

THE PUPKEWITZ TIMEZ

AN INTERNAL NEWSLETTER OF THE PUPKEWITZ GROUP OF COMPANIES
JANUARY 2018 - DECEMBER 2018 VOLUME 5: ISSUE 1



MEET EUGENE SHEPHERD: CONTINUES PROGRESS

Pages 4 - 7

PUPKEWITZ
GROUP TAKES
FIRST PLACE

Page 9

PUPKEWITZ
FOUNDATION
STRENGTHENS
THE FIGHT
AGAINST GBV

Page 11

PUPKEWITZ
MEGABUILD
TAKING ITS
PRODUCTS AND
SERVICES TO
OUTJO

Page 21

SYNERGIES:
PUPKEWITZ
MEGATECH
JOINT
VENTURE

Page 25

PUPKEWITZ
MOTORS
CARING
PROJECT

Page 30

MOTIVATION
CORNER /
THE KEYS TO
SUCCESS

Page 44

TABLE OF CONTENT

WORD FROM OUR GROUP CEO.....	3
MEET EUGENE SHEPHERD.....	4 - 5
LET'S HEAR FROM THE GROUP TALENT EXECUTIVE.....	6
ADVANCING LIFE – BUILDING ON A LEGACY.....	7
PUPKEWITZ GROUP TAKES FIRST PLACE IN THE LAGE SIZE COMPANY CATEGORY.....	8
WORD FROM THE PUPKEWITZ FOUNDATION CHIEF EXECUTIVE OFFICER.....	9
PUPKEWITZ FOUNDATION INVESTS IN EDUCATION.....	10
PUPKEWITZ FOUNDATION STRENGTHENS THE FIGHT AGAINST GENDER BASED VIOLENCE.....	11
COMMUNITY HEALTH CLINIC – OTJOMURU.....	12
THE PUPKEWITZ FOUNDATION HANDS OVER CLASSROOMS AT TIJHUZO COMBINED SCHOOL IN THE OMUSATI REGION.....	13
WORD FROM THE GENERAL MANAGER OF PUPKEWITZ CATERING.....	14
THE ART OF COFFEE.....	15
PUPKEWITZ CATERING SUPPLIES SUPPORTING SMES.....	16
WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MEGABUILD.....	17
PRETTY WATER SAVING.....	18
THE HOTTEST OUTDOOR DÉCOR TRENDS FOR SUMMER 2018.....	19
PUPKEWITZ MEGABUILD COMMITTED TO SUPPORTING SMES.....	20
PUPKEWITZ MEGABUILD TAKING ITS PRODUCTS AND SERVICES TO OUTJO.....	21
WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MEGATECH.....	22
LIGHTING TRENDS.....	23
LEGRAND'S YSALIS RANGE OF SWITCHES AND SOCKETS HAS BEEN WELL ACCEPTED BY THE LOCAL MARKET.....	24
SYNERGIES: PUPKEWITZ MEGATECH JOINT VENTURE WITH KHOMAS SOLAR-SAVER.....	25
NANO WORKS PRODUCTS AVAILABLE EXCLUSIVELY FROM.....	26
WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MOTORS.....	27
IT'S THE NEW MICRA.....	28
THE NEW TOYOTA HILUX.....	29
PUPKEWITZ MOTORS CARING PROJECT.....	30
IT CORNER.....	31
EVENTS.....	32 - 41
DID YOU KNOW?.....	42
WELLNESS.....	43
MOTIVATION CORNER / THE KEYS TO SUCCESS.....	44
GAME AND JOKES.....	45
D6.....	46

THE PUPKEWITZ TIMEZ is a FREE Internal Newsletter to staff members of the Group of Companies and may not be sold or re-produced.

Each PUPKEWITZ Division waives and releases THE PUPKEWITZ TIMEZ to the full extent permitted by law from any claims relating to the usage of material or information made available through the Division. While care has been taken to ensure that information contained in THE PUPKEWITZ TIMEZ publications is true and

correct at the time of the publication, changes in circumstances after the time of publication may impact on the accuracy of this information.

THE PUPKEWITZ TIMEZ material published are protected by copyright law. Apart from fair dealing for purposes of private study, research, criticism or review - no part may be reproduced or reused for any commercial purposes whatsoever.



Aqueous varnish, used on the cover, is nontoxic and treated paper can be recycled in standard municipal systems without emitting harmful byproducts

FOR ANY COMMENTS OR ENQUIRIES CONTACT:
 Maria Paulus
 Marketing Project Manager
 Pupkewitz Group (Pty) Ltd
 Tel: +264 61 427 019
 Fax: + 264 61 427 069
 projectmanager@pupkewitz.com

PUPKEWITZ TIMEZ

AN INTERNAL NEWSLETTER OF THE PUPKEWITZ GROUP OF COMPANIES

A BIG THANK YOU TO ALL THE CONTRIBUTORS OF THE CONTENT



WORD FROM OUR GROUP CHIEF EXECUTIVE OFFICER

..... Mr. Dougie Truter



Business and life are closely linked. Communication in both is critical. Business's first and foremost goal is to survive. The economic woes that were prevalent the past 12 months and that seem to be continuing, made me reflect on business and on our employees. Our commitment to people development has not wavered in difficult times, in fact our training expenditure has increased on a year to year basis. There were no lay-offs and that was a deliberate decision to give our people job security.

Communication is a two way street, as is relationships between employers and employees. We all work in a family business. A family that has selflessly invested in businesses that employ all of us. They have left us with infrastructure (the buildings we work in) working capital (the inventory in our stores and showroom floors) PPE (the desks and computers we work on) and many other assets in order for us to be employed and in time afford us the opportunity to make profits, and ultimately to expand the business and pay dividends to the shareholders (the Pupkewitz family).

We talk about diversity and millennials coming through in the workplace and the demands they have on the business. It's about work conditions, location, flexi time, positive impact on society and responsiveness to employee's needs. It's all good and well but we must not forget that all will be academic if business cannot be profitable and doesn't survive. Therefore, before we as employees put ourselves first, let's put the business first and make sure that the business is in a position to employ us. That the business is profitable and grows faster than inflation, and with a stable solid base, we can create an environment where everyone can flourish.

Let us all continue to be proudly part of the success of a century old family business that has weathered storms and celebrated successes over decades.

Ask not what your business can do for you – ask what you can do for your business. John F. Kennedy (country replaced with business).





Meet Eugene Shepherd

Attitude is Everything

"If you are going to, or even have to, do something, then do it to the best of your ability, anything less will be a huge waste of time and effort"

Eugene Shepherd was born at the coastal town of Lüderitz, and moved to Windhoek with his family when he was just two years old. He lived in Windhoek for most of his teenage life, attending Emma Hoogenhout Primary School and matriculating at Centaurus High School. After high school, he headed to Stellenbosch University where he obtained a Bachelor of Commerce. Eugene, being an ardent believer in education, went on to complete other postgraduate and professional qualifications at a number of other higher institutions in South Africa and Australia. After completing his studies, he started working in Cape Town, South Africa at various factories gaining valuable work experience and the necessary on the job exposure. In addition to the host of qualifications he holds, Eugene also belongs to various professional bodies like the Institute of Chartered Certified Accountants and the Institute of Chartered Company Secretaries to name but a few.

In 1994, whilst on holiday visiting family in Windhoek, he was offered a job at Wecke & Voigts and ended up working there for 8 years, climbing the corporate ladder and eventually promoted to the position of Finance Director in 1999. Thereafter, he spent a number of years working in various industries, including State Owned Enterprises' (SOE's) such as the Motor Vehicle Accident (MVA) Fund and National Petroleum Corporation of Namibia (NAMCOR). In 2012, the late Mr HAROLD PUPKEWITZ, shortly before his passing, appointed Eugene Group Finance Director, a position he still holds today.

Eugene realised early in his life that you have to do things yourself instead of waiting for someone to give you a chance or an opportunity. During his last years in high school and while studying at university, he frequently worked at shops during holidays to earn pocket money and to help pay for his studies. Eugene, performed all tasks, having started with packing shelves and eventually to being a cashier. His exposure and experience in the business world cultivated a strong entrepreneurial spirit and love for business world and before long Eugene had graduated from casual work to fully managing the entire shop when the owners went on holiday, thereby gaining valuable managerial skills.

Eugene loves travelling and can be described as a globetrotter, having had the privilege to tour and visit many countries around the world. Apart from travelling he draws his energy from the outdoors and sports activities. He is an avid hockey player and loves to go water-skiing at the dam during summer. Eugene is a dedicated family man and a proud father to two beautiful daughters aged 9 and 11.

Q&A's:

WHO IS THE PERSON THAT YOU CONSIDERED AS A ROLE MODEL EARLY IN YOUR LIFE? WHY AND HOW HAS THIS PERSON INFLUENCED YOUR LIFE?

I pretty much followed my own way most of my life. I do however think Richard Branson of Virgin fame can serve as an example to many people.

WHAT IS THE FUNNIEST THING THAT HAS HAPPENED TO YOU RECENTLY?

Last December I was on quite a long train trip in Europe. I put on my earphones and was listening to music. After a while I noticed people were looking at me in a very annoyed manner. That's when I realized that I was seated in a quiet zone, but was humming and singing out loud along with music and everybody had to listen to me.

BEST ADVICE YOU HAVE EVER RECEIVED

If you cannot say anything nice, then rather say nothing at all.

IN YOUR ROLE, WHAT KEEPS YOU MOTIVATED?

The PUPKEWITZ Group is growing and evolving rapidly, and this means that there are constantly new challenges and opportunities. This means that there is "never a dull day" at work.

WHAT ARE YOU DOING DAILY, TO ENSURE YOUR GROWTH AND DEVELOPMENT CONTINUES AS THE GROUP FINANCE DIRECTOR?

The diversity of the Group challenges me to constantly think about different industries and new ways of doing things. By reading widely and listening to as many knowledgeable people as possible, I find that I am still learning all the time.

WHAT IS THE MOST IMPORTANT CHARACTERISTIC THAT EVERY LEADER SHOULD POSSESS? WHY?

There are a multitude of answers to this question and libraries full of books on the topic. For me it has always been empowering my team to take initiative, guiding them and encouraging them, even if it means they sometimes make a mistake.

IN VIEW OF THE CURRENT ECONOMIC CLIMATE, WHAT ADVICE WOULD YOU LIKE TO SHARE?

Be patient, things will improve. Be thankful that we are part of a large stable Group that takes the welfare of its employees seriously. Work smarter and look for an improved way of doing things all the time.

SHORT Q&A'S

GREATEST LIVING SINGER?

Freddie Mercury of Queen (although he is no longer alive)

FAVOURITE FOOD?

Carbonara pasta prepared with eggs, the traditional way

FAVOURITE TOY GROWING UP?

My bicycle, it was my freedom

FUNNIEST PERSON YOU KNOW

Michael McIntyre

WHAT PERSONAL TRAIT HAS GOTTEN YOU IN THE MOST TROUBLE?

My belief to try all things at least once

WOULD YOU RATHER...

BE THE BEST PLAYER ON A HORRIBLE TEAM OR THE WORST PLAYER ON A GREAT TEAM?

Definitely the worst player in a great team

LET'S HEAR FROM THE GROUP TALENT EXECUTIVE

Mr. Schalk Pienaar

We rarely engage in good communication! We rarely think about communication! And when we do think about it, we think about communication as if talking alone is communication.

