



Est. 1983

# THE BOLT BULLETIN

**BOLTING OUR NATION TOGETHER**

DECEMBER 2011 | ISSUE 03

*Specialist Bolt, Nut & Tool Suppliers*

## MESSAGE FROM THE CEO

Another year is almost behind us and it seems the older we get the faster the years go by.

It's also the time of the year when we think about others less fortunate than ourselves, staff, customers, suppliers, family and friends who have been - or are still - ill, or have lost someone dear to them. Our thoughts and prayers go out to them and we sincerely hope that things will improve next year.



We welcome all new staff to the BED family and look forward to your added value.

We are very pleased to have Johnny back after his horrendous accident and wish him a full recovery.

Ryno has moved into his new premises in Bloemfontein - "geluk", and we wish you much success in the future.

Neels is getting the DC to operate more efficiently and we are all starting to benefit from this initiative.

It's our 28th year in business and that in itself I believe is a great achievement. Next year we will continue to have small Christmas parties within the group, in line with operating within our budgets, but in 2013 we will be turning 30! This, we believe, is an important milestone and one which we will celebrate with passion and 'gees'. We will have a great big bash somewhere come hell or high water and we will have all staff from all operations present. Already the Cape Town staff have put a special together on microlights (a 3 day flight I might add). First stop - De Aar, and we will be supplying goggles, masks and gloves from the PPE division and a bun and coke from Engen.

In-flight entertainment will be 'hou vas and help 'n bietjie daar en hoe ver... ver... ver is dit nog'?!'

Jan has also offered to assist with the RV9 but this will be reserved for the William Smith recipient only. I welcome any suggestions or proposals for this celebration.

The world and South Africa continues to go through difficult times and in particular, BED has not escaped the pressure.

In tough times the tough get going and as a business

it has been a great time for us to have a good look at ourselves and question how we could be doing things more efficiently and smartly. This has been part of our ongoing quest of continual improvement, moving closer to excellence. We have introduced programmes, systems and procedures to help us with this process, while at the same time ensuring that we don't bog ourselves down with red tape and affect the service to our customers. Larger companies often lose business to smaller companies because of their inability to react quickly. We must never fall into that trap.

At the end of the day, we are simply traders and service will always remain paramount.

The levels of service in South Africa in general are relatively poor in comparison to the rest of the world and we must continue to capitalize on this.

We have introduced budgets and everybody has pledged their support in achieving them. Thanks to Jan for driving this process and we will bear the fruits of this by the end of August next year.

Change is not always easy and there is always resistance as we, as human beings, like to do things as we always have and easily fall into comfort or complacency mode. Change starts with attitude and the more positive, the easier it is.

We have also tried to make sure we have depth and back-up in all aspects of the business and slowly this is starting to fall into place. Remember, all and any changes are always made to improve and it is always a process which takes time.

This may sound illogical, but tough times can be good. We are sure that one day as consumers, suppliers, customers and as a country in general, we will look back on this period as one, where we asked ourselves the tough questions and we were bold enough to make the necessary changes. Many changes that are made come from you, our staff, and we thank you for the faith you have in us as Management to implement them and ensure that we continually improve.

On behalf of Jan and I, thanks to all our fellow shareholders and directors - Dan, Phil, Mitesh, Earle, Craig, Pieter J, Pieter C, Ian, Louis, Tony, Marc, Ewan, Craig, Abrie and recently Nafisa, for all your commitment and support. We value your input and have always relied on your honest opinions and constructive criticism.

Thanks to all of you, our staff, for your passion, trust and loyalty to BED. You make us truly proud. I thank you for all that we have achieved this year and I even thank you for the mistakes (that we seldom make) because we always learn and improve from these.

Jan started with these words at our budget meeting - from Steve Jobs, the founder and driving force behind Apple. He stated that his role model in business was The Beatles.

They were four guys that kept each other's negative tendencies in check; they balanced each other and the total was greater than the sum of the parts. And this is the important part...

Great things in business are never done by one person, they are done by a team of people.

That has always been our strength. We are a team, and this has been the secret of our success.

In his speech to graduates in the USA (and for those who haven't read that speech I suggest you do), I will forward it to all operations. He ended off by saying: 'Stay foolish, stay hungry', which simply means be passionate and always be willing to grow and learn.

