we are grateful for the hard work and loyalty of every member of the Jendarmark family. Recently, we recognised the commitment of a special group of 24 employees who earned their long service awards during the first quarter of 2022.

**5 years:** Majeed Ahmed • Grant Carver • Christo Jonck • Mandilakhe Klaas • Ashton Martin  
Khanyiswa Peter • Pieter van der Merwe • Mpumelelo Yako • Hilda Bushby • Jean Smit • Steven Thyse  
Bradley Dirker • Duan Matthee • Elzar de Beer • Thandile Ndevu • Shandre Salsone • Ashley Hattingh  
Philile Ningi • Ettienne Human • Wayde Reyneke • Celeste Isaacs • Peter Young

**10 years:** Adele van Wyngaardt • **15 years:** Natasha Thompson

We're back! While the world was on pause during lockdown, Jendarmark Juice took a break too. But now that our whole team is back in office, we are ready to relaunch with a bumper edition!



# VACCINE VACATION SNAPSHOT

Jendamark driver Daniel Stoffels was thrilled to be drawn as the lucky winner of our vaccine vacation competition.

All fully vaccinated employees were eligible to be entered into the draw for the two-night stay for a family of four – anywhere in South Africa. Danny chose Cape Town as his destination and took his wife Ruth and granddaughters Kayleigh and Wafiga along on the adventure!

It was Danny and Ruth's first flight together and the first time in Cape Town with the grandkids. They stayed at the Radisson Blue Hotel & Residence in the heart of the CBD.

Danny describes it as the "holiday of a lifetime", seeing all the sights like the V&A Waterfront, the Cape Wheel and, of course, going up the iconic Table Mountain.



# HAMSTER HAVEN

One Friday in February, our mechanical design graduate intern, Timothy Smith, discovered a rather worse-for-wear hamster living under his desk in the design office.

After a safe capture, a nice new cage courtesy of Noelene Goodwin (and a thorough clean of the office!), the team thought that would be the end of the tale. But then the little guy's wife emerged from the woodwork and the happy couple, cleverly named Jenda and Mark, set up a contented cage life as unexpected office pets.

UPDATE: If you thought that was the end of the hamster mystery, you'd be wrong again. Since then, two more have been found – one in Design and another in Terence Whelan's office in Assembly. So if anyone is missing any hamsters or willing to give one or two a good home, let us know!



**What's in a name?** Speaking of Jenda and Mark, do you know where our company name, Jendamark, comes from? Find the answer hidden on page 12!

# MY CANCER STORY

*Our senior creditors administrator, Anka Claasen, has walked a very difficult road with breast cancer over the past two years. She shares her story.*

## How it started

In early July 2020, I felt a small lump in one breast. I made an appointment with my GP and, while he was examining me, I realised there was another, less obvious, lump in the other one. I had previously had slight pain there, but thought it was just my bra wire hurting me.

The GP didn't think it was anything to be concerned about but sent me for a mammogram and ultrasound because I was nearing 40. The results came back as fibroadenosis (not cancerous).

That September, I was in the bath and noticed my areola looked indented. Both lumps had grown quite a bit. My GP said they'd need to be drained but, because the hospitals were full of Covid-19, I should wait a few months.

In December, I went back as my lumps had grown even more. The GP didn't look and told me the hospitals were still too overwhelmed.

By February 2021, the shape of my breasts had changed. The Covid-19 cases had declined, so I went back to my doctor and insisted the lumps be drained. He referred me to a breast specialist.

On March 2, she did a fine needle biopsy and the results came back as abnormal but not malignant. She sent me for an MRI as my cytology report was too "busy" for her liking.

My MRI on March 30 wasn't clear. The report stated it could be one of two things: either precancerous cells in both breasts, which was unlikely, or an auto-immune disease from type 1 diabetes. I thought it would be diabetes as this is big in my family. So off I went for blood tests and a core needle biopsy (which sounds like a stapler going off in your breasts).

## Diagnosis and treatment

On April 12, the doctor phoned me with the bad news that it was cancer in both breasts. I was actually relieved to get a proper diagnosis at last. Then the whirlwind started. I had to see the specialist to sign papers to register me for my medical aid's cancer benefit. I had to book a CT scan and go for blood tests. Then I had appointments with a plastic surgeon and with Cancercare to meet my oncologist and go through my treatment plan.

All dignity goes out of the window when you are photographed and measured for a double



mastectomy. The surgeon decided a mastectomy with immediate reconstruction taken from my stomach was the best option for me. April 28 is a date I will never forget. The operation was nine hours long. I take my hat off to my surgeon – it was a very intricate procedure. I was in ICU for two nights and a normal ward for another two.