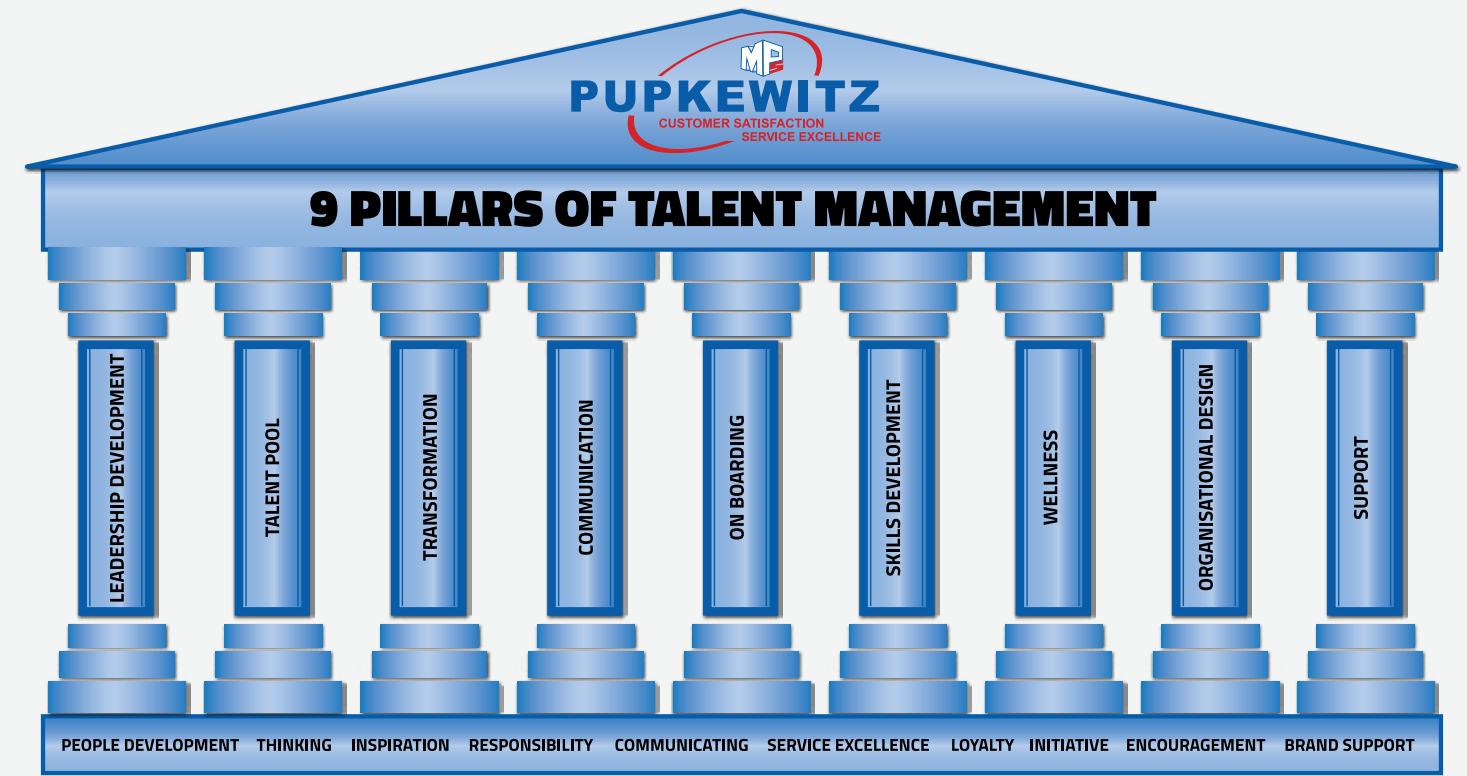
Therefore, I invite you to journey with me through a couple of thoughts about good communication.

- Good communication starts with nothing less than mutual respect. The way I perceive the other person. We respect each other in the way we observe, experience, treat, listen and talk to each other. To respect somebody always means I know that I can learn something from you.
- Think about the single biggest problem in communication. What do you think that is? In my view, it is the illusion that it has taken place. We need to realise that communication only happened when the other person has understood what was said.
- In communication, we need to realize the important influence of non – verbal communication. Did you know that only 7% of communication is based on vocabulary, 38 % is based on voice inflections and 55% is based on body language? That is our facial expression and body posture! Your words could try to say one thing but your body could convey the opposite that weigh more! Can you imagine?
- In communication, you have to listen and listen well. There is an ancient saying that we have two ears and only one mouth, which means that we have to listen twice as much as we speak. Again, think about it; you do not listen only with your ears! You also listen with your eyes and with your sense of touch. We have to listen with our mind, our heart and our imagination.
- We have to realise that communication is a dynamic process between a sender and receiver. There is a sender, a message and a receiver. The sender sends a message, the receiver hears it and responds. The sender has the opportunity to clarify and the receiver accepts, understands and confirms the message. Only then has communication happened.
- The sixth big thing in communication is that there are always filters present in communication. Some of them are internal in the sender, some are external, between the sender and receiver, and some of them are internal in the receiver. Filters could be emotions, mind-set, semantics, status, fear, work pressure, poor timing, language, culture, TV, noise, etc. All of these and many other filters could stand in the way of good communication.

Good communication is always **HOT**. That is: **Honest, Open and Two-way!** It is an ongoing challenge to ensure that when we do communicate, it will be good communication! Go communicate, and do it well!



ADVANCING LIFE – BUILDING ON A LEGACY!



At the PUPKEWITZ Group of Companies, we dream of excellent leadership on every level of the Company. Optimising and developing the strengths of our employees, so we can grow competent leaders and maintain a high performance culture. We believe that managing talent formally, with excellence, is a business imperative. As such, *we aspire to drive innovation, growth and breakthrough performance* by balancing and integrating both the business and individual needs.

The Talent Management department at the PUPKEWITZ Group was introduced in March 2016, and its strategic approach is built upon the understanding of the Group's business strategy and how that translates into capability and skill requirements. Talent Management in our Group operates under **9 Pillars, namely; Leadership Development, Talent Pool Development, Communication, On-Boarding, Skills Development, Wellness, Transformation, Organisational Development and Support to CEO and MD's.**

All these pillars are aligned with the strategic objectives of the Group and tie in with our 10 Unifying Principles. The number one unifying principle being **Commitment to People Development.**

Since inception of the Leadership and Talent Pool Development programmes initiated by the Talent Management Department in collaboration with the various Divisions, 70 candidates successfully

completed the PUPKEWITZ Leadership Programme and 40 successfully completed the PUPKEWITZ Management Programme in 2016 and 2017.

Developmental Programmes evolved significantly in the Group and currently 130 candidates are enrolled in the following programmes:

- Executive Coaching
- Leadership Programme Plus
- Leadership Programme

The economic downturn has not deterred us from consistently investing in our people for the past two years. Our focus now more than ever is creating equal opportunities for our employees, leveraging their strengths in order to have an empowered and productive workforce. This is the only guarantee of ensuring our success as an organisation, even in difficult economic times.

Our commitment towards growing and developing talent from within the PUPKEWITZ Group also goes towards supporting the Government in making sure that we develop the required skills in the country, and refrain from sourcing skills from other countries. Thus leading towards equitable and sustainable development, as outlined in NDP 5, Harambee Prosperity Plan and Vision 2030.



PUPKEWITZ GROUP TAKES FIRST PLACE IN THE LARGE SIZE COMPANY CATEGORY



PUPKEWITZ GROUP

2018 BEST COMPANY TO WORK FOR

It is the first time since Deloitte's Best Company to Work for Survey was launched in 2011 that the PUPKEWITZ Group of Companies participates in the survey. It is therefore a great honour and immense pride for the Group to be awarded first place in the large size company category, scooping the Platinum Seal of Achievement.

The Best Company to Work for Survey, is a workplace climate assessment aimed at identifying what attracts and motivates individuals within the workplace, how their experience influences overall productivity and engagement levels. Based on a Best Company Score, participating organisations are awarded a Seal of Achievement – Platinum for a score of 3.5 and above, and Gold for a score of 3.25 to 3.49. The seal is a demonstration of the employees' perception of the attractiveness of the organisation and commitment to its people, enabling the organisation to market itself as an employer of choice.

The PUPKEWITZ Group's participation in this survey was a deliberate decision to identify areas of improvement aimed at creating amazing experiences for our employees in the workplace. This achievement would not have been possible without the participation of our valued employees. Therefore, we sincerely extend a word of gratitude to all our employees.

True to our number one unifying principle of 'Commitment to People Development,' being an employer of choice is one of our strategic goals and we remain committed to creating exciting opportunities aimed at enhancing the workplace experience for all our employees.

The PUPKEWITZ Group is renowned for its diversity and decentralised business footprint, and is a proud employer of over 1800 Namibians.



WORD FROM THE PUPKEWITZ FOUNDATION CHIEF EXECUTIVE OFFICER

..... Mrs. Meryl Barry



PUPKEWITZ FOUNDATION

We are a movement. We recognize that the biggest challenges beget the best work, to quote Steve Jobs. We are a movement which believes it is possible to make a lasting difference in one million Namibian lives. We tackle what may seem the impossible. We have the courage of our convictions as to the choice of our key projects within our budget. Some big, some small. We recognize that not only funding, but our unconditional commitment to our projects over longer periods, breathes life into these projects. Ambitious endeavours require room and time to flourish.

We want money to do things it has never done before. We work with stakeholder input and consent on prioritized needs. The PUPKEWITZ Foundation not only stakes reputation but also millions annually, in an effort to prove certain ideas are a viable method of encouraging economic growth and social progress.

We reflect deeply on how we may use network, our strengths and existing resources, to implement projects with direct benefit to groups, and to develop a lasting line of assistance.

We are a movement. We will continue to participate in and invite partnerships which share each other's values, so that we can develop more impactful, sustainable and scalable projects. We would like to share with you that through a long and rigorous

process, the Ministry of Health and Social Services has awarded us a Welfare Certificate. We have been audited for many years now. We therefore propose, that with pooled finances of other organizations, we offer ourselves as an implementing agency on 4 types of projects, where, with our expertise, and track record, networks and resources, we can maximize impact. Just as we fund other organizations where their skills and reach are better than are our own.

We are a movement. We will continue to find ways for civilian involvement, and advocate good citizenship. We believe locals wish to help locals, and we have created platforms for our staff, as civilians, to express their care. We have a model of almost 4 years running, on the impact of PUPKEWITZ employee volunteers on our Early Childhood Development Feeding Scheme, whose 150 volunteer hours during work time, once a week, are central to the success and implementation of this project. We have used our countrywide footprint of our PUPKEWITZ branches to create outreach. The concept of civilians caring, underwritten by the United Nations, can assist and draw attention to thousands of individuals.

Last but not least, we want our customers to share in the knowledge that every purchase goes towards funding 43 projects making a difference in Namibia.



PUPKEWITZ FOUNDATION INVESTS IN EDUCATION

On Wednesday, 31 January 2018 the PUPKEWITZ Foundation handed over four new classrooms and a multi-purpose room worth N\$1.3 million to the Groot Aub Primary School.

The PUPKEWITZ Foundation has been playing a strong role in maintaining educational facilities, towards assisting the Ministry of Education in achieving their infrastructural goal of alleviating the need for classrooms. The four new classrooms will enable the school to offer primary education to all the learners during the morning.

Many developing countries with constrained resources have adopted a double session system as a way to serve more students. However, it is only a short-term solution, as it has been proved that morning time classes yield more benefits in terms of overall performance.

