

THIS ISSUE

We embark on a new venture into enterprise risk management

Thanks for your assistance regarding our BBBEE certificate

New process for routine criminal checks

Working to introduce better benefits to independent contracting

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sYncWize group enters enterprise risk and compliance arena

sYncWize entered the market in 2004 as a contract house with an intent to provide a superior, quality service to both our independent professionals and our clients. The challenges we have experienced have been many and varied, but we have progressed from strength to strength in the ensuing years, and look forward to continuing to serve you better than any other contract house in South Africa.

Many of you may be aware of the offerings of Knowledge Worx, whereby we offer apprenticeship programs to our clients in an innovative approach addressing the often conflicting needs of promising young professionals seeking to enter the job market, and clients seeking a fast-track solution to developing and retaining such talent.

Recent challenges to labour market legislation in South Africa have inspired us to explore alternative employment models which will provide our team of top-class professionals with opportunities to meet their personal and career aspirations.

Our other endeavours to expand the business have presented us with surprising opportunities over the years, and we are excited to introduce you to our Group's newest offering: Avanon enterprise risk and compliance solutions..

Avanon, developed in Switzerland in 1999 and continuously enhanced to meet evolving ERM needs, has been ranked 'high' for functional completeness by both Gartner and Chartis, and was the top-ranked vendor for 'customer satisfaction' by Chartis in 2007, 2008 and 2009. It is used in 450+ client sites in more than 30 countries globally.

Avanon Africa, a member of our Group, will service the full scope of needs of the African market, from framework and product investigation and consulting, to installation and rollout, and local support and service, and will operate hand-in-glove with

Avanon AG, the developers of the software and 'owners' of all clients outside Africa.

Over the years we have explored and finally rejected several possible ventures with which we were presented. For us, however, we have been thrilled to find the owners of Avanon AG to be men of high standard, moral fibre and professionalism, and we look forward to a mutually trustworthy and beneficial relationship, where we can jointly deliver on our ethic of producing to the best of our ability for those we serve.



Avanon develops and delivers a world-class, integrated platform for ERM and associated measurement, advanced OpRisk, GRC, Internal Controls, Audit, EHS, Governance and Compliance solutions.

Our small office has been extremely busy setting up this new business, and is far advanced in taking on existing South African clients. We do apologise that it has distanced Deon in particular from our contractor body for the past few months, but look forward to now progressing quite quickly to fully functional mode with Avanon's own staff complement, and being able to offer new contracting or consulting opportunities to you.

For now, we have earmarked three of our team to represent Avanon from a consulting and technical specialist perspective, and will be seeing our first 'techie' off to Zurich for extensive training before end September. We are also in process of taking on the South African clients while at the same time creating relationships with other South African companies needing to enhance their ERM capabilities.

Over the coming months we will keep you updated as to further progress in this regard, and we look forward to being able to provide you with news which is of direct benefit to you within a few months.

Please feel free to view the website for more information about Avanon; you can access it on www.avanon.com.

TAX MATTERS

Don't forget that if you require assistance in the compilation and submission of your tax returns, Christine King offers a professional but affordable independent service in this regard. You can contact her directly on Christines.Accounting@gmail.com or on her cell (082 445 0967).

Welcome to our new contractors



We would like to wish three new gen-

tle men who joined our team in August.

They are:

Martin van der Merwe

Corne Oosthuizen

Roswell Solomons

Gents, we hope your journey with us will be a fruitful and rewarding one, and look forward to assisting you to meet your work-

related aspirations.

Please remember to contact us if you experience any difficulties or have any queries... we are at your service, and encourage a personal relationship with all of you.

A BEEg “thank you”

The challenges of doing business in South Africa are ever-increasing, what with the pendulum-swing to corporate governance, the fast-developing supply chain management ethic, the involvement of processing department whose performance measures have little consideration to the best interests of the corporation and, more recently, BBEE. Unfortunately, compliance to these myriad ‘prerequisites’ is a time-consuming, costly and often unpleasant ongoing task



(see, you aren’t alone in drowning in corporate politics and paperwork!).

Acceptable BBEE ratings have become a key such prerequisite and sYncWize has complied to the requirements of a Level 1 BBEE rating for a number of years.

Unfortunately as BBEE measures become increasingly draconian and more companies find ways to get around regulations, the hurdles have grown year-on-year. This year was no exception, and our accredi-

tation agency requested that we furnish them with affidavits from all independent contractors, confirming that they do in fact comply with the legal definition thereof.

A big bouquet to all of you for your prompt and willing assistance in this regard, and for helping us to continue to help you.

