

# FOCUS

FOSKOR 

MONTHLY MAGAZINE FOR FOSKOR | SEPTEMBER 2010

VOLUME 1 NO 6



 Richards Bay golf day – a hole in one

---

 Foskor builds dreams with stone & mortar

---

 Saluting the Secretaries

---

 Foskor aiming for world domination

# CONTENTS

Editor's Note.....	1.
VP Address.....	2.
Golf Day.....	3.
Mining Division.....	8.
Procurement & Logistics.....	9.
Foskorites Achieve!.....	11.
Wizards of Foskor.....	12.
Ask & you will receive.....	12.
Home sweet home.....	13.
A letter of thanks.....	13.
Determined to be world class.....	14.
Spring Day.....	14.
Secretaries day.....	15.
Casual day.....	16.
Food for thought.....	17.
Blanket bingo for kids.....	17.
Forgiveness.....	17.
The biggest loser.....	18.
Women at mining.....	18.
Stroke awareness month.....	19.
Skincare awareness month.....	20.
Bits & pieces.....	21.
Bits & pieces.....	22.
Crossword.....	23.

## Editor's Note

Hello Foskorites!

Spring is finally here so we can look forward to sunny weekends and braais by the pool. It's amazing how quickly this year has gone!

I'm often reminded of the phrase: "Time awaits no man", especially now as we move into the last quarter of the year. It is hard to believe how many days have flown by – it seems like only yesterday we opened the books for the 2010/11 financial year.

The last weekend in August saw yet another successful Foskor event. Suppliers, stakeholders and Foskorites all came together to celebrate the fourth annual Golf Day hosted by Richards Bay. Cheques totalling R80 000 raised on the day were handed out to four worthy charities. Bigger and better than before with lots of birdies, bogies and over estimated handicaps, the weather played ball and all went exceedingly well. We now look forward to the 22nd Phalaborwa Annual Golf Day which is coming up in October.

This month has seen the really fun national days like Casual, Spring and Secretaries Day. As usual all Foskorites were out in full force to enjoy each and every one of them. A special thank you to all the secretaries out there – the role they play is often not acknowledged. The contribution you make to each of your departments definitely plays a vital role in their success. This month we decided to do a fun Secretaries Day segment. Thank you to all who participated and shared their stories. It was lovely to read them and I enjoyed the humorous bits as well. The important roles played by these phenomenal people serves as an example that behind every success is a committed team. This may sound cheesy but there is no "I" in the word team.

Dress for Laughs was this year's theme for casual day and as usual Foskorites rose to the occasion, bought stickers and dressed up. The initiative raises awareness of people living with disabilities and raises corporate comradeship

and community support. Midrand gave back to the less fortunate children closer to home, at the Yenzani Children's Home. The importance of giving back is high on the Foskor agenda, be it through our CSI projects or Foskorites giving in their personal capacity. I truly believe in my philosophy of "you cannot have, unless you give".

This month we have seen our first lady locomotive driver, a maintenance team taking the initiative to improve productivity and a good placing in the Productivity SA Awards.

Our junior Foskorite boys and girls are excelling and going beyond all expectations in both the golf and ring ball arena. These kids really know what it is like to dig deep from within and achieve brilliance. Congratulations to all who made it to those championships.

As usual we are looking forward to hearing from you and hope that you are enjoying the first signs of summer, although it is still important to remember to take your vitamins.

Till next time.



"Always print and photocopy on both sides of the paper – This is the norm at Foskor for internal documents"

Jeanine

This Publication is printed on Sappi Triple green paper it is chlorine free, sugar cane fibre, from renewable sustainable afforestation and locally produced from agriculture waste product

Cover Photo: "Happy Feet"

FOCUS is the monthly publication of FOSKOR (Pty) Ltd., Address: PO Box 2494, Halfway House, 1685

E-mail: [jeanine@foskor.co.za](mailto:jeanine@foskor.co.za) / 011 347 0619

Editor: Jeanine Arnold





This month I have the privilege of filling the shoes of our esteemed CEO. I hope my message is as informative and inspirational as Alfred's has been over the past couple of months.

Foskor is well known as a phosphate producer but anyone who has been to an event hosted by Foskor, walks away knowing that we really know what we are doing when we put an event together. Richards Bay hosted its fourth charity golf day at the end of August and it was labelled the "best golf day ever in Richards Bay" by one of the local news papers, another indication of the success of the day.

Congratulations to the organizing team who showcased an event that did Foskor proud. On behalf of management, we appreciate the sleepless nights, long hours, sore feet, weary smiles and muscle pains that all form part and parcel of putting together such an astonishing sporting event like this. The day saw a full house of 34 four balls teeing off from just after seven in the morning and as usual the golfers were welcomed at most of the holes by Foskorites and local suppliers, who manned fifteen of the eighteen "water holes". No golfer went hungry or thirsty and each waterhole had an appealing theme to keep the golfers entertained.

We not only saw a few good golfers on this day, but were entertained by a "fight back" effort from the Springboks as they defeated the Australians. An important event like this always finds a way of sneaking into the agenda!

Apart from banter and good humour, the main aim of the day is to raise funds for charities by sponsorships, fun and green fees. Once again, thank you to all our sponsors for their generosity, and whose goodwill contributed to the success of the day. The evening's proceedings had a lot more in store for the golfers. Our guests were again watered and fed, with the formal prize giving and handing over the cheques taking place. Last but not least, we were all entertained by a great comedian who taught us all a few things about the game of golf, all be it from an unusual perspective.

From the inception of our first golf day 4 years ago a total of R315 000.00 has been raised thus far. This is a major success and can be attributed to the support of our stakeholders, suppliers and Foskorites alike.

This month saw both Spring and Secretaries day fall on the same day. I am thankful for both, however, I would like to pay a special tribute to all those secretaries who tackle the challenges brought to them head on, who ensure the smooth running of Foskor as a whole and acknowledge that a lot is done behind the scenes; hence making things work, your efforts do not go unnoticed. Thank you to all of you. On a personal note, thank you to Charmaine for watching my back and making things happen.

From the financials side, Foskor's Total actual EBIT for 5 months to August is R228mil. The EBIT is currently R154mil, above the budgeted R74mil. The positive EBIT is largely due to the Phalaborwa division's ending August EBIT figure of R291mil which is R150mil above the budgeted R144mil. Richards Bay came in at a negative EBIT ending August at R25mil, which is R8mil below the budget of R17mil negative. (Richards Bay's negative EBIT is affected by lower than budgeted volumes produced combined with an increase of R 144 mill ytd in the rock price)

Rock production for Year to Date August is 1011K tons. This is 10K tons below the budgeted 1021K tons for the year to date. Phalaborwa produced the budgeted tons of 199K tons for August. P<sub>2</sub>O<sub>5</sub> production for Year to Date August 2010 is 247K tons, which is 25K tons below the budgeted 271K tons. Granulation production for year to date August is 29K tons below the budgeted 160K tons. Granulation production ending August 2010 is 131K tons. Foskorites we are now entering the last quarter of the year, lets put our heads down and go for it.

I would like to finish off by wishing our Phalaborwa site the same success as we achieved on their golf day which is scheduled for the end of October. Good luck guys.

So fellow Foskorites, keep flying the flag.



Johan W. Potgieter  
- VP Acid

Dear  
Diary...



#### Friday, 27 August

14:30 Arrived in Richards Bay with the rest of my four ball, all of us full of laughter and bravado. Each of us commenting on how badly the other plays. None of us are very good but the banter and fun helped to make this a trip to remember.