Let's all finish strong this year and go all out next year to let your light shine brightly and be the best you can be.

I wish you all and your families a blessed Christmas and a peaceful, healthy and prosperous 2012. Travel safely, enjoy the break with your families and come back full of hunger and passion for the year ahead!

I would like to finish off with the following:

Many of the sales staff attended a motivation session this year and a powerful statement was made which we have adopted and will be promoted in the form of posters for all operations next year. It will also be on the back of all our business cards and on our website: 'Your purpose is realized when you demonstrate with action, your passion for your work and home life, and add value to others.'



We are very happy to introduce our new shareholder, Nafisa Cotwal

# TEAM PROFILES



## DAN VERMEULEN

**Name:** Dan Vermeulen

**Branch:** Free State

We have a Fastener, Bearings and Agip oils division here in Bloemfontein

**What do you do at BED?** I am a Director

**How long have you been with BED for?** 21 years

**Do you have any interesting hobbies or interests?** Golf and watersports. I can't play golf anymore but now try to get onto the water with my boat as much as possible!

**Tell us a bit about your family?**

My wife Veronica and I have been married for 29 years. We have 2 sons - Danny and Kevin, aged 26 and 24 respectively. My eldest son is a qualified lawyer working for Ceesa and my youngest son studied a Marketing degree and is working for Consolidated Pneumatics. Both did their degrees through Potch University.

**Where did you grow up?** In Klerksdorp

**Tell us something about your experience, career and/or studies?** I have been in the Fastener industry for 31 years. I completed matric in 1973 and went on to complete a Sales Management diploma through Damelin in 1985. I also did a Marketing Management diploma through Damelin in 1989.

**Beach or Bush?** Both

**Spring, Summer, Autumn or Winter?** Spring & Summer

**Favourite Rugby team?** Lions

**Rock or Classical?** Rock

**Fact, Fiction or I don't have time to read?** Both fact and fiction (when I get time to read!)



## TONY DE GOUVEIA

**Name:** Tony De Gouveia

**Nickname:** Porra

**Department:** Fasteners Division

**Branch:** Welkom

**What do you do at BED?** I'm a Director / Manager

**How long have you been with BED for?** 8 1/2 years

**Do you have any interesting hobbies or interests?** Fishing and Hunting

**Tell us a bit about your family?**

I have a loving wife Sandra and 5 beautiful children between the ages of 20 and 1 month.

Michelle (20)  
Danny (16)  
Monique (13)  
Marco (10)  
Jayden (1 month)

**Where did you grow up?** I was born in Klerksdorp and raised in Welkom

**Tell us something about your experience, career and/or studies?** After school I joined the SADF. I then joined the Permanent Force for 2 1/2 years. After that I went in to a family business and in 2004, I joined BED and have never looked back since.

**Beach or Bush?** Beach

**Spring, Summer, Autumn or Winter?** Summer

**Favourite Rugby team?** Cheetahs

**Rock or Classical?** Rock/Pop

**Favourite movie?** 300

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

# SHOWS

## NAMPO SHOW IN THE FREE STATE

Once again, we attended the Nampo show during May this year and, as usual, it was very well attended, with over 75 000 visitors! Well done to everyone involved.



# EXHIBITIONS

## BOLT & ENGINEERING DISTRIBUTORS EXPO

The 17th and 18th of August marked the one-of-a-kind Bolt and Engineering Distributors Expo in Klerksdorp where more than 50 exhibitors attended! We invited visitors to view some live demonstrations on some new technology which we recently introduced.

Thank you for attending the BED Team Expo for 2011! Bolt & Engineering, Bearing & Engineering and BTA would like to thank our suppliers who participated in the 7th bi-annual Expo. A very special thanks to each individual who's hard work made this Expo a great success! Without you it would not have been possible.

This year's show exceeded our expectations with:

- 57 exhibitors
- 1800 attendees.

The 2011 BED Expo marked a 45% gain in supplier participation for the year (39 booths in 2009) with a notable expansion in the areas of demo's and new technology. This significant improvement demonstrates our suppliers' commitment to the group.

Based on feedback, suppliers and customers have expressed that the quality of the Expo and the level of activity was better than previous years. We will work diligently to expand and improve the next Expo in 2013. Again, thank you and we look forward to your participation in 2013.