My histology report came back. Invasive ductal cancer, Stage 3, Grade 2. In the end, 13 lymph nodes were removed on my left and 11 on my right arm. Respectively, 6/13 and 5/11 tested positive for the intent to metastasize. The lymph node removal recovery was worse than the mastectomy. I had no idea what I was in for. I stayed at my mom's place for three weeks as I wasn't able to help my son, Logan, get ready for school. I couldn't lift my arms high and had a limited range of motion. My wounds were not allowed to get wet. I had a cut from hip to hip. I wasn't allowed to lift anything heavier than 3.5kg for six weeks and could only sleep on my back.



In May, I had a chemo port surgically inserted, and three months of the “red devil” chemo. I knew I would lose my hair, but nothing could prepare me for my emotions when I pulled out my first clump. It just kept falling out, so I got my immediate family together and my brother shaved my hair.

A week after my first chemo, I felt like I had sinus infection. I contacted CancerCare and tests showed my white blood cell count was very low. I was almost admitted to hospital and had injections in my stomach. After every chemo session I had to take an injection home to prevent my cell count from dropping, which can lead to a fatal outcome.

It was a very lonely three months. Covid cases were high again and my immune system was compromised so I couldn't go anywhere or have visitors. Only my mother could come to help me when I was too tired, weak and sick to clean and cook. I had fevers, and a day or two when I just couldn't get up to get Logan ready for school. This was followed by three months of a different chemo, which also had side effects, like nose

bleeds, but not as severe. I was pumped full of cortisone. Losing your eyebrows and eyelashes is very emotional too. When you see yourself in the mirror and you look completely different, you realise that your appearance isn't important, but it's still not easy to accept.

**The road ahead**

On November 5, I rang the bell after my last chemo session. I had a few weeks' break and then started with four weeks of radiation, which in itself is challenging. I wasn't allowed to get the treated area wet at all and for ten days thereafter. After finishing treatments, I celebrated with pink drinks! It was December holiday time and I wasn't allowed to sweat or get sun exposure on the treated area.

Now I am on hormone medication and ovary suppression injections to reduce the risk of the cancer returning, and will have check-ups every three months.

**I have had so much support and help from family, friends and Jendamark. I am extremely grateful. I wouldn't have been able to do this by myself.**

My son, who is 8 years old, is who I am fighting for. He has been dealing with my journey like a champion and a lot of my strength came from him. My mother has gone beyond what is expected of her. My siblings helped with driving Logan around when needed. My amazing girlfriends also offered so much help and lifts to my check-ups. I had no reason to be negative.

I had one emotional week after my last red chemo when I was really sick and it felt like my treatments would never end, but here I am after 10 months of surgery and treatment. I struggle with lymphedema in my arms but go to physio to manage this. I never knew what an impact lymph node removal has on one's life. I never even knew there was more than one type of breast cancer before my journey started.

My diagnosis has definitely changed me. My priorities have changed and I try not to let the small stuff upset me. It could have been different, so I am very grateful to still have time with my son. To watch him grow and to see how he learns and deals with life.

**My bosses and colleagues have helped me go through this with as little stress and worry as possible. I consider myself so lucky to have had this support. Not everyone has this luxury. So thank you from the bottom of my heart – this place rocks!**

# WORKPLACE wellness

**Stepping up**

In March, we kicked off the first of our Workplace Wellness initiatives with the 4-Week Step Challenge, devised by our Purchasing Department.

One hundred participants stepped up to strap on a step counter and see who could clock up the highest number of steps during their working day.

The first of the weekly prize winners was Duan Matthee from Purchasing & Stores. Hot on his heels are the rest of the current top five:

- Majeed Ahmed
- Terence Liebenberg
- Justin Syse
- Thato Lengolo

So far, the competitors have clocked a weekly average of 35 000 steps between them. The grand prize winner will be announced after the closing date of March 31.

Organiser Nadia Kotze says, “You can see the competitors are in it to win it, they want to be the best, and I think that's great because the guys are moving!”

**Trivial pursuits**

From brawn to brains, the next Workplace Wellness series will be the Jendamark Trivia Challenge, which runs from April 1 until the finals on November 4.

The brainchild of the Project Management team, it is a series of fun Friday quizzes designed to find out how much you really know about Jendamark. All employees will be randomly assigned to a team of six people, so you will get to meet and collaborate with colleagues from other departments.