16:00 Arrived at the Waterfront Hotel. The Foskorite welcome was great. Settled in my room then joined the other 34 four balls and supporters for registration and a cocktail party at the club. Four years ago, when Foskor held their first golf day, I was there and this one was bigger and better than previous years. I enjoyed the networking opportunities and renewing of old friendships. A team from Foskor Phalaborwa arrived to take up the challenge I was impressed that the divisions support each other so vehemently.

21:00 Retired early. An early start in the morning meant I didn't want to overdo things!

#### Saturday, 28 August

06:00 Looked out of the window and it was overcast. I didn't mind as I'm not a fair weather golfer. Put on my Foskor branded golf shirt, filled up on a lovely breakfast and set off for the 10th tee. I was immediately taken aback at how well the Foskor branding complimented the course so well.

07:00 The sun finally came out and remained for the rest of the day. As usual some of the four balls changed their players due to "unforeseen circumstances". Thankfully I was confident with my initial four ball and had no "unforeseen circumstances". I had to applaud the organising committee for their patience and remarkable ability to multi-task, always ready with a smile and making sure that all our needs and wants were accounted for.

On the course: Apart from the golf that we all so enjoy, the entertainment and atmosphere at the waterholes are always the most fun part of the day. The welcome we received from the waterholes this year was unbelievable. Individual companies sponsored the various holes. There were also various Foskorite interdepartmental waterholes and each of them really showed us that what they were made of. Each sponsored waterhole competes for the title of 'best waterhole'. There is no prize attached to this accolade, just a sense of pride. Along the course I also enjoyed the other themes displayed, such as the Mafia (where people could play casino games), traditional African (where customary beer and sweet potatoes could be tasted) and the pirates who wooed us with fun games. After all the traditional beer, the 64m<sup>2</sup> maze and 4m high view/control platform built by the projects department made me lose my bearings!

Every year there seems to be more and more female four balls taking part. Apart from brightening up the course, they can certainly hold their own. I was very impressed by Jackie Harmse who walked away with the prize for the longest drive. The rest of the ladies were treated to a special spa programme where they were pampered and spoilt.

The prizegiving: After a day of birdies, bogeys, pars, eagles and bunkers I headed off to the prizegiving. It is always humbling to realise that while I am doing something I enjoy, people less privileged than me can reap some benefit. The charities that were helped as a result of this golf day were explained to us all by a lady called Shanilla Chuturgoon. We were all reminded that this day was in aid of CHARITY. The causes chosen were all based in the Richards Bay area and close to Foskorites' hearts. There were four benefiting charities in total, all of them as deserving as the other. They were Cansa, The Reaching Out Organisation, Amakhumbuza Community Development and Health Care Centre as well as Thuthukani

Special School. Being there to witness each one of them accept their cheques presented by Foskorites was great.

I couldn't believe that a day like this could raise as much as R80 000 and was particularly taken with the closing statement: "The biggest disease today is not AIDS or cancer, but rather the feeling of being unwanted, uncared for, and deserted by everybody."

Although this is my fourth year attending this golf day, I am always glad to see Stan Larkan, the honourable mayor of UThungulu. His efforts are truly credible. I also enjoyed the fact that Johan Potgieter, always full of humour, gave thanks to each and every person in the organising committee. It was good to know every effort was appreciated.

23:00 I decided to leave at a respectable time, ready for my flight home in the morning but stayed a while longer when I saw Alfred Pitse. He took the time to personally thank me and remind me that the day would not have been possible without suppliers like myself taking a vested interest in Foskor and the surrounding communities.

Well, needless to say, I didn't manage to leave at a respectable time as the comedian Aaron McIlroy kept me transfixed. He showed us in his own unique way exactly how the game of golf should be played and left me with some valuable lessons! If you ever get the chance to see Aaron, do not miss the opportunity. He is one of South Africa's most popular entertainers, both on the public and corporate entertainment circuits, with a string of stage blockbusters under his belt. His popular golfing satire was a hit at the 19th hole.

### Sunday, 29 August

9:00 After a full breakfast, the rest of my four ball and I made our way back to the airport. We all commented on what a wonderful day it had been.

14:00 Back with my family, I couldn't wait to tell them about my weekend. They agreed that in the last week of October I should definitely fly to Phalaborwa to enjoy the festivities that our Phalaborwa golf day has to offer, not to mention the beautiful Hans Marensky golf course.

21:00 Headed to bed for a well-deserved rest.

## Results

Saturday's competition was a four ball Alliance, with two scores to count in the Foskor Sponsor Day. There were 136 players in the competition. F du Plessis, G Farrel, K Nel and G Couem won the competition with a score of 96 points, while second place went to Sagren Pillay, Vernon, Colin and Keith with a score of 93 points. In third place was Ryno Martyn, John Smith, Hugo du Preez and Louie Roux Snr with a score of 90.

In 4th place - Grinrod:

S. Harrilall  
J. Pain  
K. v Straten  
D. Hibbert

**Nearest to Pin**

A. Zandberg

**Longest day:**

H. van Niekerk  
W. van Vuuren

**Longest drive ladies**

J. Harmse

**Longest Drive Men**

G. Collum

Well done  
everybody!



Golf Day Photos



1st Prize



2nd Prize



3rd Prize



Golf Day Photos



**CANSA**, an organisation that needs no introduction, not only takes care of people living with cancer, but continually looks for new means to conquer it. The organisation was started in 1931 by a group of medical professionals and has grown into one of the leading NGOs in the country.



**Thuthukani Special School** is a school for mentally challenged learners between six and 18 years of age. These learners come from multi-cultural and multi-lingual backgrounds and are often afflicted with more than one disability.

**Amakhumbuza Community Development and Health Care Centre** is a non-profit organisation that has committed itself to providing quality service to the community of Madlebe and further participates and contributes effectively in a fast changing and diverse society. There is counselling and caregiving available to HIV and TB affected patients and their aim is to reduce the high rate of HIV infection through the provision of AIDS awareness programmes. In particular they target rural areas where statistics for these diseases have become extreme.



**The Reaching Out Organisation** is a community based, voluntary, non-profit, non-religious organisation which focuses on breaking the cycle of domestic violence and empowering the community. The organisation adopts a holistic, non-discriminatory approach and provides services to victims, perpetrators as well as secondary victims irrespective of gender, race, culture, creed or sexual orientation.



Beneficiaries of the Golf Day

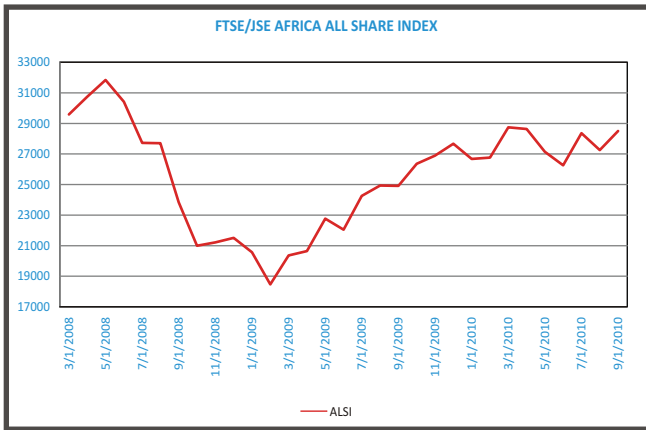


Fig.1 JSE/Africa All Share Index

If one mentions JSE All Share Index (ALSI) the following terms come to mind: bear market, bullish, volatility, resistance level, closing in the red, cut-your-losses, etc.

