



Est. 1983

Specialist Bolt, Nut & Tool Suppliers

THE BOLT BULLETIN

BOLTING OUR NATION TOGETHER

JUNE 2011 | ISSUE 02

LEADING STORIES

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We hear from Pieter Cilliers, Pieter Joubert and Ian Lloyd about some of their interests and hobbies

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We had the privilege and honour to officially open our branch on the 24th of March 2011 with a big bash. We invited special guests, customers as well as the Directors and Management of the BED Group.

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Congratulations to our team who entered the Argus again this year and Liefie's son, Tyler who won it!

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We would like welcome some new staff members to the group.

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On the 31st of March, 8 members of the BED sales team attended a training day at Fronius a world leader in welding equipment.



BED TEAM OF 5 VISIT THAI HANSA WELDING ELECTRODE MANUFACTURING PLANT IN THAILAND

By Craig Bister

A five member team from BED visited the Thai Hansa Electrode manufacturing plant in Thailand to experience first hand how our Neptune/Omega electrodes, which we supply to the market, are manufactured. **Turn to page 6 for more...**

MESSAGE FROM THE CEO

2011 is well on its way and it's a scary thought that Easter is already over. We have completed stocktake in all operations and it has gone very well. Our buzzwords this year are **communication and training**.

The very special and unique Ollie De Villiers has retired and we had a very emotional send off for him, especially with his talented granddaughter Paige singing "My heart will go on". Ollie, you will always be in our hearts. We thank you for your honesty, loyalty and commitment and all that you have done and meant to BED. The entire BED Family wishes you good health and happiness in future.

May you always have "enough"

Ollie has passed the baton to Wayne Murphy as this was Ollie's selection and what a good choice it has been. Well done Ollie!

Wayne, welcome to the BED family and we are delighted to have you as part of the TEAM.

We recently officially opened our Middelburg branch and well done to Jan, Ettiene and all BED Staff for this well organised and enjoyable evening. Thanks to the support from our suppliers too. Mr Ebrahim Patel, President of the Middelburg Business Chamber, was a special guest and officially cut the ribbon. Thanks to him for his words of wisdom and encouragement; we are expecting great things from this exciting and developing area. The only problem that we had was that Pieter Joubert, Pieter Cilliers and Ian Lloyd had such a good time that they left Ansa behind!!!

In our quest for excellence we are continually looking to improve. There are always better ways to do things and we must ensure that we are doing them. This involves change, which isn't easy, but sometimes necessary to survive and grow. Let's all keep an open mind and positive attitude to all forms of change.

CONTINUED ON PG 4

SOME INSPIRING THOUGHTS...

I PROMISE MYSELF

To be so strong that nothing can disturb my peace of mind.
To talk health, happiness and prosperity to every person I meet.
To make all my friends feel that there is something worthwhile in them.
To look at the sunny side of everything and make my optimism come true.
To think only of the best, to work only for the best and to expect only the best.
To be just as enthusiastic about the success of others as I am about my own.
To forget the mistakes of the past and press on to the greater achievements of the future.
To wear a cheerful expression at all times and give a smile to every living creature I meet.
To give so much time to improving myself that I have no time to criticize others.
To be too large for worry, too noble for anger, too strong for fear and too happy to permit the presence of trouble.
To think well of myself and to proclaim this fact to the world, not in loud words, but in great deeds.
To live in the faith that the whole world is on my side, so long as I am true to the best that is in me.

**TO IMPROVE IS TO CHANGE
TO BE PERFECT IS TO CHANGE OFTEN**

GARY PLAYER'S TEN COMMANDMENTS FOR SUCCESS IN GOLF, BUSINESS AND LIFE:

1. Change is the price of survival.
2. Everything in business is negotiable, except quality.
3. A promise made is a debt incurred.
4. For all we take in life we must pay.
5. Persistence and common sense are more important than intelligence.
6. The fox fears not the man who boasts by night, but the man who rises early in the morning.
7. Accept the advice of those who love you, though you like it not at present.
8. Trust instinct to the end, though you cannot render any reason.
9. The heights by great men reached and kept, were not attained by sudden flight, but they, while their companions slept, were toiling upward in the night.
10. There is no substitute for personal contact.