“Each round will consist of three games, with four teams competing in each game. Only one winning team per game can move through to the next knock-out round,” explains organiser Maryke Kirsten.

In the final count, only one team will win the grand prize and the title of Trivia Masters! Have you got the brain power? See poster for details.



## WORKPLACE wellness

### JENDAMARK TRIVIA CHALLENGE

**How well do you know our vision, mission, and daily operations? USE YOUR BRAIN POWER AND WIN!**

**HOW IT WORKS**

- All employees will be randomly assigned to a team of six.
- Each knock-out round will have four teams taking part.
- Only one team can move through to the next round.
- The ultimate champions earn:  
The grand prize | The title of Trivia Masters!

**FRIDAY FUN**  
Time: 1pm – 2.30pm | Venue: Assembly Hall

Round 1 .....	Apr 1	Round 5 .....	Aug 5
Round 2 .....	May 6	Round 6 .....	Sep 2
Round 3 .....	Jun 3	Semi-Finals .....	Sep 30
Round 4 .....	Jul 1	Final .....	Nov 4

For more details, contact: Maryke Kirsten  
Organising Department: Project Management



# GO WELL, UNCLE MIKE!

Our quality engineer, Michael “Uncle Mike” Mulcahy, officially retired at the end of February 2022, after a second, 12-year stint of service. He first joined Jendamark in 1998, leaving briefly in 2006 before making a welcome return in 2009.

In a previous issue of Jendamark Juice, we asked him what he had learned in his two decades in our machine shop. He said, “We must hire attitude as well as aptitude, and grow people’s skills and knowledge.”

A mentor to many up-and-coming artisans, he described his personal highlight as: “Funeka (Gusha), Noluvuyo (Mjuza) and Nobuntu (Mcunukelwa) qualifying in their trade test.”

To honour his legacy, Mike’s machine shop colleagues crafted him a special micrometer trophy and showed their respect by forming a guard of honour as he walked out of our assembly hall to enjoy a well-deserved rest.

We will leave those who know him best to pay tribute in their own words:

*“My first impression of Mister Mike was, ‘Man, this toppie knows a lot and talks a lot!’ Mister Mike, ‘The Machinery’s Handbook’ on two legs, has driven me to always want to learn and never to become complacent. The knowledge that I have gained from him is priceless. I’ll be forever grateful for what he has done for me, professionally and personally. Mister Mike, the man, the legend, may you enjoy your retirement!”*  
- Kevin Killian, Junior Quality Inspector



*“From a young lady into a confident Apprentice Mentor that I am now – no amount of words of gratitude can say how thankful I am. You never gave up on me but you’ve groomed me in becoming the better person that I am today. Now I have an opportunity to share all the skills and knowledge you have instilled in me. I’ll forever miss and love you, Uncle.”*  
- Funeka Gusha, Apprentice Mentor

*“When I started at Jendamark in 2014, Mike was introduced to me as the guy who is full of nonsense. Quickly, it was made clear that being full of nonsense is just Mike being thorough. Having just a quick conversation with Mike was never an option; he made sure that you understood the functionality of the part and also the expectation of what your role was in getting the part to the next step. Never once was Mike not willing to help or take the time to explain. This has taught me to always make time for someone; the smallest question might have the biggest impact on the person asking the question’s life. Mike always made sure that whatever went out to a customer was to the highest quality standards – never compromising quality for timing. He is truly a man for whom I have the utmost respect.”*  
- Fanie Bekker, Manufacturing Supervisor

*“Well, the man’s knowledge on the technical methods of manufacturing is vast, and his general knowledge is also impressive across a wide spectrum. Mike is still old-school and, as I am a bit of both, we had some good discussions over the way to approach a task (and I will leave it at that). It was a privilege to work with Mike. I will be forever grateful for all the knowledge I’ve gained from working with him. I count myself lucky to have worked with someone that knowledgeable.”*  
- Bennie Greyling, Technical Manufacturing Engineer

*“Mike has and will always be the gentleman of engineering. Soft spoken yet assertive, Mike had and still has a way to make you think. As a young junior engineer back in the day, I was fortunate that Mike had the patience and took the time to coach and build up my knowledge and experience of machining, machine functionality and execution, all of which still stand me in good stead today. Enjoy retirement, Mike!”*  
- Marinus van Rooyen, Manufacturing and Assembly Manager



## FULL CIRCLE FOR FUNEKA



From apprentice to qualified artisan and now official mentor to our toolmaker apprentices, Funeka Gusha has seized all opportunities for growth on her Jendamark journey.