It is very clear from the ALSI graph above that during the period June 2008 and March 2009 something went very wrong in the markets. As you can recall those were the days of the “sub-prime crises”. This was a noticeable event in the world economy that could have been prevented. However, whether the markets go up or down there are always buyers and sellers. The majority of financial advisors will tell you not to panic when the markets fall because you are investing for the long term and should hold on to your investment because over a long term period a good diversified portfolio will outperform other short term investments.

What has the ALSI and all of this got to do with production at the Foskor Phalaborwa Mining Division?

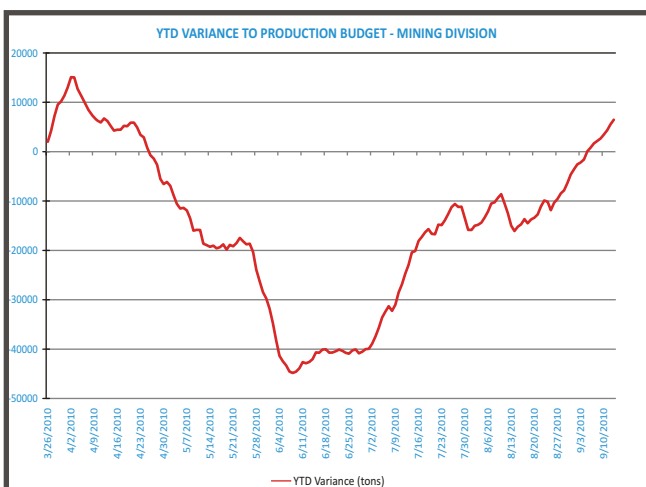


Fig.2 YTD variance to production budget

Although over different periods these two graphs, JSE All Share Index (fig.1) and the Phalaborwa Mining Division production deficit to budget (fig. 2) have remarkable similarities. Both have periods of high volatility, times of upswing and sudden falls, highs and lows and an ultimate profile of recovery.

The Mining Division had its fair share of production challenges so far during this financial year. Equipment reliability, throughput challenges and lower than acceptable productivity all culminated into our own sub-prime crises and therefore the freefall on our production graph. Any production and maintenance manager will concur that this is no unique situation and not only applicable to Foskor but faced by any production facility.

There are however a few things we believe the Mining Division are doing different or just sticking to. Respect for one another, taking responsibility for what we do and the resolve we apply to challenges. I specifically say “we” because we function as a team. Operators, supervisors, artisans, managers, engineers, organised labour and contractors all work together to achieve the same goals. These qualities might even make us unique.

If it was not for the “we” the turning point as seen on the graph might not have come. We have made changes to how we do things, implemented recovery plans, worked longer hours, stuck to plans we knew would give the returns over time and most of all we never gave up.

As already mentioned, a good diversified long term investment will always outperform short term speculative gambles. The same apply to the investments/solutions we implement in production. That is why our long term investment strategy is “back to basics” – a basketful of no-nonsense practical solutions and initiatives.

I am confident that the quality and diverse nature of our initiatives implemented and in the making will result in better than expected production returns over the longer period despite short term volatility. The mining divisions outlook on the future remains “bullish” and therefore a “worthwhile long term investment”.

Well done to everyone that contributed to realise the turnaround, wipe out the production deficit and broke “the resistance level” to operate and perform above budget.

## When procuring you are ensuring transparency

Every year, each Foskor site hosts a supplier day to educate and thank the people who contribute to our success. This day is hosted by our procurement & logistics department whose core function within our organisation is to ensure best value for money, effective competition and fairness whilst still ensuring integrity and transparency throughout the procurement process. It is also integral to the process everything takes place in an ethical manner which is outlined in our ethics guide.

The standards of ethics were put in place to protect both the suppliers and ourselves alike. During any process the highest standards of ethics are expected and there is zero tolerance for either party should a transgression arise. The following unacceptable acts form part of our ethics.

- **Bribery:** the act of unduly offering, giving, receiving or soliciting anything of value to influence the procurement process
- **Extortion or coercion:** the act of attempting to influence the process of procuring goods or services, or executing contracts by means of threats of injury to person, property or reputation
- **Fraud:** misrepresentation of information or facts for the purpose of influencing the procurement process
- **Collusion:** an agreement between bidders designed to result in bids at artificial prices that are not competitive

The procurement & logistics department simply enforces the rules and regulations that have been set out to ensure that goods and services are procured in an efficient and fair manner. Their function is to seek to minimize expenses associated with the purchase of those goods and services. This procedure is an international norm with big and small companies as well as non-profit organizations.

Updating of the procurement rules and regulations is the core motivation for the day as well as ensuring Foskor is the Client of choice for all our suppliers. It is furthermore imperative that our suppliers realise that their knowledge, strategic input and ethics have uplifted the Foskor Brand to be the sought after commodity it is today.

The day was well supported by Foskorites and suppliers alike and the arena for networking opportunities was at its best. Sifiso Mncube, Group Manager: BEE Compliance and Supplier Administration welcomed all the guests and introduced them to the voices they deal with on a regular basis, Foskor's procurement department.

The current business climate is extremely challenging and the outlook mixed with market recovery slow, however we all agree, ... that where there is a crisis ... there is opportunity. In order to realise these opportunities, we must work in close partnership and align ourselves, in a common direction as we face the challenges ahead together. We acknowledge and understand that we are, as good as our supplier base and this day is one more way of demonstrating our commitment to you. It is important, that our suppliers have a view of our vision and our strategy, so

that we can achieve common understanding, on how suppliers can be an integral part of Foskor's plan and achievements for business excellence.

As a company we continually seek to do the right thing for ourselves, our stakeholders and our country. We are hopeful about our future and play an active role in unlocking the potential for the country. We furthermore support the holistic development of disadvantaged communities.

















Foskor was audited on corporate governance and corporate social investment systems and was the second South African company to be awarded with the DEKRA GOLD SHEILD, a prestigious award that proves Foskor is filled with passionate people who stand up and accept responsibility.

Innovation and knowledge on cost excellence methodologies is a crucial factor in driving business success and Foskor is ready to collaborate with all suppliers.



**Our message loud & clear**

The following messages are communicated through our ongoing poster and banner campaign:

<p><b>We only work with Vendor's that are tax compliant</b></p> <p>FOSKOR </p>	<p><b>Foskor strictly abides by the Code of Business Conduct regarding conflicts of interest</b></p> <p>FOSKOR </p>	<p><b>The Foskor procurement policy ensures that all Vendors have equal opportunities</b></p> <p>FOSKOR </p>	<p><b>Foskor's policy seeks to promote &amp; develop BEE suppliers</b></p> <p>FOSKOR </p>
<p><b>Procurement is not always about price</b></p> <p><b>- it is about a successful outcome</b></p> <p>FOSKOR </p>	<p><b>Foskor strives to eliminate fraud &amp; corruption during the procurement process</b></p> <p>FOSKOR </p>	<p><b>Mutual respect &amp; trust = Success</b></p> <p>FOSKOR </p>	<p><b>Your NOSA grading is important to us</b></p> <p>FOSKOR </p>
<p>FOSKOR </p> <p><b>Procurement accountability ensures that all suppliers are answerable for their plans, actions &amp; the final outcome.</b></p>	<p>FOSKOR </p> <p><b>Suppliers must ensure compliance with all legislative &amp; regulatory requirements</b></p>	<p>FOSKOR </p> <p><b>Foskor seeks to ensure local economic development</b></p>	<p>FOSKOR </p> <p><b>Working with suppliers who play a role in environmental issues is of paramount importance to us</b></p>
<p>FOSKOR </p> <p><b>Suppliers must comply with the Occupational, Health &amp; Safety Act</b></p>	<p>FOSKOR </p> <p><b>It is your duty to report unethical behaviour</b> <b>Fraud Hotline</b></p> <p>FreeCall: 0800 FOSKOR 0800 367 567 (Exclusive to FOSKOR)</p> <p>FreeFax: 0800 00 77 88</p> <p>Unique E-mail: Foskor@tip-offs.com</p> <p>FreePost: Tip-offs Anonymous, FreePost KZN 138, Umhlanga Rocks, 4320</p>	<p>FOSKOR </p> <p><b>Foskor's Code of Ethics shall direct all stakeholders conduct.</b> <b>Non-compliance shall be dealt with appropriately</b></p>	<p>FOSKOR </p> <p><b>There will be severe consequences for businesses that perform "fronting" practices</b></p>