Some of our exhibitors who attended the BED Expo

## EXPO AT WATERFALL MALL

We attended the Expo held at Waterfall Mall in Rustenburg on 16-19 June 2011. BED Divisions and sixteen of our suppliers. We had quite a few enquiries and received a huge amount of exposure.



## MIDDELBURG BRANCH AT MINEX EXPO

The Middleburg branch exhibited at the Minex Expo which was on for 4 days. We also exhibited at the NAFCO Groblersdal Expo, which was held from 1 – 3 September, as well as the Klerksdorp Expo which were both great places to showcase BED and our products.

Furthermore, we hosted a 'Boerevereniging' Meeting where 38 farmers attended and really enjoyed the evening with us.



A selection of the Minex Expo

# STAFF AWARDS 2011

AWARD	GAUTENG	NORTH WEST Incl BTA	FREE STATE	PLATINUM PROVINCE	MPUMALANGA Evander/Middelburg	STEELPOORT	ELLISRAS	CAPE TOWN	MASSHIRE RUSTENBURG	BED Import & Finance
<b>WILLIAM SMITH</b>	Sydney Mbokane	Jan Cogle	Ivan Petersen	Sherril Visser	Yolandie La Grange		Wynand van Blommestein	Mariska von Waltsleben		Mina Wright
<b>MOST IMPROVED</b>	Sheldon Johnson		Lubabalo Ganyaza	Solomon Tihapane	Martin Nieuwoudt	Kanona Mabelane	Frans Modibedi	Llewellyn Williams	Shaun Janse van Rensburg	Mariske Botes
<b>MOST IMPROVED</b>	Bheki Nkosi			Dean Hall	Angelique le Roux		Sam Maabane		Eric Schultz	
<b>MOST IMPROVED</b>	Themba Khumalo			France Thebe	Vusi Mahlangu					
<b>MOST IMPROVED</b>	Thabo Motsepe			Marinda Harker	Marina Kruger					
<b>MOST IMPROVED</b>	Cleo Madziba			Maurice Maluleke						
<b>MOST IMPROVED</b>				Peter Van Rooyen						
<b>EXTRA MILE</b>	Claudette De Beer	Jacques Viljoen	Melissa Clark	Elmarie Van Der Walt	Tiaan Lessing	Vivienne Boshoff	Carolin Stemmet	Ian Witbooi	Charlene Walker	Chriska vd Berg
<b>EXTRA MILE</b>	Heleen van Jaarsveldt	Adele Pretorius	Christine Bruton	Caiphus Mokgadi	Angelo van der Merwe			Karin Neethling	Lindsay van Heerden	Blair Crane
<b>EXTRA MILE</b>	Yasmin Lukhele	Johanna Barnard	Anna-Marie Mc Cleeve	Ike Mogale	Herna Steinmann					
<b>EXTRA MILE</b>	Jabu Maseko	Christopher Botes	Doctor Mgunculu	Marcus Ackermann	Mary- Rose Thugwane					
<b>EXTRA MILE</b>	William Koko	Joseph Mongale		Stephen Modingwana						
<b>EXTRA MILE</b>	Dingaan Thomo	Moses Lechesa		Willem Jonck						
<b>EXTRA MILE</b>		Willem Meyer		Rene Jansen van Rensburg						
<b>EXTRA MILE</b>		Willie le Roux								
<b>EXTRA MILE</b>		Joey van Wyk								
<b>EXTRA MILE</b>		Lienkie Earp								
<b>EXTRA MILE</b>		Estelle Groenewald								
<b>EXTRA MILE</b>		Carlien Bruce-Smith								
<b>EXTRA MILE</b>		Stanford Mciga								
<b>BEST DRIVER</b>	Alfred Netshitandani	Stanford Mciga		Elliot Motloung		Teddy Nkosi	Abraham Mabula	Shaun Lewendon	David Maphunye	
<b>BEST DRIVER</b>					Titus Mahlobo					
<b>HENNIE NELL Welkom only</b>			Anna-Marie McCleeve							
<b>10 Year</b>	Joe Motsie									
	Claudette de Beer									
<b>20 Year</b>	Dan Vermeulen									

## GO BOKKE!



## JAN'S REPORT-BACK ON OUR NEW DISTRIBUTION CENTRE



The success of a company depends upon the ability to be efficient and flexible, thus the order of thought and the idea of having our own Distribution Centre (DC) within the Group.

