

THIS ISSUE

Jumping through hoops: BBEE certification
Timesheets cause turmoil, but rather this than no pay!
Rewards for referrals

INSIDE THIS ISSUE:

Boss has been man-down again	1
Affidavits for our BBEE accreditation	1
Welcome and birthday wishes	2
Timesheet matters	3
Bleak labour market stats	3
Referral incentives	4
Why married men die early	5
Just for laughs	6

Boss has been man down.... again

Life is what happens to you while you're busy making other plans - John Lennon

The above quote by John Lennon is a favourite. This was very true in our office during the past weeks... Our fearless leader—Deon—was struck down with a recurring back injury, and our lives in the office and the Pentz household were turned upside down once again.

By the grace of God it seems we have found the problem. He appears to be on the road to recovery and will hopefully be 100% back to his normal self soon, although he has been told in all seriousness to take it easy from now on.

This makes one realise how fragile and wonderful God created our bodies. We're forced to stand still and count our blessings: there are so many things we can be thankful for. Health, family, friends and a beautiful country to name a few, are things we easily take for granted. Remember to 'be present', and spoil and appreciate your loved ones constantly.

We also realise how important it is to be part of a positive and willing team, and would like to thank our office staff again for their willing and positive attitude in keeping everything on track during this time.

Our annual BBEE re-accreditation

Unfortunately, just 'doing business' is not a simple thing in South Africa these days. As you will be aware, BBEE continues to be a high focus area for South African business and companies are obliged to meet a number of regulatory and client-specific criteria in order merely to qualify to offer services and products to corporate South Africa.

It is also important to us that we do business above board in every way.

So....that time of the year has arrived again, and our BBEE certificate is due for its annual renewal. Aside from the compilation of a mammoth amount of internal documentation, we are also obliged to furnish proof in the form of affidavits from our professional resources to certify their status as

Please expect to receive an email from us in the next few weeks, requesting your assistance in furnishing your annual affidavit regarding your status as independent contractors

independent contractors earning less than R5m p.a. and operating in effect as sole traders. Most of you furnished affidavits last year, but as advised at the time we unfortunately require an updated affidavit every year in order to remain current.

Please expect to receive a request from our admin department in the next few weeks, requesting your assistance in this regard. Our office will then be directly in touch to coordinate and collect the original affidavits in the most convenient way possible. We have confirmed that this affidavit will not affect your status as an Independent Contractor with SARS – if anything it in fact improves your status with them, in respect of being able to claim back on taxable earnings!

We sincerely regret the inconvenience this imposes on you, but hope you understand the necessity of this measure in ensuring sYncWize's continued operation – and allowing us to continue serving you and our corporate clients to the best of our ability.

Please take note



- Our next 'social' coming up soon—watch your email for invitations
- We will be requesting your annual "independent contractor" affidavits; deadline end July

Help us to help you...please!

While most of you are very cooperative at timesheet time, we have been experiencing difficulties every month with some who seem to believe these deadlines are either fabricated or just irrelevant.

While we do our damndest to facilitate this process for you—and do understand the challenges sometimes presented—we really require your active cooperation in this regard.

Every month we send an email reminder to everyone warning of the impending timesheet submission deadline. We call all contractors to remind them, and make arrangements for collection. We personally collect most timesheets—this takes almost 2 full days for certain clients. We liaise with your work colleagues when you are away.

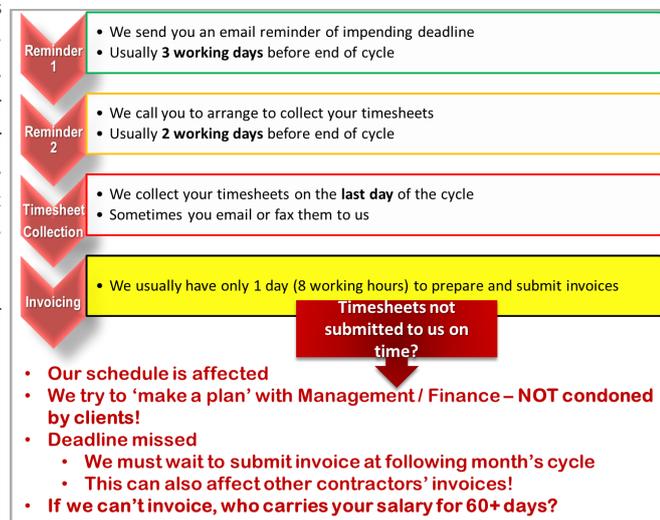
When timesheets are late, it

Unlike most other contract houses, we try to make your lives easier by actively managing the timesheet collection process. But we can only do so much. Please help us to help you!

has a huge impact on our small office, also putting strain on our relationships with management and Finance departments. Companies are becoming increasingly strict with vendors who try to 'make a plan' and in some cases we have been told in no uncertain terms that this will no longer be allowed.