## Our need to succeed... We'll be back...

Someone not within the Foskor group nominated the Richards Bay site for a productivity award within the KwaZulu-Natal corporate sector of the Productivity SA Awards. The fundamentals for initial qualification for this award are:

- Productivity improvement practices
- Ability to be innovative and sustainable
- Competing in the global arena

The Richards Bay team took up the challenge and compiled a successful submission and subsequent audit. Factors taken into account in the adjudication process were:

- The company's aims in its execution of the programme
- How did it achieve these?
- Were the objectives for productivity improvement clear?
- The extent of management involvement?
- The role of labour in the programme?
- The company's measurement criteria
- Financial results – this includes parameters such as improvements, trends and targets
- Industry benchmark results?
- Results and impact of the productivity improvements
- People results – such as employee performance and recognition, absenteeism and incentives
- Customer results – returns/complaints from customers, satisfaction index
- Operational results, including the benefits to the broader community

Richards Bay was successfully placed in the top five in their category. At the function where this was announced, the MEC for Economic Development and Tourism, Mr Mike Mabuyakhulu remarked: "If your company's productivity is where it should be, then the bottom line (profits) will come by itself. It's not the other way round as profits don't come before productivity."

A proud Johan, VP Acid in Richards Bay, gave thanks to all involved in the process, saying: "Although we came in the top five, we didn't come out on top, meaning that there is definite room for improvement. We will not be outdone and take up this challenge. I am convinced that we have the knowledge, skills, innovation and best people to do this. The technology that we have in our plants is the best available. If we continue to improve on our efficiencies, cost per ton, volumes, and keep the quality of our products consistent there is no reason that we can't win next time."

Productivity can be defined in two ways:

The amount of output per unit of input (labour, equipment, and capital). There are many different ways of measuring productivity. For example, in a factory productivity might be measured based on the number of hours it takes to produce an item, while in the service sector, productivity might be measured based on the revenue generated by an employee, divided by their salary.

Or

Relative measure of the efficiency of a person, machine, factory, system, etc, in converting inputs into useful outputs. Computed by dividing average output per period by the total costs incurred or resources (capital, energy, material, personnel) consumed in that period, productivity is a critical determinant of cost efficiency.



...indeed we did succeed.



Johan Potgieter receives Best Employer Award on behalf of Foskor.

Foskor was awarded the Best Employer Award by the Zululand Chamber of commerce and Industry in the month of August 2010.

# CONGRATULATIONS!

## The Wizards of Foskor - thank you!

In Richards Bay during the course of Friday 20 August, a large amount of caustic was accidentally pumped into the A&B plant scrubber make-up tank. This resulted in the caustic storage tank running empty. The Demin plant uses caustic to regenerate the anion resin. Regeneration of the resin takes place at least once daily on each of the three units. With the caustic storage tank being emptied, there was no caustic available for regens. The implication of this was that no regens could be completed, hence the water levels of all three storage tanks would be minimised. This could have caused the rates to be cut resulting in the loss of production. The major dilemma at hand was that the earliest delivery for the caustic would only arrive on site within a 12 to 18 hour timeframe.

The team immediately realised the crisis at hand and looked to find a temporary solution. The outcome of this was to create a modification within the melter scrubber make-up tank. Through this they were able to pump the caustic from the melter scrubber make-up tank back into the caustic storage tank. All in all the building of the modification took four hours. Thereafter they immediately began to pump the caustic back to the storage tank, which was in time for

the first regen to take place. The team managed to pump enough caustic to enable them to complete four regens. This was precisely enough before the delivery of the new caustic arrived.

If the team had not managed this potential crisis in such a proactive manner the consequences could have been dire, taking into account the loss of production. Charles Reddy the production manager: sulphuric acid said, "Very quick thinking by the standby team and plant personnel prevented a sure loss in production. The team should be commended for showing initiative and going the extra mile – a sure sign of a highly skilled, responsible and motivated team!"

"Many thanks to the dynamic team Dirk van Rhyn, Mandla Dube, Manie van Staden, Mandla Lushaba, Logan Chetty and S.R. Mngomezulu. Your exceptional effort and forward thinking really made a difference," added Johan Potgieter VP Acid.

Meaning of :

Caustic – chemical used to regenerate resin to purify water for use in high pressure boilers

Regen – process on an ion exchanger to bring back exhausted resin to the original capacity



## Ask & you will receive

The rehabilitation team is in charge of the restoration and maintenance of the two tailings facilities within the Phalaborwa division.

The team recently experienced several major breakdowns on their Liebherr Dozers. These breakdowns resulted in expensive repairs and massive production downtime. Not to be disheartened, the rehabilitation team resolved to minimise the frequency of breakdowns experienced. Lead by their supervisor Meshack Ndlovu, and in cooperation with the LDV Workshop, the manufacturer Liebherr Africa was approached for assistance.

Liebherr Africa undertook a five day training course on site, free of charge to the team. The aim of this course was to share basic knowledge, experience and practical tips, which highlighted the importance of 'taking care' of the machinery whilst operating safely at the same time as maintaining maximum production.

Our operators were thrilled at the opportunity to learn from the best. Wilson Thomas, the training representative from Liebherr, certainly did not disappoint them. With six years hands-on experience, he was amazed at how much he learned from our Foskorite operators.

By accepting *responsibility* as well as other implemented initiatives, Meshack and his team have significantly reduced their contribution towards breakdowns. More importantly, the rehabilitation team no

longer views themselves as mere operators, but rather as custodians of their machinery. This just goes to show that a little "R&R" can go a long way towards the bottom line and *shared reward*.



## Home, sweet home in Ntambanana

Forming part of our corporate social investment programme a sod turning ceremony took place on 2 September in Ntambanana. Together with social workers from the Department of Social Development, Foskor Corporate Social Investment department, FGAS and EAP department, five families were identified as the most needy within the community.

The first family identified was Zibuyisile Shandu's family. The 19-year-old orphan lost both her parents in 2008. Since then she has become the head of the house playing the role of both mother and father to her four younger siblings. Without any means of income the family has been living in abject poverty, surviving off the generosity of the local community in rural Ntambanana.

The three bedroomed house that Zibuyisile and her siblings will be moving into has a bathroom, lounge, kitchen and patio. To ensure their wellbeing, their new dwelling has been fully furnished for their comfort.

Apart from housing the families, giving them the skills to sustain themselves in the future is of paramount importance. Fourteen people from the five families previously identified were sent on a three-month bricklaying, plastering and plumbing course at Umfolozi College. Hlengiwe Mvubu, the Public Relations and Corporate Social Investment Specialist said: "We want to give them more than just a roof over their heads. We want to give these people a hand to teach them how to work themselves out of poverty."

UThungulu Mayor Stan Larkan said: "I am encouraged by the efforts of corporate companies to make a difference in the lives of the poor. There are thousands of people who need houses, and government unfortunately cannot do it alone."

Keep looking out for progress on these projects in the Focus.

"It takes hands to build a house, but only hearts can build a home."