Funeka came to Jendamark with her NQF level 4 qualification, having left a previous apprenticeship programme because it was unfulfilling. She completed our challenging in-house programme in two-and-a-half years; passed her trade test in tool, jig and die-making; and has worked as a skilled grinding artisan ever since.

As of March 1, she will officially take up her new permanent position as mentor, which she was already assisting with after the passing of Andries Binneman. Her new role will see Funeka coaching, mentoring and training the toolmaker apprentices on the required modules throughout their four-year programme.

She is also the face of a new video that we are filming about the programme. (Cont. page 8)



**“I decided early on in my life that I will not give up. I will not stop working hard. I will not stop fighting for myself. And I will not let the hardships I faced define me,” says Funeka.**

“Jendamark was the perfect setting to define myself once I decided that. My company has lots of opportunities for growth. Jendamark people are warm-hearted and willing to help any time you need it. You feel at ease. You feel at home.”

Due to her vast experience as a surface grinder, Funeka will still be required to advise, coach and assist occasionally with complicated jobs.

Colleague Nobuntu Mccunukelwa, who is also a trade-tested artisan, says, “I would look to her and be inspired. I would look forward to going to work. Uncle Mike and Funeka really did a lot for me. If it was not for her, I would not be where I am today.”

Our apprentice coordinator, Allan Bellairs, adds, “She has come full circle, and there is no-one more deserving.”

## OUR CTU GRADUATES

Recently, our apprenticeship coordinator Allan Bellairs (centre) was on hand to congratulate Lauren Sayers (left) and Nikita Martins (right) as they received their National Certificates in Project Management from CTU Training Solutions.

Nikita obtained her NQF 4 certificate, while Lauren and her colleague Ntombekhaya Mcoyana (absent from photo) passed their NQF Level 5.

All three ladies have physical disabilities, and we are proud of them for taking on and succeeding in this challenge!



## OUR QUALIFIED ARTISANS

As you know, we run an exacting in-house apprenticeship programme that moulds participants into highly skilled artisans who know how to do things the Jendamark way.

After four years of intense preparation and on-the-job learning, two of our apprentices completed their trade tests at VWSA recently. We are beyond pleased to introduce our newly qualified mechanical fitters – Marlo Luiters and Lelethu Kwezi. Well done, gents!

An honourable mention also goes out to Monrico Rheeder and Brandon van Niekerk who recently qualified as turner machinists under the Artisan Recognition of Prior Learning process. This is for employees who have at least three years of trade experience and may just require a little bit of gap training to get them trade-test ready.



*All the best to our finance manager, Jacqui Nagle, who is taking a break from doing the Jendamark sums to bring a new addition into her family. Enjoy your maternity leave and may baby number two bring much happiness!*

## PAVING THE WAY FORWARD

It's been a bumpy ride but the end result is worth it! Thank you to every team member who worked in the blazing heat and put in overtime to ensure that the paving of our employee parking area was completed in the allotted two-week project timeframe. We take pride in our premises and our people.



## CLEANING UP OUR PRECINCT

Another way of showing pride in where we work and live is our fortnightly precinct clean-up. A big shout-out to all the departments who have already hit the streets around our premises to pick up trash from the pavements. Every Jendamark team member will have their turn during the course of the year – and the smallest actions added together will make a big difference.





# NEED HELP?

Introducing our new Employee Assistance Programme (EAP) – a resource that provides you with free, confidential, professional counselling and coaching services when you need it.

## Q: What is the EAP all about?

**A:** It is a resource that can assist employees to address personal or work-related issues that may be impacting productivity, morale and wellbeing. The purpose of the EAP is to provide a professional service to those employees who are experiencing social or psychological problems. The EAP provides confidential, short-term counselling, referrals and support for all employees. It is easily accessible, voluntary and free.

## Q: What kinds of support do you offer?

**A:** Support for a range of personal and work-related problems. These include, but aren't limited to:

### Personal issues:

- Feeling low, stressed, anxious or depressed
- Relationships/marital problems
- Dealing with terminal illness or grief
- Troubled teens/elder care
- Substance abuse/addiction/eating disorders

### Work issues:

- Work/life balance
- Workplace conflict/communication
- Retirement/career path
- Work stressors
- Starting a new job/returning to work
- Organisational change
- Relationships/responsibility at work
- Managing your team/s
- Soft skills

### Critical incident service (trauma):

Sudden or unexpected incidents that have the potential to significantly impact an individual or a group's physical, emotional or psychological wellbeing or sense of safety. Immediate response and support to management and action. This includes counselling and/or support sessions for:

- workplace accidents
- death or suicide of an employee
- terminal illness
- threats and harassment
- natural disasters

## Q: How do I access the EAP services?

**A:** Any employee can access the EAP through one of two referral processes:

### Supervisory referral:

If a manager or HR professional becomes aware

that an employee is struggling, they can make an informal referral. If job performance does not improve or shows continuing deterioration, then the manager can initiate a formal offer of assistance. It is not mandatory/obligatory for the employee to accept this offer.