Sadly we will need to request new affidavits at the signing of each new contract, but hopefully we will be able to circumvent any future inconvenience for you.

“Compliance to the myriad regulations, laws and sine quans of business is a costly and time consuming process. Thanks to all of you for your willing cooperation concerning confirmation of your statuses as independent contractors”

... and as if that wasn’t enough

Again, in line with corporate governance, most of our clients require that we provide a fairly comprehensive range of supporting documents at the time of placing a new contractor, and frequently request certain updated documents at renewal time as well.

One of these requirements—

and a standard one for almost every company—is a criminal check. Most of you will recall signing a form giving us permission to conduct such checks when you first joined sYncWize.

Please note however that, as of 1st August 2011, it has been made compulsory for all employers to obtain fingerprints

for submission via the new online process, as part of this process.

We will therefore introduce this as part of our contracting process for all new and renewal contract renewals going forward.

Kindly assist on this when required to.

Historical Computer

This is a fantastic testament to the genius of our Ancestors mixed with an admiration for modern engineering and ingenuity.

Making mock ups of historical computers is not an uncommon thing to find. The Difference Engine built by Charles Babbage has been replicated, miniaturized, modeled in CAD and subjected to just about every other modern process designed to bring it to life. Journalist Adam Rutherford had a new idea and it stretched way back into history.

After seeing the Difference Engine recreated in the worlds most favorite toy – Lego, he approached the man who made that feat possible Andrew Carol, with a view to making a recreation of another historical computer out of Lego.

This time though, the computer dated back to 150 BC! Andrew Carol thought it was possible and so the hard work began.

The historical computer in question is known as the Antikythera mechanism and is thought to have been built around 150 BC. In 1900 this device was discovered on a ship wreck off the Greek island of Antikythera and was subsequently subjected to intense analysis until it's true function could be understood.

It has since transpired that the mechanism was built to accurately predict astronomical events such as Eclipses.

After a lot of hard work, the final Lego version was finished and as you can see from the video, they did a fantastic job.

It amazes that so much historical knowledge seems to have been lost through the ages. To think that our ancestors had so much knowledge of gearing mechanisms and ratios, ways to calculate mathematically through the use of toothed cogs, and craftsmanship that we would only expect to see in pieces from the 14th Century onwards. Add to that the fact that they understood the heavens, orbits, astronomical calendars etc. and it all adds up to an awe inspiring display of knowledge.



Antikythera - Mechanism

To see a modern homage to such an intricate piece of ancient craftsmanship is very satisfying.

Labour law debate update



Of course, it's unlikely the debates are this orderly!

We are informed that regular meetings are taking place at NED-LAC to advance this topic, and that to date a reasonable level of consensus has been obtained regarding fixed term contracts.

The original draft emanating from the legal team on Temporary Employment Services (TES) was considered overly complex and impractical, and is to be redrafted, despite some recent 'noise' from certain trade unions.

Further negotiations are being held as to various other aspects of the proposed labour law amendments.

The process promises to be quite prolonged, but as mentioned in previous newsletters we are remaining abreast of impending changes and taking appropriate measures to ensure we can continue to support you in your preferred employment method.

Right now, we seem to be ahead of the wave in this regard compared to our clients, other contract houses and the various associations to which we belong, as well as in respect of the creation of new employment models and avenues.

IMPROVING THE INDEPENDENT CONTRACTING MODEL

We are working hard to introduce 15 days' paid leave to our contracts going forward. This of course is dependent on our clients' willingness to negotiate same, and will take some time to roll out to all of you. However we have had two successes to date and are introducing this to all our client negotiations. Watch this space for further updates.

How not to submit expense claims

We are most impressed at how some of our contractors find ways to save the environment and at the same time improve convenience.

Our financial manager has a darn good chuckle, but the auditors' sense of humour is rather lacking on the subject.

Christine received these two expense claims from 'he who shall remain nameless' via email a little while back, and was almost forced to resort to a magnifying glass.

However, we prefer it if you provide the actual original slips to us—it will go much better for us in our annual company audits!!!



Yes... we did eventually receive the actual slips.

Birthday wishes...

I'M SO OLD I CAN
LAUGH, COUGH,
SNEEZE, AND PEE ALL
AT THE SAME TIME.



Happy Birthday to those beautiful people who notched up another year—and more character :) - in July and August.

Martin Absil

Suzette Broekman

Rob Bradfield

Martin de Vries

Vuyisile Khumalo

... and congratulations

To Melanie and Brendon Jones, on the arrival of their bundle of joy, and also to Martin Absil on becoming a grandfather once again!