SEE HOW THE JAPANESE REACTED AFTER THE TSUNAMI DISASTER ... THIS NATION DESERVES FULL RESPECT. [HERE ARE 10 THINGS TO LEARN FROM JAPAN](#)

THE CALM

Not a single visual of chest-beating or wild grief. Sorrow itself has been elevated.

THE DIGNITY

Disciplined queues for water and groceries. Not a rough word or a crude gesture.

THE ABILITY

The incredible architects, for instance. Buildings swayed but didn't fall.

THE GRACE

People bought only what they needed for the present, so everybody could get something.

THE ORDER

No looting in shops. No honking and no overtaking on the roads. Just understanding.

THE SACRIFICE

Fifty workers stayed back to pump sea water in the N-reactors. How will they ever be repaid?

THE TENDERNESS

Restaurants cut prices. An unguarded ATM is left alone. The strong cared for the weak.

THE TRAINING

The old and the children, everyone knew exactly what to do. And they did just that.

THE MEDIA

They showed magnificent restraint in the bulletins. No silly reporters. Only calm reportage.

THE CONSCIENCE

When the power went off in a store, people put things back on the shelves and left quietly!

Let us also learn from calamities in our life to be a cause for respect and a lesson to bring out our human values!!

TEAM PROFILES



PIETER CILLIERS

Name: Pieter Cilliers

Nickname: Piet Bearings

Department: Bearing Division

Branch: Klerksdorp

What do you do at BED? I am a Director / Manager

How long have you been with BED for? 7 years

Do you have any interesting hobbies or interests? My interests include cycling and riding for TEAM BED. I got my provincial colours last year. Very hard work.

Tell us a bit about your family? I am the 2nd oldest in our family out of 3. My loved one is my son Damien. He is 7 years old, my "oog appel" and two dogs (Worsie and Bokser)

Where did you grow up? Klerksdorp

Tell us something about your experience, career and/or studies? I worked for Hi-Tensile Hydraulics & Fasteners for 3 years and then at Bolt and Engineering Distributors for 2 years. Fenner Power Transmission for 2 years, Bearing Man for 7 years and currently for Bearing and Engineering Distributors. I have 15 years experience in bearings and power transmission.

Beach or Bush? Bush

Spring, Summer, Autumn or Winter? Winter

Favourite Rugby team? Stormers

Rock or Classical? Afrikaans music/any good music.

Favourite movie? Troy

Fact, Fiction or I don't have time to read? I enjoy reading the bicycling magazine.



PIETER JOUBERT

Name: Pieter Joubert

Branch: Klerksdorp

What do you do at BED? I am a Director / Manager

How long have you been with BED for? 13 years

Do you have any interesting hobbies or interests? Hunting – I like to do one or two trips per year always try to shoot something different each year. I also enjoy deep-sea fishing.

Tell us a bit about your family? I am married to Trini and we don't have children.

Where did you grow up? My dad was a soldier in the defence force, so I grew up in different towns.

Tell us something about your experience, career and/or studies? I started my apprenticeship in 1979 as a fitter & turner. At Vaal Reefs, I later worked as training officer at Anglo training centre and did my training diploma at CTU. I then started working at BED in 1998 as a sales rep until Feb 2010.

Beach or Bush? Both

Spring, Summer, Autumn or Winter? Summer and Winter

Favourite Rugby team? Lions

Rock or Classical? Country

Favourite movie? Good comedy

Fact, Fiction or I don't have time to read? I don't really read much.



IAN LLOYD

Name: Ian Lloyd

Branch: Bolt and Tool Africa

What do you do at BED? I am a Director / Manager

How long have you been with BED for? 21 years

Do you have any interesting hobbies or interests? I enjoy wood working.

Tell us a bit about your family? I'm married to my wife Marize and we have 1 child, Justin who is 3.

Where did you grow up? I was born in Klerksdorp in 1971.

Tell us something about your experience, career and/or studies? After matric, I went to the military and after that I started working at BED and still going!

Beach or Bush? Bush (I love it)

Spring, Summer, Autumn or Winter? Summer

Favourite Rugby team? Sharks

Rock or Classical? Rock and Classical, any good music

Favourite movie? Gladiator

Fact, Fiction or I don't have time to read? Fiction

NEW DEVELOPMENTS

MIDDELBURG OPENING



At the beginning of the year, a thought came to mind "The more success we achieve, the less failings we will have to endure". Wise words and very inspiring, but what lies beneath all of this?