The biggest motivation behind the idea was the six to eight trucks driving up to Johannesburg in a row for five consecutive days per week, collecting from the same Suppliers as per various branch buyers' instructions. What a waste of fuel!

In order to facilitate and meet deadlines, we suggested that one truck collect goods from Suppliers in the JHB area and deliver to one central point where goods are sorted according to branch orders. A Branch Driver may then drive directly to the Distribution Centre and back to his branch avoiding lengthy and unnecessary

trips. The advantages of implementing our own DC would mean tremendous savings of time, fuel and money.

The challenge took strategic planning and better understanding of what, when and how, for the idea to come together.

Firstly, we held a meeting with all our BED BUYERS. The decision to prioritize Suppliers was calculated on a huge map of Johannesburg and to accomplish effective collections, it was recommended that JHB be divided into two sections; the East and the West.

Discussions between Mike Giltrow and AGIP/Local Freight Services took place to negotiate suitable office and warehouse space with security.

From Klerksdorp and Rustenburg we had the loan of a 4 and 5 ton truck to assist over the 2 month trial period. During the trial a collection vehicle (Iveco 2.5) tonner was also included. John and co-driver Sam did the West side with a 4 tonner and Hamilton and co-driver Joseph did the East side with a 5 tonner.

The next obstacle was how to separate the different branches goods on one truck, eliminating confusion when offloading at the DC. The thought sprung to

colour-code containers bought from Agip as well as colour-coding the DC packing/stacking area for that particular branch and specially made Invoice Bags to keep with the colour.

YES! Hick-ups, tears, gnashing of teeth and even shouting; however all prevailed and all worked well in the DC with concise collecting and offloading.

One person had the authority, commitment and passion to make it work; Neels Van Staaden and his dedicated staff!

A new 1.5 ton Hyundai truck was bought in October to run up and down for emergency collections and a note to all buyers: Every order can't be an emergency!! DC will not believe you after a while!

The future looks bright although cause for friction may still occur on the road in making the DC a success story. We at BED wish the DC and staff all the best for the years to come and remember every branch is your "customer" and the "customer" is always king.

# NEW EMPLOYEES (GROUP) 2011

## Cape Town

Chadlee Hoskins  
Gary Mayer  
Colin Ludewick Rabe

## Free State

Adriana Petronella Ferreira  
Bongani Kennedy Johnny  
Olienka Laas  
Phakamani Lesole  
Sephivi Siliias Marokane  
Johannes Jacobus Pelsler  
Julia Moipone Ramoetsi  
Teboho Bouer Taeli  
Andre van der berg  
Angelo Brian van Heerden

## Platinum Province

Yolande Botha  
Emmarentia Hester De Beer  
Johannes Letlotlo Ditshoene  
Lerisha Johanne Labuschagne  
Ben Themba Mokale  
Christina Mothoosele  
Flacky Seun Phekola  
Daniel Marthinus Robinson  
Emmanuel Olebogeng Sebopelo  
Christiaan Swanepoel  
Solomon Thebe Tlhapane

## Masshire

Shaun Janse van Rensburg  
Sam Tsoku Mosimane  
George Peter Wilson

## Gauteng

Anthony Brian Appolis  
Selina Danetie Davids  
Marelize Jansen van Vuuren  
Phineas Thembalivele Khumalo  
Pat Phumlani Mazibuko  
Thabo Samuel Motsepe  
Gertruida Elisabeth Smit  
Hester Susanna Selome van Aarde  
Duncan Van der Merwe

## Holdings

Hamilton Makhosonke Makhoba  
Ntsoaki Sarah Maseko  
Lefu Sydney Miya  
Jan Burger Oosthuizen  
Nathan Warren Pedlar  
April Stephen Rakobela  
Mamabolo Gabriel Ramotlou  
Neels Jaco Van Staden

## Limpopo

Marelize De Lange  
Jonathan Andy Pretorius

## Mpumalanga

Magwaza Matthews Soko  
Stephanus Jacobus van der Walt

## Middelburg

Gerhardus Jacobus Booyens  
Vusi Joseph Mahlangu  
Maryke Matthee  
Frans Albertyn Nel  
Mandla Ignatius Skosana  
Gerhard Jurgens van der Walt