Furthermore, as part of their 'Future in the Bag' project, PUPKEWITZ Toyota donated 300 school bags containing educational material, which the learners' received with delight. In her speech Mrs Meryl Barry, Chief Executive Officer of the PUPKEWITZ Foundation, said "It has become a tradition set by the example of the late Mr. Harold Pupkewitz, known for his generosity that the Pupkewitz Family also donates to the communities in which we operate. In addition, having seen the desperate state of 14 non-functioning toilets since 2011 and judging from the unheard written appeals to the Ministry of Works, the Pupkewitz family decided to renovate the 14 toilet ablation block and staff toilets, to the material value of N\$226 000."

She further said, "The budget of N\$6.950 million, just under 7 million, of the PUPKEWITZ Foundation, is fully funded by profits from the PUPKEWITZ Group of Companies. Therefore we acknowledge our loyal customer support, which enables us to fund so many worthy projects and to implement countless programmes in EDUCATION, HEALTH, COMMUNITY CARE, THE ENVIRONMENT, and CULTURE AND SPORT, with an increased annual budget."

The PUPKEWITZ Foundation's strategy remains deliberate partnerships with Government and reputable non-profit organizations whose development goals are aimed at viable, innovative and sustainable solutions to national priorities.



PUPKEWITZ FOUNDATION STRENGTHENS THE FIGHT AGAINST GENDER BASED VIOLENCE

N\$195 000

Gender-based violence (GBV) is a human rights issue of endemic proportions in Namibia. One out of three women have experienced, or will experience GBV in their lifetime. Furthermore, it estimated that one out of five women are in an abusive relationship. Prevention of GBV is high on the national agenda and requires concerted efforts to fight and address it amicably.

It is against this background, the PUPKEWITZ Foundation funded a National Workshop on the Coordination of Gender Based Violence and Social Work services between the Ministries of Health and Social

Services and Gender Equality and Child Welfare. The main objective of the National Workshop was to clarify roles and responsibilities regarding the rendering of services with regard to Gender Based Violence and Violence against children by both Ministries.

The workshop further created the platform for the participants; mainly senior social workers from all 14 regions in the country to be trained on writing reports, specifically for submission in the prosecution of Gender Based Violence and Violence against Children court cases.



COMMUNITY HEALTH CLINIC – OTJOMURU

TOTAL COST OF PROJECT - N\$1.3 MILLION

Otjomuru is a village situated at the foot of the majestic Zebra Mountains in the Great Kunene region and home to the Ovatuë (which means sharp minded or brave people) tribe. A tribe that only came to be known after a severe drought in 2006 which forced them to leave their home in the Zebra Mountain, in search of water in the nearby village.

Dr. Libertina Amathila, was tasked by then President Hifikepunye Pohamba to meet with the Ovatuë tribe after a story was broadcasted on national television, showing marginalised communities severely affected by drought in the Kunene region. Dr. Amathila negotiated with the chiefs and headman from the Otjidanga tribe in the surrounding area for a section of land on the banks of the Okuangati River for the resettlement of the Ovatuë tribe. She named the place Otjomuru.

Dr. Amathila made a promise to the Chief of the Ovatuë tribe to build a clinic after he shared losing seven family members from poisoning. They were unable to receive medical attention as there was no clinic or medical facility in close proximity. To bring her promise to fruition, she approached Mrs. Meryl Barry CEO of the PUPKEWITZ Foundation to fund the construction of the Clinic as well as nurse's accommodation.

On 20 June 2018, great excitement, the Clinic was officially handed over to the Ministry of Health and Social Services. The clinic will provide medical services to a 1000 marginalised community members in Otjomuru.

The building material, which was supplied by PUPKEWITZ Megabuild Oshakati was transported from Okuangati, then to Otjomuru with the help of the Namibian Defence Force (NDF). The total cost of the project was N\$ 1.3 million.

Working on this project despite its remote and challenging location has been extremely interesting, challenging, rewarding and filled with adventures and lessons for our PUPKEWITZ Foundation team. The PUPKEWITZ Foundation was humbled by the opportunity to work with Dr. Amathila and to provide the funding for such a worthy cause.

"A new way of working collaboratively has evolved, supported by multiple stakeholders. This emanates not only from the economic needs and budget cuts we have experienced, for the many reasons known to us, and some not understood, but also around the thinking that responsibility for the provision of what is needed and the vision we have for our societies, rests not only with governments, but with society itself, with ourselves. In pondering how responsibilities rest with ourselves, as also with ourselves in our roles as employees, at every level, I pause to honour, respect, shower compliments, awe, great wonder at the door of Honourable Dr. Amathila, our great heroine of the liberation struggle, for her tireless work in what needs to be accomplished, which include her personal capacity as well as her roles in Government. The works of our ancestors will have an enduring effect on subsequent generations. Dr. Amathila's works' in her lifetime will have an enduring effect on those who got to know and love her. We now also have her to look up to as a role model. Citizens and individuals can take heart from the example of others. She has set a benchmark what can be done and managed when the will is there. When we dream, when we have a vision" Meryl Barry, CEO –PUPKEWITZ Foundation.



THE PUPKEWITZ FOUNDATION HANDS OVER CLASSROOMS AT TJIHUZO COMBINED SCHOOL IN THE OMUSATI REGION

STRONG ALONE, UNSTOPPABLE TOGETHER!

The PUPKEWITZ Foundation on 1 November 2018, handed over five classrooms valued at 1.7 million dollars to the Tjihuzo Combined School, through the Omusati Regional Council for Education. The new block of classrooms will accommodate Grade 8 learners, who have been studying under trees and in tents.

There are 3225 classrooms needed countrywide. All 14 regions are experiencing classroom shortage; with regions, most affected being Oshana, which requires 532 extra classrooms; Oshana needing 513 extra classrooms; Kunene short of 342, Otjozondjupa that requires 336 extra classrooms and Omusati in need of 306 extra classrooms.

We cannot all look up to Government to do it alone. The PUPKEWITZ Foundation is part of the Friends of Education in Namibia Special Initiative (FENSI), which allows stakeholders to assist Government to achieve its infrastructural goals. This also goes towards assisting the Ministry of Education in achieving one of their four targets aimed at proving more classrooms countrywide.

The PUPKEWITZ Foundation would like to acknowledge and thank all our loyal customers' support, which enables us to fund so many worthy project and to implement countless programmes in **EDUCATION, HEALTH, COMMUNITY CARE, ENVIRONMENT, and CULTURE AND SPORT.**



WORD FROM THE GENERAL MANAGER OF PUPKEWITZ CATERING

Ms. Clara Bauleth



As part of the PUPKEWITZ family one of our key values is effective communication. Values as we know are principles or the key drivers that mold us and make us who we are.

So, on my quest of finding out exactly what this word - communication - that we so commonly use means, I found that its origins derives from a Latin word - Comunicare (meaning communality, sharing or to inform). So, good communication in its simplest form is the sharing of information that can be easily understood from one party to another.

Since joining the PUPKEWITZ family, I have witnessed continuous efforts that are being made so we can have a more open and informed community. Investments in communication tools like our d6 communicator and even "The PUPKEWITZ Timez" you are currently reading from, not only allow us to see views from management's perspective and where we are going, but help us to be better informed about what is happening in other divisions, not just our own. These tools can also help spot creativity and opportunities for synergies from our sister companies (No need to reinvent the wheel), as communicating ties us up to be closer as a family.

Time and time again it has been said that if there is no communication there can be no community!

With that said, we at PUPKEWITZ Catering Supplies are super excited for the new Financial year!! Although we know that the tough economic times are not over yet, it does not stop our catering equipment company from stepping into new grounds.

In our pursuit to be the best in our Industry, we have a couple of projects going on like automating or sales processes, creating a website with an online portal and a store facelift so our customers (including the PUPKEWITZ family) can have a smoother and more pleasant shopping experience. We are however most excited about our new branch. Yes! You heard right! We, in collaboration with PUPKEWITZ Megatech opened our second branch in Ongwediva in September 2018!!

Synergy was created by communicating. So family, lets continue sharing, informing and communing as we can make bigger things happen.

All the best with the New Year!



THE ART OF COFFEE

PERFECT COFFEE MADE EASY

Does making a good coffee drink sound like a lot of work? Well, not if you use the Sprada Future TX5 automatic bean-to-cup machine, available at PUPKEWITZ Catering Supplies.

The modern and elegant Swiss product, which blends perfectly into the ambience of modern homes or offices, comes with a one-touch menu display and can make up to eight pre-programmed speciality coffee's. It contains an advanced self-cleaning milk system, ideal for warmer temperatures and comes with a power-off energy saving mode.



Sprada Future TX5 Coffee Machine

You can now enjoy your coffee in many ways with the Future TX 5 Coffee Machine, which makes coffee making an absolute art.

Here are some common types of coffee drink you will get with the TX5;

ESPRESSO

Espresso dates back to Italy in the early 1900's. It is usually served in a small cup (not unlike a shot). At its most simple, espresso is "just" concentrated coffee and is slightly stronger in taste and aroma, compared to filter coffee.

Characteristics: Black, thick in its consistency and served in a small cup, usually with a top of brown/reddish crema (foam)

CAFFE LATTE

Caffe Latte, or just "Latte" as most of us prefer to call it, also originates from Italy or quite literally translates to "coffee with milk". Caffe Latte is steadily growing more and more popular in most parts of the world, and you can find it in almost any coffee shop, no matter where you are.

Characteristics: Creme coloured, foamed milk with a thickness the size of a fingers width and often with artwork created in the foam.

LATTE MACCHIATO

Latte Macchiato is a lot like a caffe latte, since it is made from a lot of hot milk at the bottom and a small amount of espresso added on top. The mix of ingredients in this drink makes it ideal for serving up in a tall glass, with the ingredients layered beautifully. Latte Macchiato translates into something like "milk with marks."

Characteristics: Light coloured, coffee in the bottom and a couple of coffee layers at the top

CAPPUCCINO

The Cappuccino was very popular a decade ago, and also originates from Italy. Many coffee shops also serve cappuccinos with a drizzle of chocolate or cocoa powder on the top.

Characteristics: Creme coloured with a thick layer of foam, usually served in a large cup. Served with chocolate/cocoa powder on top or some artistic motif.



"A BIG BUSINESS STARTS SMALL."

RICHARD BRANSON

PUPKEWITZ CATERING SUPPLIES

LAUNCHES NEW SMEs LINE

PUPKEWITZ Catering Supplies (PCS) is excited to announce the launch of its new Small to Medium Enterprises (SMEs) line, which was launched in August 2018. PCS displayed its new products at the Ongwediva Annual Trade Fair (OATF), an annual exhibition platform for businesses and organisations hosted by the Ongwediva Town Council. In addition to the existing catering equipment, the new SME line will include deep fryers, bakery equipment, ice making machines, candyfloss machine, popcorn machine, ice cream maker and a selection of other items like chaffing dishes and pots.

The new line items are aimed at supporting our SME sector and anyone who wants to grow or start their business. These items are not only of high quality but affordable and are guaranteed to

enhance small to medium business operations, enabling them to create more jobs and continue contributing to sustainable development.

PCS is making sustained efforts to help Namibian SMEs, by providing them with continued access to business opportunities in the current challenging economic environment and by constantly developing its range of more targeted products and markets. Our goal is to promote stable long-term growth in this important market, considered the engine of Namibia's economy, thereby, ensuring that SMEs are supported in order to grow and thrive.



WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MEGABUILD

.....Mr. Marcel Lamprecht.....



Communication is one of the most talked about leadership competencies in businesses but one which is often interpreted or understood differently. Communication is more than sharing information in an organisation. It is a complex discipline with multifaceted skills for it to be effective, efficient and impactful. Let's look at the 10 top communication skills

Listening: There is a saying: God gave us two ears and one mouth for a reason. We need to listen more and talk less. This is a pivotal pre requisite for communication to be effective.