A couple of things I can think of:

Communication, training, hard work, endurance and perseverance.

These are just some of the few challenges the Middelburg branch has had to face in the short amount of time that we have been trading, but one thing pulled through every time. "Teamwork".

We had the privilege and honour to officially open our branch on the 24th of March with a big bash. We invited

special guests, customers and also the Directors and Management of the BED Group.

Positive feedback was received and some suppliers supported this event by participating in a mini "expo" on our premises. A customer made a comment to me. "An individual is appointed as the leader, but the fruits of his success lies in the team he leads."

I would like to extend my thanks to the Directors and Management of the BED Group for their excellent leadership style and for setting the example as to how things are done.

I would like to thank my team for all their efforts and also their hard work and dedication in this short time. May we grow from strength to strength in the future. We have a major task ahead of us and all eyes are on each and every one.

Thanks to my wife and family for supporting me in this great task that has befallen on Tanya and I.

To all the other operations supporting Middelburg a big thank you. This is the true meaning of being part of the BED T.E.A.M.

MESSAGE FROM THE CEO

CONTINUED FROM PG 1

With this in mind, we had our first Debtors day training. Thanks to Lorraine and Mina for their hard work and ensuring that it was a great success. There are more of these days planned this year, covering all departments and all aspects of the business.

Our buzzwords this year are communication and training

Well done to Jan for this great initiative.

Wadeville has made some changes recently and these are starting to pay off. Business is starting to pick up nicely and in preparation for the Sasol audit we could eat off the floors! Keep up the neatness, cleanliness and housekeeping - it certainly makes it easier to do business and the benefit is directly related to customer satisfaction. Our switchboard problem of cutting off calls will hopefully be a thing of the past. As you know, you have a problem when a customer accuses Joe of putting down the phone in her ear!

The Distribution Centre has settled down and we are now into the next phase.

BED Import and Finance are providing great support to the Group and we recently produced Management Accounts by the 7th of the new month. This is fantastic well done and thank you to all concerned.

Mitesh and Blair have really jacked up our website and it is really now starting to add real value.

Fastener prices are on the up and for the first time in a long time we are experiencing shortages on fast moving items.

Jacques Hoffman has joined us as our new Lifting Division Manager. Welcome Jacques, we hope you will raise BED to greater heights. Already Enerpac sales have grown and we may have our own repair centre shortly.

Craig took a team to Neverland, I mean Thailand for a welding experience which was a trip of a lifetime.

Thanks to Abichart and his team for ensuring that our guys had an awesome experience. This will be an annual trip and candidates will have to meet certain welding criteria set by Craig. Torch repairs are starting to come in regularly and we remain the no. 1 Hypertherm distributor in SA proving that demos do work!

Our next shipment of Ruko magbases and core cutters will be arriving shortly and we need to take advantage of this great quality and exclusivity. Earle has put in a lot of effort on power tools and we now have promos on our selected brands Metabo, Bosch and Hitachi - they are supporting us really well. Ridgid sales are still growing and we cant get enough of certain stock!

Our Health and Safety division continues to grow nicely and Ansa has now addressed most of the internal issues which have hampered our service. We will be monitoring this closely and make further changes if necessary.

J(just) E(enough) Power, our in-house repair centre, could do with more work so please look out for more pneumatic and welding repairs and servicing wherever possible.

CONTINUED ON PG 5

Our Rustenburg operation continues to consistently grow and sparkle. The Bearing division is off to a great start and Mass Hire is hiring and firing on all cylinders. Ellisras has put down great foundations and Johnny and Wynand continue to compliment each other. Thank you Phil for your positive input and great leadership, which is evident in this area's results.

Our Cape Town operation is now positively on track and Ewan and his team are now officially one year old. They are also the no.1 Cromwell distributor in the Group and these sales grow monthly. Well done guys keep it up.

Welkom turned 20 this year and this is really a milestone achieved. Well done Dan - we look forward to many more years ahead and now with Bloemfontein coming on stream, this can only add to the Free State's growth. We took over the Agip operation in Welkom last year and we are starting to turn this into a well oiled and lubricated operation. We attended the Nampo show and will give feedback in our next newsletter.

Steelpoort has turned from a lump of coal into a sparkling diamond. Marc you are a star! They have settled into their new premises nicely and have become a formidable force in this area. They also took delivery of their new trailer for piping.