Therefore, please:

- Let us know in advance when things change—in particular, management and reporting lines, department names, cost centres, or your physical location.
- Ensure your timesheets are captured and ready for signature by or before the last day of the cycle.



So... we respectfully request that you assist us as far as possible in submitting and collecting timesheets, and please consider the impact you have on us—and potentially other colleagues—when we are delayed.

Thankful for what we have

UCT's Development Policy Research Unit recently released a report overviewing the state of our labour market for year-ending Q1 2012. Some highlights from the report include:

- initial labour market recovery observed in 2011 is faltering;
- unemployment rate (those who are disillusioned and/or actively seeking work) is 33.8%;
- unemployment rates for 15 – 24 year-olds is 62.4%, 25% higher than that for 25 – 34 year olds;
- 33.7% of matriculants, 15.7% of those with diplomas or certificates and 5.8% of tertiary graduates are unemployed;
- the workforce is evenly split between those having

completed at least Grade 12 and those that have not;

- high demand for skilled, vs unskilled, labour is reflected in the two-thirds net job growth accruing to those with at least a completed secondary education;
- net job creation has benefited the skilled and low skilled over the past year, in contrast to previous quarters;
- the tertiary sector (retail, transport, communication, financial and business services, personal services and private households) is the largest employment sector in South Africa employing over 9.6m people and accounting for 71.7% of total employment;
- there was a decline in jobs in the secondary sector (manufacturing, construction and electricity, gas and water) after six successive quarters.

Welcome

We extend a very warm welcome to a number of new contractors who joined our team this quarter. We are proud to have you on board, and look forward to a mutually rewarding relationship!

Leana Hayden
Egbert Van der Walt
Alan Thom
Lisa Orpen

Mary Addington
Geoffrey Smith
Johan Landman

We also welcome **Ben Baxter**—who was unfortunately forced to return from a coastal position—back.



April, May, and June saw the following contractors celebrate their birthdays, we hope you were all spoilt rotten. May the year ahead be filled with much love, happiness, success, abundance and adventure!

Leana Hayden

Mary Wilson

Corne Oosthuizen

Vladimir Neiman

Paul Murphy

Geoffrey Smith

Esre Estebeth

Tanita Bezuidenhout

Maddy Knott

Rob Sephton

Ivan Steyn

Onica Lewis

Hilda Alves

Caroline Zanetti

Prasanth Aluguri

Roswell Solomons

The winter months are clearly a baby-making favourite in this country! April, May and June also saw 3 of our office staff celebrating birthdays... happy belated birthday to Lientjie, Cleon and Helen.

Get better soon

Several of our team have recently undergone surgery on various parts of their anatomy... we wish you all a speedy and full recovery!

Anabella Ramos
Fran Roberts
Mary Wilson

Jacques Smith
John Vesotzky

.... And a number of you have been ill with 'flu, bronchitis and even pneumonia lately—Caroline, Hilda, Pieter and others: we hope you are fully recovered again. And to all of you, please take care of yourselves... this winter is not very friendly!



Thanks for the referrals

Over the years we have met—and placed—a number of fantastic professionals, and would like to thank those of you who have actively put us in touch with the high calibre candidates with whom we want to work. As you will know, it is our objective to be known by clients for the quality of our team and we have really been blessed in this regard.

Please remember that our referral incentive scheme is still in place, and we still reward you with R3000 after tax (or the equivalent in items purchased) for a success-

ful contract placement or R4000 for a permanent placement. If you refer both the candidate and the vacancy to us, the reward doubles. The reward is paid out 3 months after the candidate commences work in the position—this way we can be certain the placement was successful!