## A letter of thanks - from the Honourable Mayor Stan Larkan to Johan Potgieter, VP Acid, Richards Bay.

Dear Johan,

On behalf of Uthungulu District and Ntambanana Municipalities may I thank you most sincerely for launching yet another great partnership initiative in respect of five homes for destitute families in particular those which are headed by children.

We today concluded the formality at the homestead of the Shandu family with representatives from both municipalities, Habitat, Hlengiwe and community members and it was heartwarming to see the gratitude displayed by all those concerned.

We certainly look forward to the completion of this phase of five houses and know that there is much excitement amongst all the families, which will be far greater when the homes are handed over.

Kindly convey my sincere appreciation to the Management of Foskor and Hlengiwe, who is always most pleasant and obliging to deal with, for the initiative and all the other wonderful projects we have partnered in to date. The valued contribution by Foskor is acknowledged with great admiration as the National Government and local Municipalities cannot provide for all the community's needs.

May I also thank you Johan and Shanilla for hosting yet another successful golf day and the invitation extended. As Mayor of the Uthungulu District I am deeply grateful for the grants made to the four recipients and am sure it will go a long way in improving their respective organisations.

Kind Regards,  
STAN LARKAN (ALD)  
MAYOR : UTHUNGULU DISTRICT MUNICIPALITY



## Determined to be World Class

To survive and be successful, we need to be a world class competitor. This will ensure we are better positioned to deal with changes within the market place and compete with other global businesses, as well as continue to grow our market share.

What is world class?

World class competitiveness is determined by a company's ability to satisfy its customers' needs and wants better, faster and in a more cost effective manner than their competitors. To ensure this is achieved it is imperative that there is continuous evaluation and progress in these areas. An integral part of achieving this is a competent and committed workforce in addition to frequent analysis and upgrading of all processes.

The need for buy-in from the entire workforce, which contributes to the continuous improvement of a company, is highlighted by Jack Welch, CEO of General Electric, who maintains that "any company that aims to be part of the future has got to find a way to engage the mind of every single employee."

The Richards Bay site has selected mission directed work teams to engage their frontline players.



Key strategies for achieving this are:

- Focus on simultaneous improvement of quality, speed and cost effectiveness;
- Establish close links with customers and suppliers
- Drive improvement initiatives
- Eliminate all forms of waste and make value flow
- Implement leadership practices that promote teamwork, participation, continuous learning and flexibility. These should be taken to the shop floor, starting with goal alignment and business focus.



Goal alignment ensures that all teams and every team member are focused on the mission and goals of the company. This is achieved when teams fully understand and know how to support the company's overall goals and by providing teams with the facility to meet, track performance and visually manage their "mini-business" by solving problems and continuous improvement activity.

The "mini-business" concept is when each internal department is viewed as an independent mini-business. Each mini business is supervised by a team leader, who is responsible for maintaining optimal quality and productivity



## Spring Day

The flowers are blooming! The sun is out! Spring is here so hibernation is out! After a long and cold winter Spring Day was welcomed by all. May this season of change bring all Foskorites everything they wish for.



## Who's the Boss?

James Bond has Miss Money Penny, Madiba has Zelda and Alfred has Vuyelwa. Whether someone is a spy with a licence to kill, a man running a country or an international corporation, each of them need a solid support system.

The secretarial function has evolved hugely since the 1930s. Back then the only function of a secretary was typing and short-hand dictation. Nowadays a secretary's role includes administrative functions in addition to the traditional roles.

Often relationships between boss and secretary are longstanding ones whereby solid trust and professional respect form part of the norm. There may be times when there are general disagreements (which are only human nature) or the odd white lie may have to be told. There may also be times when the boss's personal life intertwines with their professional life. These, however, are the things that make these relationships so unique. There are many caps worn by secretaries – let's have a look at a few:

- The protector – making sure the boss is undisturbed when work needs to be done
- The enforcer – even when the answer is no, the secretary still has to ensure that it happens
- The informer - ensuring that all who are to attend meetings are on time and are informed about the details of the meeting
- The nurturer – to ensure that the boss's free time is just that
- The terminator – ensuring that meetings start and finish on time
- The disaster manager – ensuring the boss gets back from an international trip even if mother nature has other ideas
- The fibber – to ensure the boss never gets into trouble – little white lies often assist with this
- The peacemaker – ensuring harmony and unity amongst all people close to the boss
- The smiler – always welcoming to all guests
- The secret agent – to ensure confidential information remains so and to keep an ear to the ground so there are no surprises for the boss

(The word secretary has been used broadly for the easy reading in this article. Appreciation for the functions of Personal Assistants, Executive Assistant and Administrators are included in this tribute.)

There are many "Jack of all trade" Foskorite secretaries that have unique relationships with their bosses that are commended for their roles within Foskor. Here are a few examples:

### *Pieter Jacobs and Celia Rikhotsa*



This unique combination works. Celia has the highest regard for Pieter as a person and a professional and would not consider working for anyone else. Each day Celia says a prayer for her boss and takes him his cup of black coffee, always a good start to the day.

Celia is a woman of integrity.

Celia takes her job very seriously and enjoys the running of the department independently. Her most dreaded task however, is that

of taking minutes, especially for Baobab Development meetings.

This solid working relationship is what helps make the department work. Celia comments "We have a great working relationship. We maintain a high level of professionalism and we communicate openly. Our honest interaction helps build trust and respect between the two of us. I am not afraid to approach him with questions or mistakes, and he reacts in a professional and helpful manner. Together, we are a great team. Obviously I care about seeing my boss succeeding and it's likely that he wants the same for me".

### *Dennis Mashego and Maggie Letoaba*



This pair are both very work orientated who both pay great attention to detail. They view each other as true professionals. Maggie enjoys working with her boss (someone that she says she wouldn't change for the world), and makes sure that his diary is in order and that she has his reports and minutes ready for his meetings. Her favourite part of her job is taking minutes as it allows her to be creative in constructing written reports but she doesn't relish the tea and coffee making duties.

Dennis knows that he is on to a winner with his secretary, someone he describes as cool, intelligent, professional and trustworthy. He admires the fact that she mixes easily and can always be relied upon. He is only too aware that he sometimes annoys her when he keeps asking for the same information, especially when she is busy writing up minutes. Disagreements rarely happen as Dennis is convinced that Maggie knows what she is talking about, so will shut up and listen to what she has to say! In fact, so good are this duo that even the boss admits that there hasn't been any unpleasant incidences between them.

### *Frans Makhondo and Charlotte Ouma Mgidi*



With this dynamic duo, the interaction is good yet remains professional. When things go wrong, Frans becomes frustrated in a quiet and calm manner with not many words being spoken.

Charlotte has learnt to deal with this by keeping communication channels open and making sure she has put things right, tackling problems head on. What more could a boss want?

**Krish, Muhammad and Jean Lutchminarian**

This boss and secretary team compliment each other well. Krish shares Jean with others so is understanding to the demands that her position holds. Jean loves her job and enjoys working with all her bosses. They always hear her out and assist where they can.

**Walda du Plessis and Annecke Breytenbach**

The terrific team comprising of Walda du Plessis and Annecke Breytenbach are the true essence of "Girl Power".



## Casual Day

On the morning of 3 September, Foskorites came to work dressed in their most colourful attire. Casual Day is held annually on the first Friday of September and is an initiative brought on by The National Council for Persons with Physical Disabilities in SA (NCPDPSA). This day is a FUNdraising project benefiting organisations for people living with disabilities. Each year South Africans dress differently, purchase and wear a Casual Day sticker to show their support for this initiative.