Secunda have settled into their new premises which look and feel great. We recently completed a Sasol audit which went well and we look forward to hopefully once again securing a few contracts. The new road straight to Evander is now open and what a blessing it is.

Matus have moved into new premises and what an improvement it is. We wish them well and also thank them for their support.

This 2nd edition of the Bolt Bulletin is focused on our North West operations under the able leadership and guidance of Pieter Joubert - Bolt; Pieter Cilliers - Bearing and Ian Lloyd BTA. They work extremely well together and support each other wherever possible. Mooi so ouens.

Check out their pictures and profiles. Handsome, lonesome and bliksem...

Enjoy this 2nd edition.

I read this in a magazine recently and would like to share this with all of you.....

Recently I overheard a father and daughter in their last moments together at the airport. They had announced the departure.



Standing near the security gate, they hugged and the father said, 'I love you, and I wish you enough.' The daughter replied, 'Dad, our life together has been more than enough. Your love is all I ever needed. I wish you enough, too, Dad.'

They kissed and the man's daughter left. The man walked over to the window where I was seated. Standing there I could see he wanted and needed to cry. I tried not to intrude on his privacy, but he welcomed me by asking, 'Did you ever say goodbye to someone knowing it would be forever?'

'Yes, I have,' I replied. 'Forgive me for asking, but why is this a forever goodbye?'

'I am old, and she lives so far away. I have challenges ahead and the reality is - the next trip back will be for my funeral,' he said.

'When you were saying goodbye, I heard you say, 'I wish you enough. May I ask what that means?'

He began to smile. 'That's a wish that has been handed down from other generations. My parents used to say it to everyone.' He paused a moment and looked up as if trying to remember it in detail, and he smiled even more. 'When we said, 'I wish you enough,' we wanted the other person to have a life filled with just enough good things to sustain them.' Then turning toward me, he shared the following as if he were reciting it from memory.

I wish you enough sun to keep your attitude bright no matter how grave the day may appear.

I wish you enough rain to appreciate the sun even more.

I wish you enough happiness to keep your spirits alive and everlasting.

I wish you enough pain so that the smallest of joys in life may appear bigger.

I wish you enough gain to satisfy your wanting.

I wish you enough loss to appreciate all that you possess.

I wish you enough hello's to get you through the final goodbye.'

He began to cry and walked away.

They say it takes a minute to find a special person, an hour to appreciate them, a day to love them; but then an entire life to forget them.

With this in mind I wish all our staff, their families and friends, our customers and suppliers, service providers and our rainbow nation in general...

" ENOUGH "

for 2011 and always.
MG

VISIT TO THAILAND PLANT

CONTINUED FROM PG 1

BED TEAM OF 5 VISIT THAI HANSA WELDING ELECTRODE MANUFACTURING PLANT IN THAILAND



Floating Market Thailand



Grand Palace Thailand



Thai Hansa Electrode Manufacturing Plant

Craig Bister - Group Welding Manager, Gerald Riviere (Wadeville), Peter Mundl (Klerksdorp), Danie Pretorius (Rustenburg), Edrich Du Plessis (Secunda) made up the team. The team were taken through the entire manufacturing process from when the electrode is drawn down from wire to rod for the required electrode diameter, dry mixing of the different flux coating requirements, wet mixing of the flux, how the flux slug's are made in the slug press, the extrusion press which applies the flux coating onto the bare electrode, the drying and baking process of the electrodes to the final packaging of the electrodes. Our Neptune/Omega electrodes also go through stringent quality controls where each batch is checked. All tests are carried out in a laboratory where the chemical analysis, yield strength, tensile strength, elongation and hardness are tested.

There are also random tests carried out on the concentricity of the electrode during the manufacturing process. The entire manufacturing process is automated and the plant manufactures 20 Tons of welding electrodes per day. All certification and approvals are available on request for our Neptune/Omega electrodes and they also carry Lloyd's approvals. We can have the confidence that our Neptune/Omega electrodes are quality electrodes and have the same, if not better, welding characteristics of some of the well known brands, which we compete with in the welding market. It was a privilege to have been able to visit this world class facility.

The members of the team were also privileged to experience some of the Thai culture, like Thai cuisine, Bangkok nightlife, a Thai traditional floating market and the Grand Palace of the King of Thailand.