Non Verbal Communication: In addition to the spoken word, your body language, eye contact, hand gestures, relaxed stance and tone are also incredibly important and will make you approachable and encourage others to speak to you.

Clarity: Good communication means saying just enough. Say what you want clearly and directly.

Friendliness: Through a friendly tone, a personal question or a simple smile, you will encourage others to engage in open and honest communication with you.

Confidence: It is important to be confident in your interactions with others. Confidence shows others that you believe in what you are saying and follow through on promises.

Empathy: Even when you disagree, it is important to understand and respect others point of view.

Open Mindedness: It is critical to enter any conversation with a flexible and open mind. Be open to listen and try to understand the other person point of view, rather than simply getting your message across.

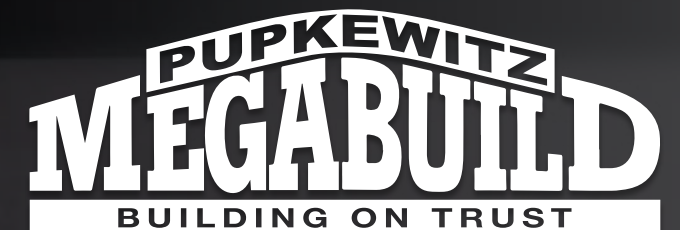
Respect: Simple actions like using a person's name, eye contact and active listening will make a person feel appreciated.

Feedback: Being able to appropriately give and receive feedback is an important skill. Giving feedback involves giving praises as well.

The use of the right medium: An important skill is to simply know what form of communication to use. For example, some serious conversations are almost always best done in person.

Open and transparent communication leads to another crucial leadership competency called ownership. Ownership is taking the initiative to bring about positive results. It means not waiting for others to act, and caring about the outcome as much as an owner of the company would. It is about being accountable for the result of your actions. That they are of the highest integrity, quality and delivered within a timely manner.

We all welcome open, transparent communication as well as taking ownership, and because of that PUPKEWITZ is absolutely one of the best companies to work for.



Pretty water SAVING



For some or other reason there is a misconception about water saving or indigenous plant choices to be rather dull, ugly or boring. We get misled by the media publicizing these beautiful lush and colorful gardens in South Africa. We see it, but do not take into consideration the vast difference in the weather conditions, making it possible for even a broomstick to start root and sprout new growth.

I wish I had the capacity to drive a Namibian gardening magazine, to encourage our local gardeners to go for the correct water wise plant choices without having to falsely interpret it as boring or unattractive. I have seen many astonishing water saving or indigenous gardens leaving much of the luscious gardens appearing to be rather uninteresting and boring. One can improvise much better with detail and décor.

Here are a couple of efficient watering methods:

- Mulching is of utmost importance to keep your soil cooled down and prevent evaporation, keeping the soil moist.
- Watering more often, less at a time enabling your plant to absorb enough water without flushing it with too much water that eventually just drains away or evaporates, for the roots system can only absorb a certain amount of water at a time.
- Watering very early in the morning, especially in summer time is crucially important. Less evaporation and good drainage due to cool soil conditions resulting in efficient water consumption.
- Using 300 to 500mm pvc pipes to water directly at the root system of your plant.
- Direct watering to the roots by digging in an empty plastic bottle right next to the shrub or tree trunk, making holes for the water so seep through to the root system of the plant.
- Making reservoirs around plants to prevent water from running off when watering, but rather drain in at the root system.
- Drip irrigation is far more efficient than overhead irrigation, it can cut your water consumption by 70%.
- An automated irrigation system is also much more efficient and can be shut off when raining by a rain sensor.

Important aspects to keep in mind when choosing plants:

- No more than 10 to 15% of your garden's plants should be high water consumption. Medium water consumers should be

not more than 20-30% and 50% should be made up by low to extremely low water consumers.

- Choose plants compatible to the climate of your area, by the assistance of a horticulturist or well-informed sales person at the local garden center or nursery.
- Choose plants that stores water in their foliage (Most succulents) and grey foliage plants reflects sunlight and those with epidermal hair usually evaporates less making them more suitable as water wise plant choices.
- Do not transplant plants during very dry periods, for you normally then would have to water them extra to be able to survive.
- Do not feed during dry periods for you also need to water more.
- Spraying your plants with Wilt-Pruf, reducing transportation, enabling plants to survive dry periods with less watering.
- Using polymer crystals in your planting hole when transplant, absorbing four hundred times its own volume of water. These crystals become a jelly, keeping the water to be absorbed by the hair roots, enabling you to water much less.
- Extremely low water consumers may be planted on the boundaries of your garden not watering them at all, but totally rely on rain water only

Plant choices:

- Shrubs:** Plumbago, Rosemary, Westringia, Strelitzia, Carissa, Coleonema, Buddleia
- Groundcovers:** Arctotus, Gazanias, Plectranthus neochilus, Dymondia margaretae, Helichrysum petiolare, Felicia amelloides, Erigeron karvinskianus, Stachys byzantine (Lamb's ear).
- Bulbs & Corms:** Agapanthus, Dietes, Tulbachia, Asparagus, Clivia, Dianella, Eucomis (Pineapple flower)
- Perennials:** Salvia, pelargoniums, Sansevieria (Mother-in-law's tongue), Bromeliads, Gaura, Dusty miller, Wormwood.
- Succulents:** Aloes, Crassulas, Kalanchoes, Echeveria, Senecio spp. Portulacaria afra, Bulbine frutescens, Agave, vygies (Lampranthus, Carpobrotus, Drosanthemum).

I challenge you to start getting creative, get decorative, be smart and create your most beautiful water wise garden Namibia has ever seen.



Speak to our horticulturist, Eugene le Roux for all landscaping, irrigation and garden advise.
Contact number: +264 61 2040 710



THE HOTTEST OUTDOOR DÉCOR TRENDS FOR SUMMER 2018

In Namibia summer days and nights are beckoning us outside. Take time to freshen up your outdoor space and be sure that outdoor living now means a lot more than a few lounge chairs scattered on a brick patio.

People are embracing the idea of "OUTDOOR ROOMS" and expect the same amount of comfort and convenience from their patio's as from their interior spaces. The garden and patio has evolved and became the second living room.

Consider your patio as a clever and lower cost way to extend the square footage of your home.

DÉCOR TRENDS WORTHY OUTDOOR FURNITURE and FABRICS

The first step to create a comfortable outdoor living space is furnishing it with comfortable and attractive furniture.

PUPKEWITZ Megabuild Lifestyle offers an exciting range of rattan patio furniture and scatters with fabric technology fit for the Namibian sun. Do not miss out on our new range of contrasting and patterned outdoor carpets and scatters to lighten the palette. Just like an indoor sofa, you will want to layer on two pairs of matching patterned pillows in complementary prints. Stripes and geometrics are almost foolproof to blend.

FLOORING / DECKING

Outdoor spaces are "shoe free" zones and therefore treat your floors as

another design feature.

Visit Megabuild Lifestyle for our Eva last ultra low maintenance composite decking range, the perfect alternative to timber. Its available in a variety of colours, finishes and dimension to cater for your style and specific application.

STRIP LIGHTING

Strip lighting under steps, seats and bench tops creates an amazing feel and is becoming increasingly popular. Visit Megabuild Lifestyle for all your outdoor lighting options whether to create the right mood or functionality we have it all.

MULTI LEVEL PATIOS

Construction of multi level patios are becoming increasingly more popular. It defines spaces for several areas of activities which can lead to an interesting flow. For example an upper deck may be used primarily for dining while a lower deck designated for lounging

COMBINING WATER AND FIRE ELEMENTS

The addition of natural elements is a key point in design this summer. Water features are consistently a favourite addition with the soothing sound of flowing water to manifest tranquility and peace.

Fire pits are also on the rise in outdoor space designs and replaces traditional "braai" fires to add an ambient glow to your outdoor area. Whether you are a do it yourselfer or hiring a professional for your outdoor project, use these outdoor trends to inspire you.



Speak to our interior co-ordinator, Marissa Lochner for expert interior advise.
Contact number: +264 61 2040 700



PUPKEWITZ MEGABUILD COMMITTED TO SUPPORTING SMES

In early July 2018, PUPKEWITZ Megabuild in partnership with the Namibia Procurement (NamPro) Fund hosted a two-day financial workshop, aimed at equipping Small and Medium Enterprises (SMEs) with the necessary skills to better manage their finances as well as align the needs and requirements of all the partners in the value chain.

The workshop, which was held at the Namibia University of Science and Technology's (NUST) Hotel school, also further, encouraged closer collaboration and dialogue between the partners in order to unlock growth and promote the development of sustainable business. In staying true to PUPKEWITZ Group's number one unifying principle of "Commitment to People Development," PUPKEWITZ Megabuild is fully aligned to the promotion of employment and the advancement of the social economic welfare of all Namibians.

SME Development is a core value of the PUPKEWITZ Group, and this has been evident in our active involvement through the PUPKEWITZ Megabuild SME Empowerment Programme. The programme was established in 2008 at PUPKEWITZ Megabuild and Builder's Warehouse

to assist, equip and empower SMEs in the construction industry. This was an initiative of the late Mr. Harold Pupkewitz, known as one of the leading and greatest entrepreneurs in Namibia. He believed in, and was passionate about empowering people and small/medium businesses and uplifting our communities. We at the PUPKEWITZ Group strongly share in this belief and passion, and are determined to continue his legacy by enabling the SME sector to contribute to economic development, alleviate poverty and close the inequality gap. We further believe that entrepreneurs are job creators' and therefore the backbone of the economy.

NamPro is an investment fund, which was established to support SME suppliers that require funding to execute contracts. PUPKEWITZ Megabuild partnered with the fund late last year, to promote and support SMEs in order for them to further enhance, strengthen and grow their business.

Further SMEs trainings are planned for the remainder of the year and this will be communicated within due time.

PUPKEWITZ Megabuild takes its Social Responsibility towards Namibia very seriously. Part of this responsibility is our commitment to the sustainability of our environment and its ecosystem.

On Monday, 26 November 2018, PUPKEWITZ Megabuild launched its Break Free from Plastic campaign. The event was attended by the Minister of Environment and Tourism Honourable Pohamba Shifeta, who delivered the keynote address.

As a retailer of various products, it is part of our service and customer experience to offer convenience to our customers. This includes making it easy for our customers to carry and transport their items in the most convenient manner. In the Namibian retail sector, this usually means that a huge amount of plastic shopping bags are being offered to customers on a daily basis.

The use of these plastic shopping bags has become popular and the fact that they are given at no cost, has amplified the rate at which these plastic shopping bags are used and most concerning, the amount of plastic bags being discarded and left to litter the environment. Plastic bags pollute our soil and water, they are also very harmful to wildlife and marine life, and they contribute to climate change. Thus, they are harmful to human health.

PUPKEWITZ Megabuild has decided to review all its operations in order to identify areas of innovation as well as improvement aimed at supporting the sustainable use of our resources and the protection of our environment. We recently launched our first green initiative with the installation of solar rooftops on some of our shops. We are proud to announce another green initiative with the introduction of a fee on all our plastic shopping bags.

Starting on Friday, 14 December 2018 all plastic shopping bags, at all our PUPKEWITZ Megabuild stores (nationwide) will no longer be free of charge. Our customers will have to pay N\$0.50 cents for each plastic bag. The overall objective of the fee introduction is to impact our environment positively, and encourage the responsible use of these items by promoting the deliberate reuse of plastic shopping bags. Therefore, PUPKEWITZ Megabuild pledges to invest all proceeds from these plastics shopping bags to a selected and worthy Environmental Cause in Namibia.