Casual Day is South Africa's foremost fundraising event of this nature and raises more than just money — it raises awareness about people with disabilities and offers opportunities for corporate comradeship, community spirit and participation from various welfare organisations. The national theme for 2010 was dress for laughs and the message in this year's campaign is very clear: No sticker = no fun!

To make it more enjoyable, Midrand held a draw to choose a theme for the day. Brenda Margach's suggestion was picked and her idea was for all staff to wear a funny or jolly hat for the day. She further suggested that each person participating bring old clothes they no longer wear to donate to a home for the underprivileged. Yenzani Children's Home in Midrand was the chosen charity. The home is a registered residential child and youth care centre providing a sanctuary for abused, abandoned, orphaned and neglected children. Brenda personally went to the home to hand over the clothing collected. She commented: "It was a wonderful sight to see all the happy and grateful faces"



## Food for thought

During the 2010 World Cup period, viewing areas were set up for Foskorites to watch all the matches in both a vibey and sporty environment. Each person viewing a match was charged a nominal entrance fee.

Thanks to the charitable nature of these Foskorites,

thousands of rands worth of groceries were handed over by Suzette Marnewick to the Mophela- A-Mpona Crèche, which is situated across the road from the Foskor community centre in Namakgale.



## Blanket bingo for kids!

In partnership with Capricorn FM, a blanket drop was initiated within the Ba-Phalaborwa community during the recent cold winter months, Foskor donated 20 blankets on each drop and this was matched by Capricorn FM.

The Honourable Mayor Gloria Mudunungu and Capricorn FM's breakfast show host Ashiffa Shabba enthusiastically participated in the blanket drop on the day.

The first stop was at the Philadelphia Drop-in Centre in Humulani, Lulekani. The centre takes care of 208 vulnerable children, orphans and child-headed families with ages ranging between four and 18 years old. The project manager at the centre, Bridget Sihlamariso Mathebula received the donation.

It was then off to the Lesedi Drop-in Centre situated at the Lutheran Church in Namakgale. This centre cares for 125 children aged between six and 18.

Both centres thanked Foskor and Capricorn FM for their generosity.



## Forgiveness: Letting go of grudges and bitterness – Celia Rikhotso

When someone you care about hurts you, you can hold on to that anger and resentment with thoughts of revenge or embrace forgiveness and move forward. Most of us have been hurt by the actions or words of others. Perhaps your boss unfairly criticised your work or a friend did something hurtful. Although you may have lasting feelings of anger, bitterness and even vengeance, always remember it is you who will pay the highest price if you do not embrace forgiveness.

Generally, forgiveness is a decision to let go of resentment and thoughts of revenge. The act that hurt or offended you may always remain a part of your life, but forgiving can lessen the negative grip on your life and help you focus on other, more positive aspects of life.

Forgiveness does not mean the incident did not occur, or minimise or justify the act. It brings a kind of peace that helps you go on with life both personally and professionally. Always remember that holding a grudge can totally consume your life and those around you. Forgiveness begins with a commitment to a process of change.

Forgiveness does not always lead to reconciliation, however if you can, it will reconcile matters within your heart.

*Future 4 Females  
Women @ Work*

## The biggest loser

Although 29-year-old Althaff Mahomed was already on a weight management plan he decided to join the Biggest Loser Competition for fun. At the time of entering the competition, he was not convinced it would work for him but this competition has sparked a deeper interest into the process of weight management.

**1. How are you feeling?** I feel a lot more confident, healthier and more focused in my daily tasks. Keeping up with the requirements and meal plan conditions, you have to stick to deadlines. This is something that can be applied to your daily life.

**2. Are there any habits you had to change?** Yes, I do not eat in a hurry anymore. I plan my meals and always check the nutritional value the item has before feeding myself. I try to ensure that my shopping trolley is as fat free as possible. I found the hardest was staying away from the chocolate displays!

**3. What does your diet consist of?** Five well balanced meals per day, which include fresh veggies with either grilled or steamed chicken or fish. I snack on canned tuna or sardines. In addition I now include three to four cardiovascular workouts per week. There is also the order of the day, which is water, water, water and fruit juices. I also try and eat a variety of fruit as they have great nutritional value.

**4. What is your goal?** I need to lose 14 KGs

**5. Other than losing weight, what else are you aiming to achieve?** To learn more about health and nutrition. It is my hope that the lessons learnt in my new and healthier lifestyle will carry me through to achieve my final board exam pass at the end of this year. That will make me an AIA – Approved Inspection Authority.

**6. Have you passed on some of the things you learn during the competition to your family?** Definitely, as the programme can easily be incorporated into any household.

**7. Are you doing anything other than what is expected in the competition from your side?** Yes, I now take time out for myself to destress and look into what I want to achieve and how much I have achieved.

**8. Any advice for fellow entrants?** Even if you have those days when you just do not want to get to the gym, pick yourself up, dust yourself off and go, go, go!

**9. After the competition, will you continue with your new regime?** Oh yeah I will! I am just having a blast. There is no stopping me!



## Who is Dorothy Ledwaba

Dorothy Ledwaba is from Ga-Mamabolo village, 50km north east of Polokwane. She is married to Abby, is a mother to Thabo and Rorisang, and the new HR Assistant at Foskor.

**What qualifications did you achieve?**

BA degree, Higher Diploma in Information Studies, Honours in Information Studies, Programme in Marketing Management, Certificate in Labour Relations and Certificate Total Quality Management.

**Share your favourite quote with us.**

“Whatever you do, work at it with all your heart as if working for the Lord, not for men since you know that you will receive an inheritance from the Lord as a reward.” Colossians 3:23-24

**Tell us something interesting about yourself.**

I am a person with a good sense of humour. In addition I believe I have good interpersonal skills, which I have gained and built throughout my career more especially as a Librarian where I worked with people who had extremely diverse personalities and various levels of education.

**Who inspires you?**

God – His word is my source of strength each and every day.

**Your all time favourite moment?**

Listening to my 15-month-old son Rorisang learning to talk. It really gives me great pleasure.

**One thing you cannot live without?**

My Bible, it is my life reference book.

**If you can change one thing what would it be?**

Crime in our country. We cannot be free unless we live crime-free in this great nation.

**What was your biggest challenge in your new role?**

Adapting to new systems, which actually turned out to be an opportunity to learn and gain more skills.

**One thing that motivates you to stay at Foskor?**

Foskor is a place that recognises women and presents great opportunities for them.



September is Stroke Awareness month, something that most of us give little thought to, yet this is the third biggest killer globally. The impact of strokes on survivors and their families can be devastating and not only from a financial point of view, but from that of the person who once had an active lifestyle that came to an abrupt halt due to the effects of the stroke.

Let's tackle this one simply:

### **What is a stroke?**

A stroke occurs either when there is a blockage in an artery that carries blood to the brain, or a blood vessel breaks open, causing blood to leak into the brain. When this happens a portion of the brain can become damaged and result in a loss of functions controlled by that particular part of the brain. It is not uncommon to lose the use of an arm or leg, or the ability to speak. Such damage can be temporary or permanent, partial or complete. Research shows that if a neurologist can get to a patient within three hours of a stroke then the effects may be reversed. It is therefore vital to know how to identify a stroke as this can make all the difference to someone's life.

### **How do I know if I'm having a stroke?**

The following symptoms should be taken seriously...

- Sudden weakness or numbness of the face, arm or leg on one side of the body
- Sudden dimness or loss of vision, particularly in one eye
- Loss of speech, trouble talking or understanding what others are saying
- Sudden severe headache with no known cause
- Unexplained dizziness, unstable walking or falling,

especially if coupled with any of the other symptoms....and then can be identified as a possible stroke by doing the following:

A stroke can be recognised by asking three or four simple questions. These can be remembered by thinking of the first three letters of the word 'stroke':

**S** -- Ask the person to SMILE. They may be unable to smile, or their smile may be crooked if they have suffered a stroke.