Each member of the team gained valuable knowledge regarding our Neptune/Omega electrodes and have grown as individuals after experiencing Thailand and the hospitality and its caring people. Each member of the team would go back to Thailand at the drop of a hat if the opportunity presented itself! This will become an annual competition for the reps with Craig setting certain welding criteria, which if met, will qualify for the trip.

Thanks to Abichart for the wonderful hospitality afforded to the BED staff and thanks to Craig, Gerald, Danie, Peter and Edrich for flying the BED flag so high.

STAFF ANNOUNCEMENTS

Congratulations to Johnny Coleman and his lovely new wife Heidi who recently got married. Wishing them all the best for the future!

Berna from Secunda has been through a tough time health - wise. We hope she is on the path to recovery.

GO TEAM!

OUR CYCLING TEAM

NEWS FROM OUR CYCLING TEAM

Congratulations to our team who entered the Argus again this year. The team were also pleased to have Mike join them this year - Well done team!

OTTOSDAL DRAF EN TRAP - 29 JANUARIE 2011

- Adré Honiball - 1st Veterane Man (30 – 39)
- Pieter Cilliers - 2nd Veterane Man (30 – 39)
- Freddy Mitchley - 9th Elite Man
- Willie Buser - 10th Elite Man
- Warren Hengste - 5th Veterane Man (30 – 39)

THE FAST ONE - 30 JANUARIE 2011

- Liefie Day - 1ste Veterane Dame (40 – 49)

SUID-AFRIKAANSE PADKAMPIOENSKAPPE 3 – 5 FEBRUARIE 2011

- Liefie Day - 1ste (goue medalje tydtoets 20km) Veterane Dame (45 – 49)



Tyler Day, Liefie's son, winning the Cape Argus



Adré Honiball receiving his 1st place prize money at the 'Ottosdal Draf en Trap' race

STAFF AWARDS 2010

	GAUTENG	NORTH WEST	FREE STATE	PLATINUM PROVINCE	MPUMALANGA	STEELPOORT	ELLISRUS	CAPE TOWN	MASSHIRE RUSTENBURG
WILLIAM SMITH	Lorraine Classens	Maria Conradie	Sono Andries Mpompi	Elmarie Van Der Walt	Edrich Du Plessis		Wynand van Blommestein	Gerald Hinds	
MOST IMPROVED	Chriska Van Den Berg	Antonie Van Zyl	Brandon Kuhn	Andrew Makgotloe	Fanie Mndawe Neo	Peter Moraba	Carolyn van Rooyen	Altrum Rossouw	Eric Schultz
MOST IMPROVED	Blair Crane	Willem Le Roux	Ivan Petersen	William Jonck			Monica Bekker		
MOST IMPROVED	Jabu Maseko	Tonny Kgwasi							
MOST IMPROVED	Ian Van Lelyveld	Stephan Wepner							
EXTRA MILE	Samantha Swane-poel	Moses Lechesa	Ivan Petersen						
EXTRA MILE	William Koko	Joseph Mongale	Phillip Botha						
EXTRA MILE	Fikile Betwell "Mafika" Mabuza	Jane Modiabi							
EXTRA MILE	Sydney Mbokane	Lilla Hunter							
EXTRA MILE	Claudette De Beer	Henk Van Aswegan		Rene Jansen Van Rensburg	Angelo Ban Der Merwe	Gustav Burger	Johnny Coleman	Ian Witbooi	David Mapunye
EXTRA MILE	Heleen Van Jaarsvelt	Jacques Viljoen		Sherril Visser	Elias Kelesi				
EXTRA MILE		Adele Pretorius							
BEST DRIVER	Alfred Ntakuseni Netshitandani	Marks Kopeledi	Johannes Hlole	Elliot Motloung	Fanie Nkhuta	Teddy Nkosi		William Williams	David Mapunye
HENNIE NELL			Reniette Erasmus						
10 YEAR		Melinda Le Roux			John Zulu				
10 YEAR		Theo Baumann							
20 YEAR	Joey Botha								

A THOUGHT

ALWAYS ASK, NEVER ASSUME!

His request approved, the CNN News photographer quickly used a cell phone to call the local airport to charter a flight.

He was told a twin-engine plane would be waiting for him at the airport.