We thank all our customers and stakeholders for your continued support.

ENVIRONMENTALLY FRIENDLY



PUPKEWITZ MEGABUILD IS ENCOURAGING RESPONSIBLE USE OF PLASTIC SHOPPING BAGS

THEREBY INTRODUCES A FEE FOR PLASTIC SHOPPING BAGS

PUPKEWITZ MEGABUILD TAKING ITS PRODUCTS AND SERVICES TO OUTJO



From left to right: Mr Danie Du Toit, Financial Director of PUPKEWITZ Megabuild and His Worship the Mayor of Outjo, Honourable Samuel !Oë-Amseb in front of the new PUPKEWITZ Megabuild store in Outjo.

It is with immense pleasure that we announce the opening of PUPKEWITZ Megabuild's new branch in the beautiful town of Outjo. The new branch brings the number of PUPKEWITZ Megabuild's total branches to 17, creating a comprehensive footprint in Namibia. Taking our services and products closer to our people remain one of our priority areas as supported by the PUPKEWITZ Group's legacy of **Customer Satisfaction through Service Excellence**.

The launch of the new branch took place on Friday, 26 October 2018, and was graced by the presence of His Worship the Mayor of Outjo, Honourable Samuel !Oë-Amseb who delivered the keynote address and officially opened the branch.

Marcel Lamprecht, Managing Director of PUPKEWITZ Megabuild remarked, despite difficult economic times the PUPKEWITZ Group continues to innovate and create opportunities, to further grow the business and deliver value to all our stakeholders. He further commented, investing in our business and growing the Pupkewitz Megabuild footprint remains our priority whilst working closely with the local authorities to assist in creating job opportunities.

PUPKEWITZ Megabuild Outjo features a modern interior design with over 5 000 line items, aimed at offering our customers a choice of quality products as well as the PUPKEWITZ legendary and trusted

expert advice. Furthermore, to enhance customers' experience the new branch will be offering a delivery service within the town and adjacent towns within the radius of 150 kilometre.

As a responsible corporate citizen, the PUPKEWITZ Group remains truly committed to ensure that we provide the right product at the right price in the right place. In support of our national development goals and living out our number one unifying principle of 'Commitment to People Development,' we are continually seeking opportunities to create exciting job opportunities for all Namibians.

As a Group, we recognise Outjo Municipality's vision of becoming a tourism and education hub in support of economic growth and social progression.

The new branch is situated in Jack Frances Street, and will be open from Mondays to Wednesdays & Fridays, 07:30 – 17:00, Thursdays from 08:00 – 17:00 and on Saturdays from 08:00 – 13:00.

PUPKEWITZ Megabuild, a subsidiary of the PUPKEWITZ Group, is a one-stop building and hardware material supplier, providing a wide range of high quality products to building contractors and the retail home improvement market.

WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MEGATECH

..... Mr. Morne Nell

The very first thing I want to do is thank my team for their support and loyalty during one of the most challenging financial years. We had our highs and lows, but we pulled through and emerged stronger, focussed and more business driven than ever. I am excited about PUPKEWITZ Megatech's future and look forward to the next year, conquering challenges with my team.

With our collective energy and drive, we will not only be working on strengthening partnerships with our clients but also increase our focus on:

ALTERNATIVE ENERGY:

- Target REFIT projects/Grid tied solar installations: PUPKEWITZ Megatech strategically positioned and aligned itself to Nampower's 5 year goal to generate at least 75% of the electricity demand from Namibian sources.
- Innovasun Solar Saver Model: is gaining as much as possible market share in the limited window period.
- Solar & Storage solutions: determining the next phase to supply solar storage solutions to residential and rural markets.
- Sales DIVERSIFICATION in the electrical industry: Dedicated sales focus and key account management for our 5 core business segments: Electrical contractors, SOE's, Industrial, Retail and Wholesale.

With all of that said, what else do we need in an organisation to be able to achieve goals and conquer challenges? **EFFECTIVE COMMUNICATION**, I read a very informative article on the internet to broaden my understanding of this "overused" phrase, people feel that "talking is instinctive", but effective communication is not all about TALKING and can cause misunderstanding, frustration and conflict when not used properly. Effective communication combines 4 skills that we all need to learn:

ENGAGED/EFFECTIVE LISTENING: Listening is the ability to accurately receive and interpret messages, but more importantly, understanding the emotions the speaker is trying to communicate. Effective communication is less about talking and more about listening.

PAY ATTENTION TO NONVERBAL SIGNALS: The way you look, listen, move and react to another person tells them more about how you are feeling than words alone ever can.

KEEP STRESS IN CHECK: It is only when you are in a calm and relaxed state, that you will be able to know whether a situation requires a response, or whether the other person's signals indicate it would be better to remain silent.

ASSERT YOURSELF: Being assertive means expressing your thoughts, feelings and needs in an open and honest way, while standing up for yourself and respecting others.



LIGHTING TRENDS

SOFT COLOURS are the new popular finish, **RETRO & INDUSTRIAL** styles are coming back in *More Refined Forms*.



Lately, there has been a spike in the popularity of soft colours. Homeowners have fallen in love with colours such as grey and greige (grey plus beige), soft gold and copper. These colours can blend in with almost any kind of décor from modern urban to farmhouse. From pendant ceiling lamps in your kitchen, to floor lamps for book reading during lazy summer nights in your bedroom, muted copper, gold, and brass fixtures are in and silver pieces are out! These fixtures are incredibly eye-catching in homes that feature cream, beige, white, and grey colour palettes.

Some examples of how to use soft colours: Look for fixtures that accentuate the soft colour you prefer or choose an overhead fixture and table lamps in different soft colours that compliments each other (eg soft gold and grey or matte silver). Use soft gold lighting to attract attention to specific corners or areas of your living room. A great idea is a soft coloured reading lamp illuminating a reading chair and shelf in a corner.



Industrial has always been about rustic finishes, neutral colours and an emphasis on metal. We are seeing retro making a comeback but in a different way. If you look at modern industrial lighting, there are some stark differences to what you know as traditional industrial. The word we would use is "upgraded industrial" or just modern retro. Unlike the warehouse-like styles that are common with industrial style, we are seeing sleeker metals, richer and more varied tones and alternative designs.

How to use it: Use modern retro lighting to create a unique twist to an area. These lighting designs are popular for places like the kitchen work area, above the dining area or as wall lighting. Do not be afraid of industrial. It is no longer the brutal, "unfinished" style that belongs to a niche of retro punk fans. With its updated look, it fits perfectly in any 21st century décor.

LED's are Getting Cheaper - incandescent bulbs are very wasteful. Most of the power is wasted in the form of heat. This is why there has been a big push to change over to other more efficient and environmentally friendly forms of lighting. More and more homeowners are changing over to LED lighting for it's money and power saving properties, which is far more efficient and lasts for much longer than incandescent bulbs. Another advantage of LED lighting is the variety of styles available. You can get LED lamps in multiple colours, brightness, shapes and so on. They are a great choice when you need a unique design for your home. A major downside to LED lighting was cost, but in fact the cost of LEDs became lower in 2018 as the technology got better and adoption of LED lighting went up. Homeowners can now change over to LED for much less than in the past.

Visit any PUPKEWITZ MEGATECH branch across Namibia to see our range of light fittings and LED bulbs on offer, light fittings can also be ordered according to your specifications.

LEGRAND'S YSALIS RANGE OF SWITCHES AND SOCKETS HAS BEEN WELL ACCEPTED BY THE LOCAL MARKET

Legrand's Ysalis switches and sockets, which were launched in South Africa at the beginning of 2017, have been well received by the local market. Feedback reveals that style, convenience and energy saving are key features that add to the popularity of this new range.

Ysalis - designed for new and existing installations - provides easy control of lighting and fans and accommodates current and new RSA standards for local plugs. Ysalis is easily adapted to suit European two pin socket appliances. 2400 mA intelligent USB technology provides fast charging of two devices, with balanced load sharing. Universal dimmers control incandescent and halogen loads, as well as LEDs and compact fluorescent lamps. This range is also fully compatible with Legrand trunking systems.

- White or champagne coloured cover plates, which are slim and curvy shaped, enrich the décor of homes and offices.
- Switches can be fitted with fluorescent indicators for improved comfort and safety in the dark.
- The modular design of the Legrand's Ysalis switches and sockets allows the user to change connection functions, as well as colour of the plate at any time.
- Electrical installers are impressed with these compact mechanisms, where there is more space in the back box for easy wiring.

- For improved safety, a spacer separates high and data currents.
- Installation is also effortless. Data sockets are fitted with tool-less connectors, eliminating the need for punch down tools.
- The modular design allows any configuration of Ysalis to be adapted to suit present and future needs. With this system, it's not necessary to damage the wall to increase, remove or change the number of lighting points or connections - the same box and support frames are used to accommodate all modifications.
- Various modules are available - from one tree modules, up to six modules - with double or triple pole switches.

Legrand's commitment to its local customer base encompasses the ongoing launch of products to meet exact market requirements. Ysalis wiring devices suit standard market segments looking for sophisticated, yet affordable fittings, with safe and reliable control features.

Legrand's Ysalis & Arteor ranges are available in the Windhoek and Walvis Bay branches of PUPKEWITZ Megatech.



SYNERGIES: PUPKEWITZ MEGATECH JOINT VENTURE WITH KHOMAS SOLAR-SAVER

In February 2018, the joint venture agreement between PUPKEWITZ Megatech and Khomas Solar-Saver was concluded with great excitement. The joint venture company, Innovasun (Pty) Ltd ("the Joint Venture"), will provide the various businesses that make up the greater PUPKEWITZ Group with the opportunity to install customized rooftop solar photovoltaic systems under SolarSaver's unique solar rental solution.

SolarSaver was formed in 2016 and offers a long-term rental solution for the installation of rooftop solar photovoltaic ("solar PV") systems to commercial and corporate clients in Namibia. The business model enables clients to install a complete solar PV system without any capital outlay. Instead, clients pay a monthly rental to SolarSaver for use of the system and the rental terms are priced to ensure clients will always save money through use of the SolarSaver system.

"Our current rental portfolio includes 46 solar PV systems, with clients ranging from retailers to fuel stations to hospitals, and many other

businesses in between. Demand for our offering has been tremendous and our project pipeline should see us commission a further 60 solar PV systems this year", said Mr Tim Frankish, a director of SolarSaver. "Our clients appreciate the opportunity to 'go green' and reduce their monthly electricity costs without the expense and hassle of buying and maintaining their own rooftop systems", he continued.

"This joint venture presents the PUPKEWITZ Group with a unique opportunity to reduce its environmental footprint and create value for its shareholders via the widespread adoption of rooftop solar PV. We're also excited to now be able to offer PUPKEWITZ Megatech clients the chance to install customized solar systems without the need for any upfront capital", said Morne Nell, Managing Director of PUPKEWITZ Megatech.

The Joint Venture will also offer the Solar Saver rental solution to PUPKEWITZ Megatech clients.