### Voluntary referral:

Employees can seek help on their own accord with regard to personal or family issues, work-related or any other concerns. You can contact an HR representative or the EAP directly via email, meeting or phone.

## Q: How does the process work?

**A:** The EAP is solution-focused and provides short-term counselling and coaching. There are 8 to 10 sessions available per employee for a 10-week period. Appropriate referrals are made for ongoing support where required. The EAP is appointment-based and each session is an hour long. The number and frequency of the sessions depends on the issue being dealt with.

During the initial contact, the industrial psychologist will explain the EAP, including the confidentiality of the programme and the exceptions, the employee's rights and responsibilities, and full information about participating in the programme.

### The counselling process is as follows:

- The industrial psychologist and employee will conduct a preliminary assessment of the problem.
- If the employee does not agree with the assessment or feels that they do not wish to participate, they are referred back to the referring agent.
- Depending on the nature and complexity of the problem, the employee may also be referred to specific service providers within the community for further assistance.
- The industrial psychologist will provide information and, if appropriate, encourage the employee to accept referral for further counselling and treatment.
- After completing the preliminary assessment, the industrial psychologist and employee will discuss the most realistic and attainable options for the employee in resolving the problem.
- If the EAP services result in a positive outcome, services will be terminated and the referring agent (where applicable) informed.

## Q: How confidential is my information?

**A:** It is extremely confidential. Our industrial psychologist is subject to very strict governing bodies, such as the Health Council of South Africa (HPCSA). If she discloses any confidential information shared with her, she can lose her registration and face criminal charges. The only time she may disclose any confidential information is: 1) if the employee provides consent, 2) if the employee is at risk of harming themselves or others, 3) she has a reason to believe that a child, elderly, or disabled person is being abused and/or neglected, and 4) if ordered to do so by a court of law.

## Q: Who heads up the EAP programme?

**A:** Our resident industrial psychologist, Leila Lokotsch. She holds a Master's degree in Industrial and Organisational Psychology (IOP) from Nelson Mandela University. After completing a two-year internship at Jendamark, she passed her national board exam in June last year and received her certificate of registration (PS 0152056). Leila says, "The journey of an IOP is extremely difficult, with many years of studying, a gruelling internship and adhering to all the strict governing rules and regulations."

A golfing addict and family-oriented person, Leila is also passionate about helping her larger Jendamark family through this programme. She says, "I'm so pleased that people are already accessing the resources that the EAP has to offer. It's a safe space and we are here to help you!"

## To make an appointment, talk to HR:

**Leila:** 082 459 8619 | [leila@jendamark.co.za](mailto:leila@jendamark.co.za)  
**Mariette:** 064 681 5891 | [mariette@jendamark.co.za](mailto:mariette@jendamark.co.za)



Leila Lokotsch





# HAVE YOU HEARD?

We have created a Jendamark podcast called TECH | PEOPLE | TALK. Hosted by our own Yanesh Naidoo and Goodwill Mabena, it is a series of honest conversations with real people working in the new tech space. We unpack the latest advancements, concepts and ideas in a way that anybody can understand. Find it on all your favourite streaming platforms – including Spotify, iTunes, Deezer, Google Podcasts and YouTube.



## BEHIND THE SCENES

Yanesh also presents a weekly series of behind-the-scenes videos that showcases the best of Jendamark – our processes, machines, tech and more. Called Machine Monday and Thursday Thought, you'll find them on our YouTube channel! Subscribe and share with family and friends.

## For the latest news, invite your family and friends to follow Jendamark's digital platforms:

 jendamark-automation  Jendamark

 @jendamark  @Jendamark

**Answer (from page 2):** When the company was registered, it was originally a shelf company. The person who registered Jendamark named it after his children: Jenny, Dave and Mark. Now you know!

Got some news you think should be in Jendamark Juice? Tell us about it!  
Chat to your line manager or Natasha Thompson – or email [natashat@jendamark.co.za](mailto:natashat@jendamark.co.za)