A little child touches your heart and fills your life with love. Wishing you all the joys of discovery a baby brings to your world.



Introducing you to Lientjie

We are glad to introduce to our new junior account manager and source of entertainment in the office... Lientjie Marais.

Linx has experience in the industry and has quickly got to grips with the requirements of the position—and our office ethos—quickly.

The ladies in the office have

been overjoyed to discover that aside from a stable and professional approach, she has an evil sense of humour and has wasted no time in giving Deon the level of 'grief' to which he has become accustomed.

Linx will be working with Deon on creating openings at new accounts, but will be liaising

with many of you regarding contract renewals or other routine matters over the months to come.

And don't worry about the serious look... she was caught guarding her lunchbox!

Your happy time

Me: Hey Dad can you call me when you get this!

Dad: Nope, too busy pretending that my snuggie is a Hogwarts robe.

Crazy Things Parents Text.com

Bought my son an iPad,
Bought my son an iPad,
My daughter an iPod.
The wife got me an iPhone and
I got her an iRon
She was not overjoyed even after I
explained
it can be integrated with the

YOU ARE REGRETFULLY INVITED
TO THE WEDDING BETWEEN MY PERFECT SON,
The Doctor
AND SOME
Cheap Two-Bit Tramp
WHOSE NAME ESCAPES ME RIGHT NOW.

THE BIGGEST DISASTER IN MY
FAMILY'S HISTORY WILL TAKE PLACE AT
8pm on Saturday, September 8th

AND NO DOUBT END IN DIVORCE.
HOPEFULLY IN TIME TO STILL BE ELIGIBLE FOR AN ANNULMENT.
THE OVERWHELMINGLY DISAPPOINTING HEARTBREAK OF A CEREMONY
WILL BE FOLLOWED BY DINNER, WHERE NUTS WILL BE SERVED
BECAUSE WHATSHERFACE HAS AN ALLERGY.

Me: Dad can you leave me some money to go to the movies?

Dad: My sweet little parasite. That's why this planet has a thing called jobs.

Parents Text.com

Mom: (mass text) Did anyone see my broom.

Dad: Why? Are you going somewhere.

Parents Text.com

KILLER BISCUITS WANTED FOR ATTEMPTED MURDER
(the actual AP headline)

Lisa Burnett, 23, a resident of San Diego, was visiting her in-laws, and while there went to a nearby supermarket to pick up some groceries. Several people noticed her sitting in her car with the windows rolled up and with her eyes closed, with both hands behind the back of her head. One customer who had been at the store for a while became concerned and walked over to the car. He noticed that Lisa's eyes were now open, and she looked very strange. He asked her if she was okay, and Lisa replied that she'd been shot in the back of the head, and had been holding her brains in for over an hour. The man called the paramedics, who broke into the car because the doors were locked and Lisa refused to remove her hands from her head. When they finally got in, they found that Lisa had a wad of bread dough on the back of her head... A Pillsbury biscuit canister had exploded from the heat, making loud noise that sounded like a gunshot, and the wad of dough hit her in the back of her head. When she reached back to find out what it was, she felt the dough and thought it was her brains. She initially passed out, but quickly recovered and tried to hold her brains in for over an hour until someone noticed and came to her aid. Lisa is blonde.

To change centimeters to meters you take out cent

Write a fraction that is equivalent

10. The diagram below best illustrates

- a. Lamarck's theory of evolution.
- b. Darwin's theory of evolution.
- c. Malthus's principles.
- d. Lyell's theory about past changes.
- e. Giraffes are heartless creatures.

Me: Make me a sandwich

Mom: POOF! you're a sandwich!

Crazy Things Parents Text.com

MOM: You left your phone on the counter!

Read and Complete.

1. Mike is a slow runner. He runs very Read X
2. Tom is a Complete dancer. He dances well. X
3. Daniel is a bad singer. He sings Read X
4. Nuk is a Complete student. She always does her homework carefully.
5. Sam is a fast driver. He drives his car so Complete X
6. Bank is a high jumper. He jumps very Read X

ME: can i sleep over at kates?

MOM: no come home now and where is the spacebutt on

Crazy Things Parents Text.com

Until our September/October edition...

Keep smiling, live your life in full colour, and may you be blessed daily!

The sYncWize Team

This newsletter is intended for sYncWize's contractors, and is published every two months as a means of conveying general information. We would love it if you would like to contribute to this newsletter, place an advertisement, or have a specific request for inclusion. If so, please contact Cleon Davids.



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