RESIDENTIAL SOLAR

Namibia counts as one of the countries with the highest sun radiation levels in the world, making it the perfect location if you decide to GO SOLAR. Solar energy is a clean, free, renewable energy source and will never disappear, why not then use it to your advantage all the while also protecting our planet for future generations. There are however some questions you need to ask and have answered before deciding to "GO SOLAR":

1. MOST IMPORTANTLY - IS YOUR ELECTRICAL APPLIANCES ENERGY EFFICIENT?

- Look for the colourful ENERGY label or the blue ENERGY star on your product. Appliances are graded using capital letters from "A" to "G" to indicate the energy consumption of a product. "A" indicates most efficient use of energy or electricity and "G" grading indicates the poorest performing product in that category of products eg refrigerators. If the appliances you are using is not AAA it can have a negative effect on the lifetime of your batteries/inverter;
- It's not necessary to immediately buy the latest technology freezer or install a solar geyser - a quick search on Google with your product name and model number will give you an indication on it's energy efficient rating. Speak to Pupkewitz Megatech, we will be able to advise and assist with the best way forward, for instance our solar solution from Geyserwise - not only will you save money, you will also be able to better control your usage of your geyser.

2. DO YOU HAVE A ROOF/STRUCTURE THAT CAN SUPPORT SOLAR PANELS?

- If your roof is covered in shade most of the day, it might not have a favourable enough "solar window" to make your solar ideas feasible;
- Make sure the structure is in good shape, some solar installations have warranties for up to 25 years, it will be easier to have renovations to your roof done before the solar system is installed;
- If you are residing in a country estate or complex, make sure that solar installations are approved by your homeowners' association;
- If your roof is not suitable, do you have space to have ground-mounted solar panels (on a steel structure).

3. HAVE YOU DONE EVERYTHING YOU CAN TO IMPROVE EFFICIENCY?

- How much solar energy you are going to need to produce depends on how much you use, get someone to assist with an energy audit and look for ways to save energy before deciding.

4. WHICH KIND OF SOLAR MAKES SENSE - GRID TIED OR OFF GRID?

- Grid tied: during the day for approximately 5 hours your house will be able to run on solar power, with your maximum load in the early morning, in the late afternoon the solar generation will taper and the system will draw the additional electricity from the grid. This system is ideal if you use most of your electricity during the day. You can "bank" some of your generation with your local authority through a feedback rate that you can then use when generation is low but it is important to understand the rules of your local authority and balancing the cost of generation with the rate you receive. This system will only generate power when the grid is on due to safety reasons. This is the most cost effective way to install solar at your home.
- Off Grid / Hybrid: These types of systems enhance your generation capacity by adding storage in the form of batteries. The solar array is used to charge the battery bank and provide energy to your home. When the generation is low or there is a power failure the energy stored in your batteries are used to provide power. A hybrid system allows you to attach a secondary source such as a generator or the grid to supplement use, should you have a situation where your storage runs out eg multiple cloudy days. This system makes you completely independent from your utility supplier but is also more expensive. The batteries can add up to 3 times the cost of the system compared to grid tied. This system is ideal if you are in a remote area or your utility supplier is not reliable.

Then, once you are sure of all the facts you can take the next step in converting not only your home, but your whole lifestyle for the better.

**SOLAR ISN'T OUR FUTURE,
IT'S OUR PRESENT**

NANO WORKS PRODUCTS AVAILABLE

EXCLUSIVELY FROM



NanoWorks Premium Electric, Premium Anti-Cor and Premium Agri & Outdoors provides protection against moisture, corrosion and electrical malfunction. However the exact formula of the different products in this range distinguishes them from each other in the following ways:

NanoWorks Premium Electric - Has a higher degree of efficiency in (industrial) electrical applications.

NanoWorks Premium Anti-Cor - Has a higher degree of efficiency in highly corrosive environments.

NanoWorks Premium Agri & Outdoors - Has a higher efficiency in dirty environments.

WHY THESE PRODUCTS

Moisture is a frequently underestimated problem, and no equipment is immune against it. Many people is well aware of how costly and dangerous water damage due to heavy rains and flooding can be. However, hardly anyone thinks about the considerable damage that can be caused by "just" water vapor, humidity, condensation, spray, fog, acid rain, chlorinated water, salt water, and even spilled beverages.

THE ABOVE 3 PRODUCTS:

- Has been proven to **effectively and economically** protect metal, mechanical, electrical and electronic parts, devices, machines and installations against all types of moisture, corrosion and electrical malfunction. Its advanced nano-technology formula protects from exposure to all forms of water.
- Are **insoluble in water**, which makes the treated item resistant to commonly used surfactants. It is the only world-wide nano coating of its kind with the ability to stay on the treated metal surfaces even when exposed to water contact or surfactants for long periods of time, ensuring the electrical conductivities under water.
- Can **withstand extreme temperatures**, will provide protection between the temperature ranges of -40°C and 250°C, with a 100% efficiency between -20°C and 130°C.

Note: The above three concepts differentiate our product from any other multipurpose/penetrating/dielectric products in the industry worldwide. **NanoWorks Premium Electric, Premium Anti-Cor and Premium Agri & Outdoor** is unique in giving you peace of mind.



COMPETITIVE ADVANTAGES:

- Does not contain resins, teflon, silicones, acrylics, or aromatic components.
- Is fully compatible with and does not affect plastics, glass, paints, stainless steel, copper, aluminium, zinc, rubber, ceramics, brass, varnishes.
- Does not affect nor damage motor windings or other components.
- Is not affected by surfactants, but when needed it is easy to remove with alcohol or brake fluids.
- Is resistant to a good temperature range, and remains 100% effective from -20 to 130°C.
- Is not soluble in water and does not emulsify.

**EASY APPLICATION.
EXTREME PENETRATION.
ULTIMATE PROTECTION**



Contact Alwyn vd Merwe on 061 555 555 or alwyn.vandermerwe@megatech.com for more information on the full range of products

WORD FROM THE MANAGING DIRECTOR OF PUPKEWITZ MOTORS

..... Mr. Ekkerd van Wyk

Many times in my life, I've heard: "This is not actually what I want", or, "This is not the way I see it". A couple of years ago, I was approached by a good friend of mine to join forces with him in a new company, and he offered me a position in a new and unfamiliar industry. The unknown scared me and I declined the offer. Today, Rian Mey is one of the senior management members of a well-known US based cellular phone company. In one of my last conversations with Rian in 1990, I recall vividly asking him, what is the fastest growing industry in the world, he answered; "Anything to do with communication."

Today, we spend a large amount of money on different forms of communication. Think about the advertising industry, the amounts spent on the various platforms to tell potential buyers about our promise, why we are the best company to work for, our top of the range products, etc. In short, without the right message and an effective method to communicate, we are doomed. In fact, the CEO of Vauxhall UK predicted a while back that the days of dealerships with showrooms will disappear in future, due to the efficient ways to communicate. Potential customers will get everything and more from the internet to inform their decision on vehicle purchase or any automotive service offering. Scary, but also exciting to think about the challenges and opportunities that lay ahead!

On 01 June 2018, we launched the newest version of our PUPKEWITZ Motors website and it has so far proved to be a very effective way to communicate to the ever-changing profile of customers. This is in addition to our social media engagement through Namauto, printed media, social responsibility, open days etc. Closer to home, the D6 communicator has been rolled-out, enhancing more effective communication with our employees, striving for a less paperless system.

But, in spite of all the good things we still hear: "This is not actually what I wanted". Hence, what went wrong? Actually, it is simple! It is about people and our commitment to them, employing the best people, keeping them well informed, training them and creating exciting opportunities. We at PUPKEWITZ Motors believe that we have the best of all worlds – the best brands, excellent facilities and importantly the best employees. Having all the resources without the vigorous belief that we have the best-trained, passionate and committed employees, we will not be able to communicate our service offerings to our customers. I have read that the Russian government trained its people to be friendly to visitors prior the World Cup. The message from an unfriendly, well-trained person is the same as from an unfriendly, untrained person. Friendly, helpful and skilled people with the drive to be successful is the basis and beginning of efficient communication.

With the new year ahead, we are confident that PUPKEWITZ Motors will continue to grow and expand market leadership. Soon you will see us growing our footprint into a new, exciting automotive service offering with great career opportunities.

God Bless



IT'S UN EXPECT IT IT'S THE NEW MICRA



NISSAN MICRA – SLEEK AND SEXY!

The unexpected Nissan Micra is the new talk of the town. This super sleek and sexy Hatch Back, launched in Namibia in June 2018 by Pupkewitz Nissan are turning heads. The Micra has evolved from a 'not too fancy' supermini to the all NEW full house Hatch Back.

What makes the Nissan Micra stand out from the crowd is its 898CC engine. (No the Nissan Micra is not a new Motorbike range) This Hatch Back, with a 0.9L turbo engine delivers 66kW and 140 Torque. Now for those of you that do not know what that means – it is a super small engine that delivers a lot of power. The Nissan Micra is very fuel sufficient and will give you close to 20km per litre – maybe just the right car to have with this hectic fuel prices?

If the power and fuel consumption do not tickle your fancy, then I would like to invite you to the spacious inside of the Nissan Micra. All you can wish for comes standard in the Micra. Cruise Control, Anti-dazzling

rear view mirror, adjustable driver and passenger seats, Front electric windows, audio system with USB + CD + MP3 + AUX + BT + RDS + iPod-connectivity. Yes the New Micra has it all! With ISOFIX and six airbags, there is no more space left in this Hach back to impress.

The Nissan Micra is available in 3 derivatives: 0.9T Visia, 0.9T Acenta and 0.9T Acenta Plus. It comes standard with 15" wheels on the Visia, 16" on the Acenta and 17" on the Acenta Plus. You have a wide range of colours to choose from namely Solid White, Passion Red, Energy Orange, Power Blue, Echo Grey and Platinum Silver. The Nissan Micra will make sure you stand out from the crowd.

To the Accountants – the Nissan Micra comes with a 3years/ 90 000km service plan and 6years/ 150 000km warranty. You can get your NEW Nissan Micra from any PUPKEWITZ Nissan Dealer from N\$244 400 only. This is one of the most affordable hatchbacks on the market currently.



THE NEW TOYOTA HILUX: RESTYLED TO BE TOUGHERER

Excitement overload as we introduce the NEW Toyota Hilux. Toyota has always been a big role player in the light commercial category and is still the leader in the Namibian Market. Now to get an even greater edge, they have released another NEW Toyota Hilux Facelift. The NEW Toyota Hilux comes with the same 2.4 GD6, 2.7 VVTi, 2.8 GD-6 and 4.0 V6 engine as the previous shape, but its extra features is what separates it from the crowd.

Toyota has once again outdone itself with the NEW Toyota Hilux! This edition is set apart by its unique grille and bumper design. The new design replaces the previous grille with a more integrated trapezoidal look and feel. Although your face may be your biggest attribute of identification, the Hilux has a lot more than just an attractive front end. It is kitted with gloss black exterior mirrors and door handles and comes standard with black running boards. Although Glacier White is the favourite colour, you can also

order it in Graphite Grey Metallic, Chromium Silver, Crystal Grey, Nebula Blue, Olympia Red and Eclipse Black.

The interior is not very different to the current range-topping Raider. The New Hilux comes standard with fabric trim seats (leather seats is an optional extra), and this is finished off with some gloss black decorative trim. It comes with a touchscreen infotainment system, Multifunction steering wheel, reverse camera, automatic climate control, cruise control, seven airbags, stability and traction control and trailer sway control.

The New Hilux boasts exciting features and finishes that contributes to the driving comfort and aesthetic that makes it the favourite Bakkie on the road.

PUPKEWITZ MOTORS CARING PROJECT

PUPKEWITZ Motors recently launched a Caring project where they encouraged all dealerships across the country, to collect clothes & food, and distribute it in their community. Each dealer displayed a box in their dealership to encourage employees as well as clients to contribute towards this project. PUPKEWITZ Motors Human Resource Manager, Mr. Joseph Khaiseb, initiated this project to encourage employees to demonstrate one of the core values of Pupkewitz Motors – Dedication

DEDICATION – WE COMMIT TO CARE FOR PEOPLE, OUR BRAND AND ENVIRONMENT

We strongly believe that all of us should have strong values, and that we should live by them. To have a value on the wall means nothing, this is something that should be written in our hearts. It should be imbedded into our daily routines and should come naturally. This is exactly what this caring project was all about, it was the introduction to living out our values.