Arriving at the airfield, he spotted a plane warming up outside a hanger.

He jumped in with his bag, slammed the door shut, and shouted, 'Let's go.'

The pilot taxied out, swung the plane into the wind and took off.

Once in the air, the photographer instructed the pilot, 'Fly over the valley and make low passes so I can take pictures of the fires on the hillsides.'

'Why?' asked the pilot.

'Because I'm a photographer for CNN', he responded, 'and I need to get some close up shots.'

The pilot was strangely silent for a moment. Finally he stammered, 'So, what you're telling me, is . . . You're NOT my flight instructor?'

"Life is short - drink the good wine first!"

NEW STAFF MEMBERS

CAPE TOWN

We would like to welcome some new staff members to the Cape Town branch. They are:

- Steve Mcwhite – Internal Sales (November 2010)
- Karin Neethling – Buyer (December 2010)

In February 2011 we had a visit from the guys in Klerksdorp for a week to help and access our representatives with training and other skills. They were Pieter Joubert, Willie le Roux, Willem Meyer and Peter Mundl. The Cape Town team wants to thank them for their valuable input and help which means a lot to us. From our side we did however try to educate them in the fine art of wine drinking opposed to the normal Rum and Coke. We do feel that we made some progress in that regard...

NEW PERMANENT EMPLOYEES

Name	Branch
December 2010	
Alwyn Petersen	Free State
Anna Mc Cleeve	Free State
Mariske Botes	Gauteng
Brenda Hicks	Gauteng
Adri Roos	Gauteng
Hein van Jaarsveld	Platinum Province
January 2011	
David Meyer	Free State
Enver Fortein	Free State
Sam Maabane	Limpopo
Yolandie La Grange	Middelburg
Martin Nieuwoudt	Middelburg
Godfrey Macu	Middelburg

Name	Branch
Johannes Lessing	Middelburg
Renier Pretorius	North West
Samuel Mthoro	Platinum Province
Bernard Moraba	Steelpoort
February 2011	
Steven McWhite	Cape Town
Karin Neethling	Cape Town
Melissa Clark	Free State
Angelique le Roux	Middelburg
Name	Branch
Absalam Mhlakaza	North West
Patrick Lizwe	North West
Stanford Mciga	North West
Dean Hall	Platinum Province
Malinda de Vitis	Platinum Province
Linda Briers	Platinum Province
Samuel Modise	Platinum Province
Jacob du Preez	Platinum Province
Masiye Moraba	Steelpoort
March 2011	
Maurice Maluleke	Platinum Province
April 2011	
Frans Nel	Middelburg
Monja Nel	Platinum Province
May 2011	
Wayne Murphy	Gauteng
Jacques Hoffmann	Gauteng
Jan Smith	Gauteng
Stephanus van der Walt	Mpumalanga
Catharina Barnard	North West
Christina Mothoosel	Platinum Province
Melanie Palvie	Steelpoort

GETTING DOWN TO THE NUTS AND BOLTS

BED WELDING DIVISION TRAINING DAY AT FRONIUS

On the 31st of March, 8 members of the BED sales team attended a training day at Fronius a world leader in welding equipment. Mr. André Botes, the brand manager of Fronius carried out training with our team on MMA (Manual Metal Arc), TIG (Tungsten Inert Gas) & MIG (Metal Inert Gas) welding processes with the Fronius Transpocket 1500 Inverter, VarioSynergic

5000 Mig machine & the TransSteel 5000, a welding machine specifically developed for steel fabricators. All the members of the BED team increased their knowledge on the 3 welding processes and the practical session was extremely valuable where each member of the team physically welded with each process and learnt how to set up the different types of welding machines to give optimal welding parameters to achieve perfect welds with MMA & MIG. Two more training sessions will be held to train the remaining members of the BED sales team from our various branches. A special thank you goes out to Mr. André Botes & Fronius from the BED Group for the valuable training the team received.



1st Group of BED team which received Training at Fronius. Marcus & Ryno. From Rustenburg branch, Willie & Willem from Klerksdorp branch, Stephan From Secunda branch, Martin from Middelburg branch, Gustav from Steelpoort Branch & Dawie Wadeville branch.



Mr. André Botes giving the members of the BED team some practical instruction about The MIG welding process before their practical session.



Mr. André Botes demonstrating the MIG welding process to the team at the Fronius training centre.