**T** -- Ask them to TALK. They must be able to speak coherently, e.g. say something simple like: "It's sunny outside today."

**R** -- Ask the person to RAISE BOTH ARMS above their head. If the person is unable to do this, it probably is a stroke.

You can also ask the person to STICK OUT THEIR TONGUE. A tongue that seems crooked is also an indication that a person may have suffered a stroke.

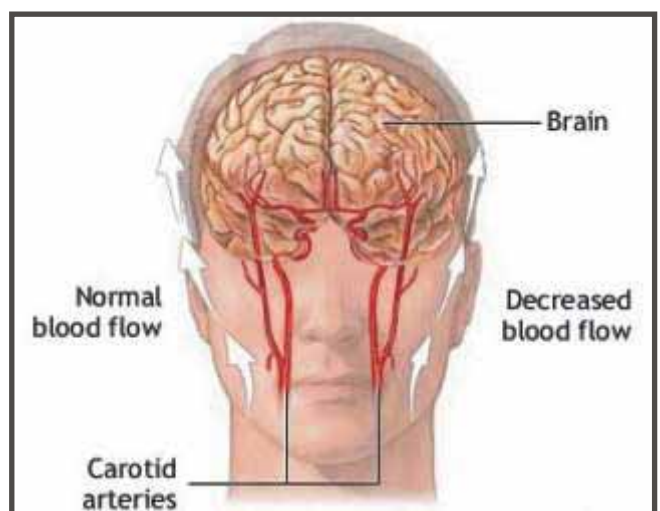
If someone has trouble doing any one of the above, don't waste time and get them to a hospital immediately.

### **Who is at risk from a stroke?**

Anyone suffering with any of the following should take note of the possible risk of associated stroke:

- High blood pressure
- Family history of strokes
- Hardening of the arteries
- Uncontrolled diabetes
- High cholesterol levels
- Smoking
- Heart disease
- Carotid artery disease
- Excessive alcohol intake

So Foskorites, take heed and look after yourselves and your family.





As we move into spring, just like bears, we begin to emerge from a type of hibernation. Once the blossoms bloom and the sun shines, madness seems to prevail. The braai that was forsaken for the roast dinner, pot of soup or potjie is once again in the forefront of our minds, as is socialising outside and splashing around in the water. As much fun as this all is, it's also the time to be careful and protect your skin, always

remembering that it's your canvas to the world. Daily exposure to sunlight and fresh air is necessary for the health of the body, mind and skin. However, prolonged sun exposure can be extremely harmful to the skin. The sun emits UV rays that burn and damage the skin. UV rays dry out the skin and cause you to age prematurely. Sun damage accelerates photo aging, which is the formation of deep lines and wrinkles that are first unseen to the human eye. The following should be taken into account for both you and your family:

- Never sit in direct sunlight between the hours of 11:00 and 14:00 as this is when the sun is at its most damaging;
- Find some shade or use an umbrella;
- Wear a sun hat;
- Use a good sun block with at least an SPF30
- Ensure that your make-up and skin care products have a SPF included;
- Never tan with oil;
- Keep hydrated by drinking plenty of water.

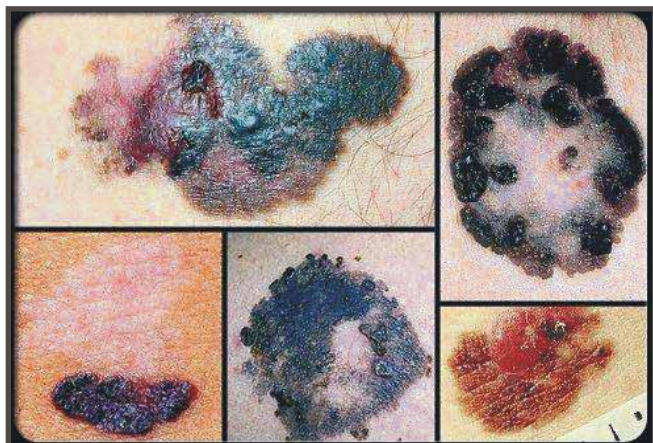
It is imperative that children never go out without sun block. Get into the habit of applying sun block before your child leaves for school daily. This includes new born babies – don't make the mistake of thinking they can't get sunburnt in their prams.

Taking simple precautions can save your skin and appearance from looking years older, not to mention saving your life.

Remember that you can have over-exposure to the sun by simply:

- Driving your car;
- Walking the dog;
- Socialising around the braai;
- Playing a round of golf.

Skin cancer is one of the most diagnosed and treatable forms of cancer if detected at the early stages. Evolving moles and skin lesions are often one of the first signs of trouble. Many of us have 30 or 40 moles on our body and these are generally harmless. However, you should always keep an eye out for any changes or new moles.



Use the following ABCDE's as a guide and report any suspicious findings to a medical practitioner as soon as possible.

### A = Asymmetry

This is when one half of your mole does not match the other half. Normal moles are symmetrical. When checking a mole or a freckle draw an imaginary line through it and compare the two halves. If both sides do not match it may be a sign of trouble.

### B = Border

Melanoma (cancerous) lesions often have uneven borders – if the border or edges of the mole are ragged, blurred or irregular, this could be an indication of something that needs to be checked.

### C = Colour

Normal moles are usually the same colour, so a mole that is not the same colour throughout (shades of tan, brown, black, blue, white or red) should be treated as suspicious.

### D = Diameter

Non cancerous moles are usually less than 6mm in diameter. If your mole is larger than a pencil top rubber, it wouldn't hurt to get it looked at.

### E = Elevation

Melanoma lesions often grow in size or change in height rapidly. If a portion of the mole appears elevated or raised from the skin, you should see your GP.



In addition, a mole that is evolving – shrinking, growing larger, changing colour, itches or bleeds – should also be view as suspicious.

People with a high risk of developing skin cancer are those with light skin, hair and eyes and those with a family history of skin cancer. People who work outside should also take particular care of their skin, wearing a sun block everyday.

## Another “Big Easy” to watch out for

Marlene Els, Group OD Specialist, is as proud as can be. Her 17-year-old son Christoff, who attends High School Menlo Park in Pretoria, has been selected to represent the Gauteng North Junior Golf Team at the interprovincial tournament to be held in Port Elizabeth later this year.

In addition, Christoff will be a very busy young man when he joins the Gauteng North Schools Golf Team at the Interprovincial Schools Tournament during the September school break.

Adding to this accolade, Christoff has been offered a scholarship at the prestigious TUKS High Performance Centre in Pretoria.

Well done and good luck.



## Do the locomotive with Lucia

Lucia Kgoete is mum to a four-year-old daughter, a dedicated Foskorite and from 1 April, the first woman to be fully licensed to operate a locomotive. Currently deployed within the dispatch department, she is responsible for placing wagons on bunkers for pushing to Transnet.

At first glance she thought a locomotive was merely a very big machine, however, not to be outdone by this giant, she soon found herself in the driving seat. Telephone Khoza was appointed as her instructor from day one and Lucia is thankful for his patience and being so willing to transfer his skills. Showing her appreciation for the opportunity afforded to her, Lucia said: “I am living proof that staying positive pays off. I would like to thank my foreman Gabriel Matlou for this great opportunity.” When asked what it was like to drive a locomotive, she responded: “It is not as difficult as driving a car, you just have to be a lot more careful. Thank you again for believing in me.”