The boxes in the various dealerships filled up in the course of three weeks. PUPKEWITZ Toyota Windhoek filled their box first and therefore were the winners of free Pizza! It was quite satisfying to see people's response to this project. Some dealership's like PUPKEWITZ Toyota Rundu went the extra mile, each employee made a donation and they used the money to buy brand new clothes and blankets.

At the end of the three weeks, each dealership had the opportunity to identify a school, day care or any group of people that will benefit from these items. This is the point of impact, the moment we have

all contributed towards. Once again, PUPKEWITZ Motors was happy to see the impact it had on each employee when they lived out our company values. It is evident that the giver sometimes receives more than the receiver, because you experience this unexplainable satisfaction. It also makes you realise that you should be grateful to have a good job, to have friends and family to support you and to have enough to give to others.

Our wish is that all of us will make our values our own and that we will live by them each day.



NEW TRENDS IN THE AUTOMOTIVE INDUSTRY

Town or outdoors – we want it all

One of the prominent trends in 2018 is the interest in SUV Crossover vehicles. We experience this more and more, customers are looking for a small vehicle to travel to work during the week, but with the option to travel outdoors during weekends. Therefore introducing the SUV Crossover!

The crossover is generally described as an SUV or Passenger vehicle that has a higher ground clearance than its counterparts. It generally has a more rugged look to it and is designed to tackle the outdoors with more ease. There are a couple of reasons to own a SUV Crossover, it is more fuel sufficient than your off-road 4x4 or Light Commercial vehicles, it can generally carry more passengers, you have the freedom to drive on gravel roads and limited off-road, it is generally safer and it gives more room for pets and cargo.



I.T CORNER | PUPKEWITZ GROUP IT SERVICES

EMAIL IN THE WORKPLACE

Our group of companies spends a great deal of resources on projecting a professional image to our customers and our suppliers. We invest in workplace uniforms, advertising, brochures, flyers, vehicle branding and in many more areas to ensure that the Pupkewitz brand is considered to be one of the best brands in Namibia. One of the areas where each of us can help to foster this image is in how we use email. Quite often an email is the only interaction that we have with a customer or supplier, so we encourage you to follow these 7 tips for ensuring your workplace emails portray the best image of your division and our Group as a whole.

1. USE A PROFESSIONAL SIGNATURE

Ensure that your email is ended off with a signature block that displays your contact information, including your name, contact number and any other relevant information. You are welcome to include your company logo, especially on the first interaction. Work with your marketing department to design a great looking signature that best communicates your company image.

2. SELECT AN APPROPRIATE GREETING

When you start your email, consider who will be reading it. It may be appropriate for you to use "Hi" in your department, but it would be better to use something more formal like "Hello" or "Dear Mrs Smith" when you are sending your email to a customer or your manager.

3. PUNCTUATION AND CAPITAL LETTERS CAN SEND THE WRONG MESSAGE

You should avoid the exaggerated use of exclamation points or question marks in all emails. 10 Exclamation points at the end of a sentence to make your point does the opposite and can make you look overly emotional, or worse, immature. Equally, sending emails in all capital letters may let your recipient feel that you are shouting at them. Even if you feel frustrated it is unprofessional to show this in your correspondence.

4. YOUR SUBJECT LINE WILL ENSURE THAT YOUR EMAIL IS DEALT WITH APPROPRIATELY

Change the subject line of your email to clearly relate to what your email is about. After all, most recipients decide on how quickly they should action an email based on the subject line. If your email intends to change the venue of your operations meeting say so. After all, "Important – Change of Operations Meeting Venue" will carry the message clearly and ensure your recipient will know what the email is about.

5. REPLY ALL – ONLY WHEN YOU HAVE TO

If your response to an email is not relevant to everyone that the reply all button will send it to, don't. Select the recipients that will find value in your response.

6. BE CULTURALLY SENSITIVE, AND USE YOUR HUMOUR WITH CARE

A good rule of thumb is to know that the person reading your email cannot see you, and cannot read the body language you used when sending that response. If you read your email back to yourself, are you sure that it requires humour, or that it won't offend your recipient based on their age, gender or cultural group?

7. READ BEFORE YOU SEND, AND CHECK THAT EMAIL ADDRESS

Proofread your email before you send it. Check the grammar, spelling and ensure that your message is carried across. Before you send, check the recipient email address a last time to ensure that your email lands in the correct mailbox. As a final point, recheck your attachments to ensure that you share the correct files.



PUPKEWITZ FOUNDATION

PUPKEWITZ FOUNDATION SPONSORS ONE OF NAMIBIA'S TOP RUGBY REFEREES

Proudly Namibian! Ronel Claassen from PUPKEWITZ Megabuild, Danie and Dougie Truter, Group CEO during the handover ceremony

The PUPKEWITZ Foundation in collaboration with PUPKEWITZ Megabuild sponsored the flight ticket of Danie Koen, one of Namibia's top rugby referees. Danie was selected by the Namibian Rugby Union to represent Namibia as a referee at the 32nd BENIDORM SEVENS INTERNATIONAL RUGBY TOURNAMENT, which was held on the 26-27 of May in Spain. The Pupkewitz Foundation congratulated Danie for flying the Namibian flag high and making us proud.



Ms. Meryl Barry captured with well-known fine arts photographer Helga Kohl and members of the Arts Association of Namibia

The PUPKEWITZ Foundation donated N\$50 000 to the Helga Kohl Photographic Exhibition.

Helga Kohl is highly respected for the professional standard of her photography and her steadfast

commitment to her career. Her images of Kolmanskop have earned praise in countries across the globe, and were exhibited in galleries as close as Bamako and as grand as the Smithsonian.

Mrs. Meryl Barry CEO of the PUPKEWITZ Foundation attended the opening of the exhibition.



Mrs. Meryl Barry congratulating the conductor Fanie Dorfling and the COTA Youth Choir on their achievements at the World Choral Games in Pretoria. The choir took the championship in the category "Folklore with accompaniment" and received a gold medal in the category "Spiritual" plus a silver medal in the category "Musica Sacra a cappella".

The PUPKEWITZ Foundation donated \$50 000 for the choir to participate in the World Choral Games held in Pretoria from the 16 – 20 July 2018.



THE PUPKEWITZ GALA

The PUPKEWITZ Gala took place on 26 and 27 October 2018 in Windhoek, Swakopmund and Oranjemund. 958 Learners participated in the event. St. Pauls College took 1st place in Windhoek, with DHPS in 2nd place and Windhoek Gimnasium in 3rd place. The prize-giving ceremony was held at the PUPKEWITZ Foundation offices with the winning schools each receiving N\$3 000 cash prize.

PUPKEWITZ HOLDINGS



SAFETY FIRST

Eugene Shepherd handing over certificates to Heeno Shimweefeleni and Devon Bailey for successfully completing their training in Basic First Aid (Heeno) and Basic Fire Fighting (Devon).



AWARD CEREMONY

L.t.R. Schalk Pienaar, PUPKEWITZ Group Talent Executive; Mignon du Preez, Deloitte Senior Manager: Clients & Industries; Elizé Kruger, PUPKEWITZ Group Talent Manager; Ramsy McDonald, Deloitte Namibia Partner.



DIVERSITY

PUPKEWITZ Foundation and Holdings hosted a Cultural day in celebration of our beautiful and diverse cultures. This was also in support of the Namibia Old Age Helpfund (NOAH).

PUPKEWITZ CATERING SUPPLIES



ONGWEDIVA WELCOMES PCS

PCS opened its branch inside the PUPKEWITZ Megatech Ongwediva store on 1 September 2018.



NEW SME LINE

PCS showcasing its new SME line at the Ongwediva Annual Trade Fair.



PUPKEWITZ MEGABUILD



SPCA HANDOVER

PUPKEWITZ Megabuild donated overalls and boots to all SPCA branches in Namibia, in support of man's best friend!



CHEQUE HANDOVER

The official handover of the sponsorship towards the annual PUPKEWITZ Megabuild Namibian National Road Cycling Championships. The ITT Road Nationals took place on Friday, 2 February 2018 while the Nationals Road Cycling took place on 4 February 2018 at Caren Park, Brakwater, Windhoek.



GENTECH HANDOVER

PUPKEWITZ Megabuild, together with Gentech, sponsored 36 Solarmate Mobile Power Kits to the Save The Rhino Trust Rangers. From left to right: Danie du Toit (Financial Director: PUPKEWITZ Megabuild), Simson UriKhob (CEO of Save The Rhino Trust) and Günther Kuhn (Namibian agent for Solarmate/Gentech).

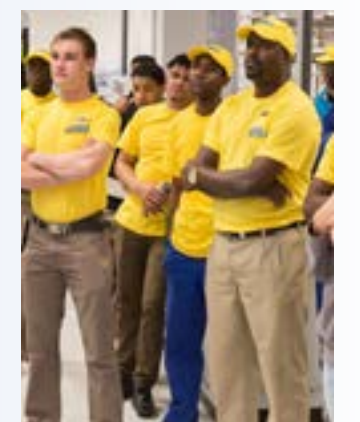
FATHER'S DAY



MOTHER'S DAY



CENTRAL RELAUNCH





PUPKEWITZ MEGABUILD OUTJO TEAM



PUPKEWITZ MEGA-BUILD OUTJO's FIRST CLIENT
Mr. Chris Barrington



SOLAR GEYSER DONATION
PUPKEWITZ Megabuild, together with Kwiksol donated 3 solar geysers to the Dagbreek school in Windhoek. Ronel Claassen (Marketing Manager) handed over the geysers to Dagbreek students and Paul du Plessis (Principal of Dagbreek School)



1ST PLACE WINNERS

PUPKEWITZ MEGABUILD CENTRAL TEAM BUILDING



2ND PLACE WINNERS



3RD PLACE WINNERS



BREAK FREE FROM PLASTIC LAUNCH

Honourable Minister of Environment and Tourism Pohamba Shifeta, during his speech.

PUPKEWITZ KAAP AGRI

KAAP AGRI DONATES POTS TO N. MUTSCHUANA PRIMARY SCHOOL

On 31 May 2018, Kaap Agri's Gochas branch donated two (2) three-legged pots to the N. Mutschuana Primary School. The pots, valued at N\$5208.82 go towards preparing daily meals for the more than 300 orphans the school caters for during the day.

According to Stoffel du Toit, Branch Manager of Kaap Agri Gochas branch, Pieter Boltman, the patron of the primary school approached Kaap Agri's Gochas branch with the idea of donating pots to the school. In line with our slogan, 'Where people still count' and our commitment to our community, we welcomed the idea as part of our social responsibility initiative.



OMARURU AGRIMARK LAUNCH

On 1 June 2018, Omaruru Agrimark opened its doors to the public. They are situated in 81 Helmut Angula Street and offer a range of products in farming, outdoor, gardening, pets, DIY, hardware, paint & building material. All under one roof!



PUPKEWITZ MEGATECH



LONG SERVICE AWARDS

5 YEARS
Delila Kazeundja, Ivan Savage, Jaco Lubbe, Jojo Jacobs, Mercia van Wyk, Mina Katjingisiua, Zano Stein, Jolene Feris, Jureen Jooste



15 YEARS
Maria Mudjanima



BLACK FRIDAY
Abdulaziz Salie sold the most aircons on Black Friday



WALVIS BAY RENOVATIONS
The renovations to the Walvis Bay showroom was completed at the end of September 2018.