## North West

Catharina Johanna Barnard  
Jan Fredrik Cogle  
Goartamang Lisbet Joumar  
Tsepo Johannes Leaje  
Abram Toko Makheta  
Frans Ndele Ndlala  
Darryn Preston  
Gaolekwe Benjamin Ramasimong

## Steelpoort

Kanona Abednigo Mabelane  
Jenetta Melanie Palvie

## NAFISA COTWAL'S SPEECH



Ladies and gentlemen, I have already had the pleasure of personally meeting you earlier this afternoon, but for those of you I have not yet met, my name is Nafisa and I have had the privilege of joining BED in a joint venture. G.B Stern said: "Silent gratitude isn't much use to anyone", and I agree.

I want to shout my thanks out loud. I want everyone to know and hear how much the support of Mike Giltrow and Jan Viljoen means to me. I also have to acknowledge and thank my loving and supportive husband Solly as without his motivation and confidence in me and my abilities, I would not be standing in front of you today.

Ladies and gentlemen, I cannot express to you how impressed I am thus far with the team we have in this company. The wealth of knowledge and experience we have combined in this venue today is truly a reflection of our position in the market as leaders of industry and can only re-emphasize our expertise in our field, and I am sure that with such a great team in Steelpoort, Evander as well as Middelburg, we are guaranteed a great future. And for this, let's hear a round of applause for the following teams: Our branch director of Steelpoort, Mark and his team; our branch manager of Secunda, Berna and her team; and our branch manager of Middelburg, Ettiene and his team. Thanks to all of you.

Despite what we've thought about the past 12 months, and the dreaded "R" word (recession), we've made it through to the end of the year. It's nearly Christmas and we've got a lot to be grateful for. We're here, we have a great team and we're still in business. It's been a tough

year but we are proud of what we have accomplished together, finishing the year cautiously optimistic, but absolutely certain that it wouldn't have been possible if it hadn't been for the way everyone shouldered their area of responsibility. Some businesses haven't been able to do what we have done. Thanks to all of you, we'll be going into the New Year soon with strength, to build on our accomplishments and to consolidate our position. Let's celebrate that – it's a gift to be grateful for.

To the spouses of our management and staff, our sincerest gratitude goes out to you for the continuous support you have given our team. Very little credit is given to you, and the fact of the matter is that without your understanding and support, we would not have such a focused and dedicated team.

Now, let's raise a glass - to us, to our families and a Happy Christmas.

Ladies and gentlemen, a special thank you goes to Tanya for organizing this beautiful function – let us all put our hands together for Tanya.

To end off, I would like to leave you with the words of William Arthur Ward who said: "Feeling gratitude and not expressing it is like wrapping a present and not giving it". So with these words, I say thank you and remember, life is short, don't break the rules: Forgive quickly, kiss slowly, love truly, laugh uncontrollably and never regret anything that makes you smile..

Thank you, enjoy.

# CASUAL DAY



# NEW DEVELOPMENTS



*The Team at the new CP Compressor training*

The Tooling Division held a training day on 28th July at ATLAS COPCO COMPRESSOR TECHNIQUE where 6 of our branches attended. Ian Wild, Multibrand Manager from Atlas Copco, spoke about the benefits of the new range of CP COMPRESSORS as well as the way forward with the BED group. Deon Hamman from the Service Division spoke on the benefits of AIRNET piping systems and savings on their new energy box.

# FEATURED PRODUCT

Our new range of CP Air Compressors offer high efficiency cooling and low power consumption, making the CPC & CPD the ideal choice for processes requiring constant air flow at a steady pressure. It has many features with intelligent savings with a 5 year guarantee. Contact our Tooling team for more information.



# CONGRATULATIONS & BEREAVEMENT

Limpopo Province: Carolin Stemmet –  
Congrat's with the birth of your daughter  
La'Rochelle

Congratulations to Carlien from our Klerksdorp  
branch who tied the knot on 14 July!

Adri Roos passed away in August 2011. Our  
sincerest condolences go out to her family.  
Adri, you will be missed.



*Adri Roos*