This quarter, all successful placements were the result of referrals by other candidates we have been working with, but next quarter, we expect to announce at least 4 rewards to existing contractors.

MATHS

The total is when you add up all the numbers and a remainder is an animal that pulls santa on his sledge.

HISTORY

SOMETIMES IN THE WAR THEY TAKE PRISONERS AND KEEP THEM AS OSTAGES UNTIL THE WAR IS OVER. SOME PRISONERS END UP IN CONSERVATION CAMPS.

RELIGIOUS STUDIES

I asked my mum why we said old men at the end of prayers at school, I don't know any old men apart from grandpa.

Through the Lean Times

SYNCR
-WIZED

Senior management appointments become even more critical during an economic downturn. Those striving to retain senior positions should be proactive in enhancing their personal brand and position themselves for good times.

Here are some useful tips to lead through the lean times:

- Adopt a passionate and driven approach - do what you love, love what you do, and deliver more than you promise;
- Be aware of the triple bottom line which embraces ethics in business strategies through economic and, environmental and social issues - all of these are important for sustainable returns to stakeholders (and all stakeholders) are achieved locally and internationally (NYSE) when organisations deliver good governance consistently.
- Be teachable and strive for personal renewal by constantly reinventing and re - engineering yourself through on-going learning (TIP:- intelligence + arrogance = ignorance;
- Openness and transparency are key elements in applying effective and ethical communication strategies;

Lead by “being” true to the person you are but be consistent, disciplined and focused in your work—integrity builds trust

- Emotionally robust and resilient individuals who are able to stand up more times than they sit down when challenged with setbacks or problems are more successful leaders and managers;
- Challenge the status quo and have the courage and tenacity to be a pioneer by suggesting creative and innovative ways to do things differently;
- Have a “can do”, positive attitude and do whatever it takes to get to where you want to be;
- Self - discipline and high self - esteem are key to success - arrogant or critical people are often people with low self esteem who are afraid of taking risks;
- Be good teachers and good learners , be accountable, the buck stops with you;
- Lead by “being” true to the person you are but be consistent, disciplined and focused in your work - integrity builds trust.

By Anne Pratt
Extracted from Business Brief 2011

7 Annoying Female Habits.... one for the boys

Annoying female habit 1: Making an anniversary out of everything

What is it with women turning the nice little things in life into a grand gift-exchanging, champagne-popping ceremony? We return home from a normal day at work to be met with a candle-lit dinner and an expensive looking gift but, quite frankly, it makes our heart stop. Have you done something wrong? Is it your birthday? My birthday? Oh silly me, it's the anniversary of the first time we looked at each other. Please refrain from doing this, ladies. We have a hard enough time getting event dates right without being shouted at for not buying the dog a card to celebrate the anniversary of his first vaccination.

Annoying female habit 2: Piling the bed with cushions

One would be mistaken for thinking that a bed is for sleeping in. We go to get our head down for the night, only to find the bed piled sky-high with strategically placed cushions that leave no room for us. What's more, only a couple of these cushions actually have a purpose. We don't need the tiny heart-shaped one or the big fluffy one that makes us sneeze – just a normal pillow to rest our head on will suffice. We don't adorn the bed with DIY tools and model cars, so please tame your OCD (Obsessive Cushion Disorder) and stop making an elaborate display out of our bed so we can get down to the important stuff. couple on bed of cushions having pillow fight.

Annoying female habit 3: Asking us what we're thinking

It's a classic example of how women like to test us, and possibly trick us into making the cardinal sin of admitting that we weren't thinking about her at that particular moment. One minute we're enjoying a cuddle, the next they're hurling that question at us when we're least expecting it. They say it so fast that we don't have chance to make up a false reply or even to think straight, which leads us to stutter and then be accused of thinking of our ex. Asking what we're thinking is basically a nice way of saying 'you aren't allowed to have private thoughts, unless they're about me'.

Annoying female habit 4: Saying 'I'm fine', when you're not happy

So she stood in front of the television while the football was on, we got a bit iffy and snapped, and now all sorts of issues have been bought up. Then she says it – that passive-aggressive statement that marks the start of the dreaded silent treatment: "I'm fine". Erm, are you really fine because you've just screamed at us until you've gone red in the face, and now you're laying face down on the bed crying. If you're unhappy just outline the problem and then we can sort it out and carry on as normal. Or – even better – don't outline the problem and let us watch the football in peace.