RAMBLERS TOP SCORE 7-A-SIDE SOCCER TOURNAMENT 2018

This tournament was hosted in Windhoek during February/March 2018 at the Ramblers Soccer club. The PUPKEWITZ Megatech team (Tuwilika Johannes, Albinus Fransman, Frans Kasera, Earl v Rooyen, Martiens Isaaks, Jojo Jacobs, Jeffrey Owoseb, Riaan Gawachab, Ernst Swartbooi, Raoul Koch, Willem Salom, Dominicus Hangara) reached the top 16, but sadly dropped out in the final knock-out rounds. We are very proud of them! Thank you for holding high the name of PUPKEWITZ Megatech with your team spirit. Next year we will return stronger!



WINTER KNIGHTS 2018

The Winter Knights 2018 Project has grown from strength to strength during the past years. So on 8 of June 2018, the Windhoek and Walvis Bay branches faced the cold together with about 40 other companies, to assist Round Table Namibia & Radio Wave in creating awareness and collecting of blankets, clothes and funds. The total of all donations and collections came to N\$1,023,443!

"I am SO proud to say that we, PUPKEWITZ Megatech, took part in this initiative and would personally like to thank each and every one who stepped out into the cold with a smile on their face and assisted to collect and shake a can!" - Johanna Baartman



NEW STORAGE AT PUPKEWITZ MEGATECH

It was decided to put up proper shading and storage space for our material being stored in the yard, the Namibian sun is harsh and can cause a lot of damage to stock such as conduit.



LARGE SALES – PCB
Neels van Wyk closed a huge transformers deal with Nored, the first truckloads of transformers were delivered in August 2018.



PUPKEWITZ MEGATECH TRAILER

On 3 November 2018 we unveiled our trailer that can be used for "off-site" trading at markets & shows.

PUPKEWITZ MOTORS

MICRA LAUNCH



MISS NAMIBIA CAR HANDOVER



AIGAMS FESTIVAL



RUSH OPEN DAY



EMPOWERING TALENT



CARING PROJECT



MALL DISPLAYS



DID YOU KNOW

PUPKEWITZ HOLDINGS



In 2012, Mr HAROLD PUPKEWITZ was awarded the International Socrates Award in recognition of his contribution to Economics and Business.

PUPKEWITZ FOUNDATION



In 2010 the late Mr HAROLD PUPKEWITZ made the biggest single donation ever recorded in Namibian history, a donation of N\$10 million to an Educational Institution - Harold Pupkewitz Graduate School of Business.

PUPKEWITZ MOTOR DIVISION



PUPKEWITZ Motors will be opening the first-of-its-kind Pupkewitz Goldwagon branch in Windhoek in February 2019.



PUPKEWITZ MEGABUILD



PUPKEWITZ Megabuild will open its new subsidiary, PUPKEWITZ Megaboards in January 2019.



PUPKEWITZ CATERING



PUPKEWITZ Catering Supplies opened its new Ongwediva branch in September 2018.

PUPKEWITZ MEGATECH



PUPKEWITZ Megatech - Devices plugged into switched on sockets, even if in "sleep mode" use more electricity than we can imagine. Try unplugging and switching off sockets for one month, and see how much money you save on your electricity bill.



If you want to be successful, one of the best things you can do is emulate other successful people. While every successful person has his or her own unique approach, there are many common patterns you can find when you read their books and watch interviews and lectures. Here are 10 things that many successful people do each day!

1. They focus on productivity, not on being busy

Do not reward yourself for spending time working; reward yourself for getting work done. When your productivity far outshines the productivity of your coworkers, you make an impact on your company, and you are the one who is likely to get the promotion!

2. They set S.M.A.R.T. goals

What is success? Most people would probably define success as achieving a goal. But you can never be successful if you set unachievable goals. Many goals are unrealistic or too nebulous for follow-through. Instead, try setting S.M.A.R.T. goals. S.M.A.R.T. is an acronym which stands for Specific, Measurable, Attainable, Relevant, Timely. The acronym pretty much says it all. These goals are concrete, narrowly defined, and you can use them to measure your progress. You can achieve them within a finite amount of time, and they are relevant to your overall success.

3. They take the leap

What is the number one reason why many people never succeed at their goals in life? Probably a refusal to try! The higher you set your sights, the scarier the prospect of failure can be. But that is no reason not to try. So take that leap you have been putting off. You have nothing to lose and everything to gain. You never know; it could be the leap that changes your life.

4. They exercise and eat right

Successful people who stay that way, over the long term do not abuse their bodies. They take time each day to prepare and eat healthy meals and to work out.

5. They lead balanced lives

In the professional world, there is a lot of pressure. If you are not working 20 hours and sleeping four, you must not want it badly enough. That is what people will tell you in pretty much any field. However, that is simply not true, and people who live that way will eventually burn out and crash hard. They think they can sacrifice their health, relationships, and leisure time for a few hard years and then coast for the rest of their lives. Rarely if ever does entrepreneurship actually work this way. Most successful entrepreneurs work very hard for a long time. That just makes it more important than ever to find time for other important things in your life, and especially for important people! A healthy, balanced life is necessary if you are going to have the strength to hang in there for the long term. It also is essential to remember why you want success. Most of us want monetary success to support our lifestyles and families. However, if you throw out your life and family along the way, what success will you have achieved?

6. They are realistically optimistic

Successful people focus on the positive wherever possible—but not blindly. Optimism helps us spot opportunities we would miss if we were focusing on the negative. While you must always plan for the future and for potential pitfalls, you must believe there is a way across the chasms that gape below. Otherwise you will turn back long before the journey is complete, or take a fall along the way.

7. They make the most of their networks

The most successful people never try to go at it alone if they do not have to, and they always look for opportunities to network and expand their circle of friends and business associates. They realize that every conversation is an opportunity, and could hold the seed of potential for a new business relationship or venture. When they find themselves facing harsh times, they reach out to others for ideas. When others in their networks struggle, they offer solutions.

8. They keep failure in perspective

You have probably met business people who take pride in having very little experience with failure—or so they claim. In reality, success is typically built on a series of failures and lessons learned. Do not let your past failures weigh you down or make you feel like a failure. Successful people learn from failures every day and recognize that so long as they do, they are still on the road to success.

9. They log their progress

You cannot navigate toward a goal if you have no way to measure your progress. This goes back to setting S.M.A.R.T. goals. Remember that the "M" stands for "Measurable." Many successful people keep a journal or log of some sort. This is true for stock traders, authors, business CEOs and others in all walks of life.

10. They know how to set boundaries

Many of us are raised never to say the word "no," but sometimes you have to say "no." Not every business proposition is a good one, and not all partners are the right ones. Successful people realize they cannot take on every single project or work with every single person. They know they sometimes have to back off and take care of themselves first. Of course, if you can say "no" in a creative way that still leaves the door open for future opportunities, that is often a great idea! Do not be afraid to occasionally say "no" to your own ambition as well. This goes back to the work-life balance point discussed earlier. You need to sometimes say "no" to another hour of work and "yes" to taking a little time off. It may not feel like you are working hard enough, but you are! You need time for you too.

Source:

<http://www.keepinspiring.me/10-things-successful-people-do-every-day/>

MOTIVATION CORNER

GREAT COMMUNICATION
 BEGINS WITH CONNECTION.
 WHAT MAKES US
DIFFERENT
 FROM ONE ANOTHER IS SO MUCH
LESS IMPORTANT
 THAN WHAT MAKES US ALIKE—WE ALL LONG
 FOR ACCEPTANCE AND SIGNIFICANCE.

OPRAH

THE ART
 OF COMMUNICATION
 IS THE LANGUAGE OF
LEADERSHIP.
 JAMES HUMES

COMMUNICATION
IS A SKILL
 THAT YOU CAN LEARN.
 IT'S LIKE RIDING A BICYCLE
 OR TYPING.
 IF YOU'RE WILLING TO
 WORK AT IT, YOU CAN
RAPIDLY IMPROVE
 THE QUALITY OF EVERY
 PART OF YOUR LIFE.
 BRIAN TRACY



THE KEYS TO SUCCESS

Work hard and stay disciplined...
 But is it this simple?

Ever noticed how the parking spot right in front of your favourite grocery store is never available when you are in a rush or obsessed to park right in front of the store?

In today's time and age, where instant gratification has become a way of living, a number of us also try to "force" our development or career advancement.

Hard work and discipline is more often than not part of the "formula" when we study articles on success in life. Run a Google search on the following "leadership + work hard + be disciplined", you will end up with no less than 78,400,000 "hits". Again, nothing new in terms of the importance of hard work and discipline to achieve success.



with Anton Westraadt: Dealer Principal
 (Pupkewitz Toyota)

Back to the parking spot right in front of the grocery store; ever noticed how often you find that open parking right in front of the entrance, when you enter the parking lot with a different mind-set? When you experience true gratitude, you will not only manage to view the furthest parking spot as an opportunity to walk and get some exercise. But you will also experience the amazing feeling in those instances where you do find a parking spot at the entrance, when you actually need it the most!

The following quote by XanderLee Muztee
 Kruz is in contrast to our era of instant gratification, yet, I believe there is so much truth locked up in this...

"Work hard, stay disciplined and be patient. Your time will come".

SUDOKU

		7			5			
			3					4
	4			5	8			
			1		9	4		
			9	2				6
			8		4			
5				7				
		2		9		1		
9	1						5	

				5		3		
4		1			2			9
			7				8	6
								4
	8		4	6				
2	4				1	6		
		6					5	7
9	7	5	2					1

Two factory workers are talking. The woman says, "I can make the boss give me the day off." The man replies, "And how would you do that?" The woman says, "Just wait and see." She then hangs upside down from the ceiling. The boss comes in and says, "What are you doing?" The woman replies, "I'm a light bulb." The boss then says, "You've been working so much that you've gone crazy. I think you need to take the day off." The man starts to follow her and the boss says, "Where are you going?" The man says, "I'm going home, too. I can't work in the dark."

One Liners

Being an astronaut is funny.
 It's the only job where you get fired before you start work.

What business is King Kong in?
 Monkey business.

What happens when business is slow at a medicine factory?
 You can hear a cough drop.

Why did the can crusher quit his job?
 Because it was soda pressing.



JOKES

d6 IS FINALLY HERE!

BRIDGING COMMUNICATION BETWEEN
EMPLOYER AND EMPLOYEE



D6 products are desktop and mobile applications designed to simplify the sending of news, calendar events, photographs and documents to a group of people from a central point. It is, in fact, an electronic newsletter, and pushes content daily to the user/receiver.

WHAT CAN YOU GET FROM D6?

Quotes Social Awareness
Leaders Weekly ALERTS
Company HR Documentation
Gardening Tip
Company Events
Special Motoring Tip
Announcements
CEO Spotlight
Training Opportunities
Strategy of the Company
Electrical Tip
Building Maintenance Tip
Internal Vacancies
Unifying Principles
Contacts Employee Wellness
Natural Resource Security Awareness
Breaking News
Product Specials

AND MUCH MORE!



#ipaytoday
We PayToday
Do you PayToday?

PayToday is Namibia's new way to make and share payments. Transact with friends, family and businesses straight from your phone. Download the app today, for free. It works with any bank. Join us!

PAY TODAY

The new way to pay.

POWERED BY NEDBANK





H A P P Y
Holidays

THANK YOU FOR AN
AWESOME 2018