## SHE Award

### SHE REP OF THE MONTH **AUGUST 2010**

*Dale Dixon*

FROM  
SULPHURIC ACID PROCESS



## Welcome

This September saw a number of new Foskorites walking the corridors in Richards Bay. Welcome to all of you – wishing you many prosperous years.



## Baby boom

Congratulations to Wentzel Coetzer Junior and his wife Chantele – they are a baby boy richer. Baby Christiaan was born a healthy 3.1kg on 10 August. The proud grandparents Wentzel and Julia are thrilled at the arrival of their second grandchild.



## Good bye tension, hello pension!

Anton Crafford became a Foskorite on 16 January 1971. His advancement through the ranks has been admirable, from geological field assistant to operator in 1978 to artisan electrician in 1984 then to senior electrician 1991 and finally supervisor technical from 1992.

This busy Foskorite has decided to take some out and retire. Anton, we wish you many restful days – you have worked hard for this time in your life.

## Wedding bliss

On 28 August Suzette Marnewick saw her stepson Eugene take his vow of marriage to Lesli. With a handsome groom and a breathtaking bride, this was a definite match made in heaven. Congratulations and wishing you many happy years ahead.



## On the move!

### NEW ENGAGEMENTS

Duvenhage JH  
Ferreira M  
Jaime MF  
Khoza NP  
Lamola KA  
Mabunda NT  
Maphakane PJ  
Mashaba EB  
Mashego RB  
Mathebula NL  
Mmetle VM  
Modiba KC  
Mokwena AK  
Monyela K  
Mpangane LV  
Mushwana AM  
NdlovuK CT  
Nephalama TL  
Ramoshaba ML  
Rikhotso TQ  
Shai MD  
Zondi RJ

Bosch WG  
Khanyile NN  
Msweli SSH  
Ncobela AA  
Ncube NP  
Ndwandwe PP  
Ngema SP  
Ntobela SP  
Siyaya SM

### RETIREMENT

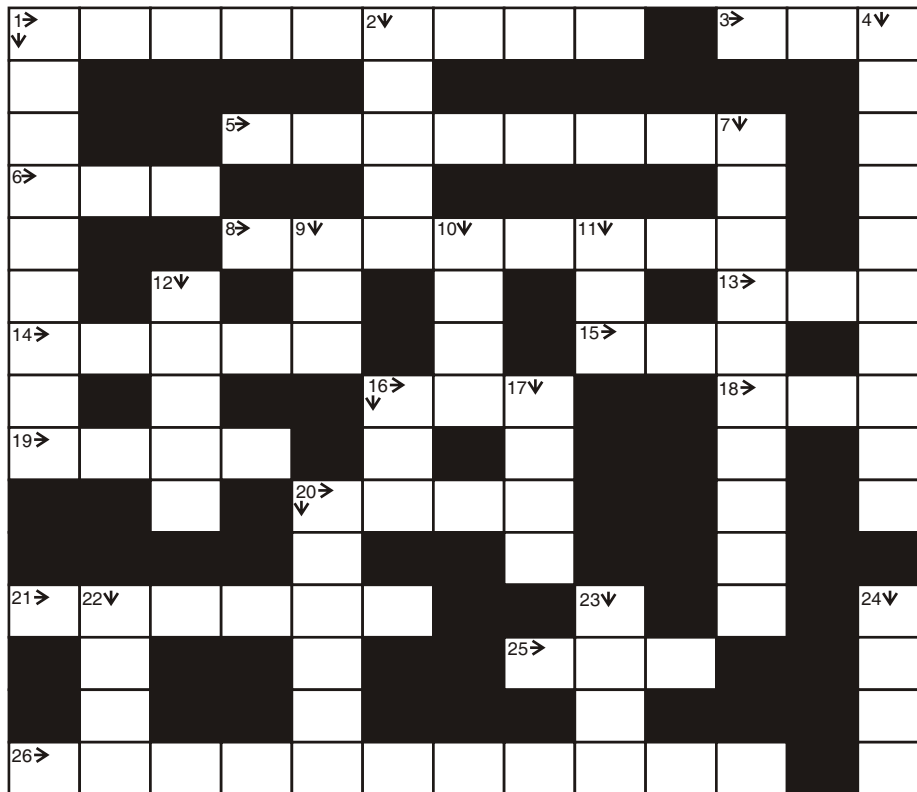
Crafford AD  
Mohlala KC  
Molapo MA  
Stroebeel GJ

## Two girls and twin boys = success

Walda du Plessis, James Lloyd and Flip Grobler have good reason to be pleased with themselves. Walda's daughter Venethea, James's daughter Jaydine and Flip's twin sons Wikus and Louis all received Limpopo provincial colours for Ringball on 14 August in Polokwane. Jaydine Lloyd also received her North Coast colours for girl's hockey.

They are all off to Nelspruit for the South African Schools Championships during their September school holidays. Good luck to this winning combination.

Foskorites, take some time out and try your hand at the crossword. Most clues can be found within the Focus and some will tickle your brain. Once completed, send your answers by fax to 011 347 0618 or mail [jeaninea@foskor.co.za](mailto:jeaninea@foskor.co.za) with your completed crosswords before the close of business on Friday, October 15th. There will be a lucky draw of correct entries and a winner will be selected each month. The winner will be awarded the title 'Reader of the Month' and receive a prize for their efforts.



### THIS MONTH'S QUESTIONS.

#### ACROSS:

1. What FM radio station participated in the Ba-Phalaborwa blanket drop?
3. Lucia says that driving a locomotive is not as difficult as driving a .....?
5. Baby Christaan's father and grandfather have the same name - what is it?
6. A farm animal that lives in a sty?
8. What does the letter "D" stand for in the Know your ABCDE's article?
13. The first number
14. First name of the comedian who performed at the Richards Bay Gold Day prize giving?
15. The shape of a rainbow
16. Abbreviation for February
18. First woman created?
19. The opposite to west
20. First name of the Honourable Mayor of Uthungulu?
21. Surname of the representative from Liebherr who trained the maintenance teams in Phalaborwa
25. The age of the youngest children Thuthukani Special School
26. What department hosts Supplier Day?

#### DOWN:

1. Within what sector did the Richards Bay site place among the top five in the Productivity awards?
2. One of the four charities that benefited from the Richards Bay Golf day
4. The reason Anton Crafford is leaving Foskor after 40 years service.
7. Thousands of rands of what was given to the Mophela-A-Mopena Creche with the proceeds from the world cup viewing?
9. Another name for a tavern or pub
10. A non-cancerous one is usually less than 6mm in diameter
11. A very English drink - it sometimes comes with scones
12. First name of Jean Lutchminarians boss?
16. The food in Althaff Mahomeds trolley is usually .....free?
17. Surname of the person Miss Money Penny is secretary to?
20. Surname of the 19-year-old orphan who was the first recipient of a house in the Ntambanana project?
22. Another word for 60 minutes.
23. Amount of meals that this month's biggest loser eats per day?
24. The new "Big Easy" - Christoff Els has been offered a scholarship where?

### LAST MONTH'S ANSWERS

1. MOU
2. Testament
3. Abegael
4. EPCM
5. Thembi
6. four
7. Alice
8. Tjoka
9. MOM
10. Netball
11. Tyha
12. Tekkies
13. Eish
14. LEAD
15. Zainab
16. LED
17. PEP
18. Ninth
19. Thoko
20. Green
20. Giza
21. Zack
22. Mokoka
23. January
24. knock

Congratulations!  
Our reader of the month is  
Thembi Mafogo from Phalaborwa  
Your prize will be sent to you shortly.