Annoying female habit 5: Using sex as a weapon

One of the most annoying things that a woman can do is deny her man of sexual privileges. Some women seem to take great pleasure in using our weakness to their own ad-

vantage through the classic 'if you don't do this, we're not having sex' scenario. If you're going to stop us from doing one thing, please don't let it be sex. We don't stop you from eating and drinking, so please don't mess with our basic human needs either.

Annoying female habit 6: Being over-emotional

You cry at funerals, you cry at weddings, you cry at happy films, you cry at sad films. This makes us feel awkward because we just don't know what to say or do when you're sat sobbing all over our freshly ironed shirt. Where do all these tears come from? We think women should just have an annual crying day where they get together and cry for twenty four hours, before coming home and being normal for the other 364 days of the year. It would solve a lot of our problems.

Annoying female habit 7: Incessant talking

We've heard that women are estimated to say around 20,000 words a day – which is an awful lot compared to the paltry 7,000 estimated for men – so we understand that she needs to get her daily nattering fix, but why is it always at the most inappropriate times? She was quiet all the way through the family dinner when we needed her to break the awkward silence, but as soon as we start getting to the competitive part of a multi-player game with our friends, she just won't shut up about how cute the neighbour's cat looks when it sits next to the rose bush. To make it even more annoying, the actual part of the story she was getting at whilst rambling on about the neighbour's cat, was that the cat's owner now works at the grocery store down the road. Ladies, if you're going to talk, pick the right moment and please, just get to the point.

Ladies we'll hit back in the next quarter..... Cleon





Gene Wilder



Reese Witherspoon



Gene Calmer



Reese Withoutaspoon



Madeleine Albright



Madeleine Aldark

JOB APPLICATION

Dear Sir,

I wish to apply for the position of Business Analyst at your company.

Every time I have responded to your adverts, you have said there were no vacancies. However, this time I know for a fact that there is a vacancy as your current Business Analyst died. I even went to the funeral to check that he was really dead. So you do have a position for me now.

Enclosed is my Application Form, my CV and a copy of his death certificate. Looking forward to receiving your positive response in the very near future.

Sincerely,

Themba Pule



Neil Young



DE NIRO



Neil Old



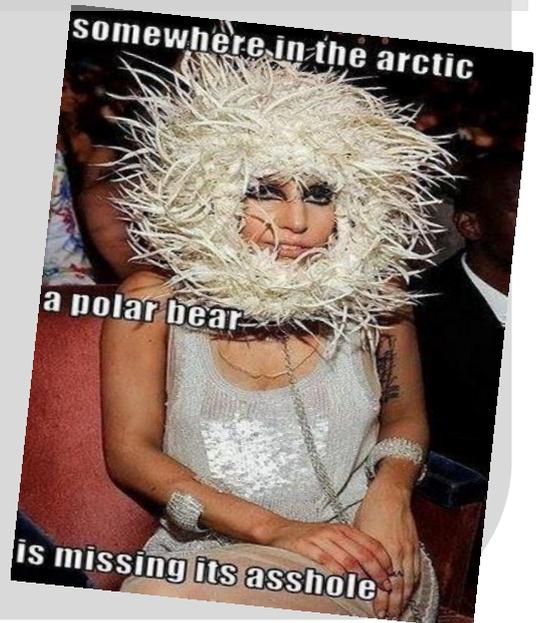
DE FARO

After being married for 40 years, a man took a careful look at his wife one day and said, "Forty years ago we had a cheap house, a junk car, slept on a sofa bed and watched a 10-inch black and white TV, but I got to sleep every night with a hot 23-year-old girl.

Now ... I have a £500,000.00 home, a £35,000.00 car, a nice big bed and a large screen TV, but I'm sleeping with a 63-year-old woman. It seems to me that you're not holding up your side of things."

His wife is a very reasonable woman. She told him to go out and find a hot 23-year-old girl and she would make sure that he would once again be living in a cheap house, driving a junk car, sleeping on a sofa bed and watching a 10-inch black and white TV.

Aren't older women great? They really know how to solve an old guy's problems.



Until our Third Quarter 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 three 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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If you want to make peace with your enemy,
you have to work with your enemy.
Then he becomes your partner.

- Nelson Mandela