



WE HEAR YOU!

Building and nurturing internal relationships is critical in the drive for success - which is why Broll commissioned People Direct to carry out an internal audit and find out what YOU think

People Direct's February 2004 internal audit measured employee perceptions, attitudes and behaviours. The aim of the survey was to determine an initial employee satisfaction benchmark by evaluating employee perceptions regarding:

- Broll as a whole;
- personal assessments;
- relationships with managers and peers;
- people and operational processes, including selection, setting of expectations, motivation and development, and reward and recognition; and
- any burning issues that would assist Broll in determining how to address specific areas that require attention.

Broll people were selected from across the organisation to ensure a representative sample. About 42% responded to the survey, using the opportunity to influence meaningful change in the company.

Based on feedback received from both the electronic/ faxed responses and the personal interviews, Broll employees welcomed the fact that their input would constructively be used in determining future interventions for the development and growth of the organisation and the move towards a united and motivated workforce.

The survey highlighted several challenges and opportunities in the company, which will be discussed during feedback sessions.

Overall, the organisation seems to be relatively healthy, with very positive prospects and opportunities. Properly dealt with, the results could be quite profound in establishing an "Employer of Choice" organisation.

"Make space for soul and they will work like demons.

Get people to focus on the value they are creating."

- Mark Shuttleworth's message to business regarding employees.

People Direct would like to congratulate BROLL on the positive steps already taken towards embracing improvement and wish you the very best in achieving your goal of being an Employer of Choice. Working with and through people is the only way to successfully achieving this.

/ Congratulations to the following colleagues for long service during March, April & May /

MARCH

22 Years

Dawn Rodrigues

18 Years

Martin Nkoele

12 Years

Maria Grobler
Gideon Zwane
Michael Williams

11 Years

Freedom Dlomo
Donal Hutamo
Henry Widschut

9 Years

Cynthia Nzibande
Heleen Goosen

8 Years

Derek Davidson

7 Years

Johannes Leeuw
Terry Pollock
William Wakefield
Donovan Agar

5 Years

Lucky Mosehla
Natalie Ann Browne
Meena Parbulall
Goretti Rodrigues
Abraham Bogoshi

APRIL

28 Years

Pitrus Mosieleng

20 Years

Aaron Dlamini

13 Years

Janis Stevenson

11 Years

Johannes Buda

10 Years

Annie McGregor

9 Years

Thamage Mathibeng

7 Years

Paula Hunt
Robert Rogers

5 Years

Vanessa Jones
Roensing Motau

MAY

23 Years

Denise Page

19 Years

Johannes Tembo

15 Years

Pule Motileng
Daniel Kekana

13 Years

Ntabeni Ndlela

11 Years

Adam Sithole

9 Years

Jenny Mitchley
Eric Smith
Zacharia Masilo

7 Years

Leonard Michau

6 Years

Brian Twine
Jan van Tonder

5 Years

Mary-Anne Pio

[Contributions and comments]

Please forward all ideas, stories and comments to:

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BEACON

Keeping the Broll family informed!
June 2004



broll

Putting for Humanity

The success of the JMPF Golf Day is largely due to the efforts of this team, from left Shayeda, Tracey, Cindy, Lorraine and Miriam



The Joint Municipal Pension Fund team raised more than R50 000 towards Broll's drive to build two houses for the Habitat for Humanity campaign and in the process smashed all previous fundraising records.

That's no mean feat when you consider the Redefine, Sundries, Prima and Sage Funds set a cracking pace and led the pack from the start!

Thanks to Shayedah and her team - of which none were golfers - they managed to find sufficient sponsors and participants to make it a bumper event.

SPONSORS INCLUDED:

Sponsored holes & Four ball

- Sponsored holes
- Wimpy Sunnypark
- Multichoice
- Magnum Shield Security
- Vision media
- Satellite & TV
- Ellies

Four ball

- Domayne Engineering
- United Elevators
- Court Security
- Suburban
- Madiba Waste Management
- Siemens Business Services

Sponsored holes

- Savika Security
- Waterglen Shopping Centre
- Condor Promotions
- Redec
- Golden Cleaners
- Fidelity Security
- Lemay Electrical

Other goodies

- ABSA Bank
- Multichoice - again!
- Pick 'n Pay Waterglen
- Drain Geyser Plumbing Experts
- Hendre Carpets & Upholstery
- Tasquin Satellite
- Hlamalane
- Lifestyle Communications



Magnum Shield Security Services were on hand to welcome golfers, from left Sheryl Stanbury, Cheslyn Mostert, Bryn Pyne-Jones, Rodney Love, Karin Schoeler and Max Machanik.



Ellies Electrical sponsored one of the short holes and were seen on course with several players.

Thanks to all those who sponsored and participated. Every cent raised by this event will go straight to help make the lives of people in our community a whole lot more comfortable. Judging by the enthusiasm that everyone showed on the day the JMPF Golf Day may have to become a regular event on the golfing calendar! What do you say Shayedah?

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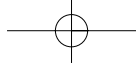
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Breathing new life into HR



Karen Henning is a refreshing example of the modern career women who manages to make it all work for her rather than taking its toll on her.

As Broll's Human Resources

Executive at a time of the merging of many different cultures and exciting changes within the Group, Karen has been integrally involved in various key projects aimed at making the 700-odd staff complement around the company a happy, coherent unit with real potential for growth.

It is the department's determination to succeed and to provide the best and most efficient service to the Group, along with the long awaited introduction of the new Employee Manual, which Karen believes resulted in her team receiving recognition from management as one of two 'most improved departments at Broll' at the end of last year.

"This would never have been possible had all the team members not pulled together with equal determination. Go Girls!"

With a strong legal background, Karen cites her biggest challenge as balancing her responsibility to make sure the company and individual staff members comply with processes set in place as required by legislation and at the same allowing the

business to continue and grow.... and how it has grown!

"Generally people don't react well to change and more often than not they are uncertain and impatient with administrative procedures. And, particularly coming out of the mergers, these two things have taken up a large part of our job," explains Karen who is very excited to see the growth and stability of the company coming into its own.

Karen lives on a small "piece of heaven" north of Johannesburg with her husband, Carl, and eight year old daughter Rebecca. She loves escaping to her sanctuary at the end of each day and is a passionate mother who, when not at work, fulfils her lifelong dream of riding and tending horses, with her family.

Putting your hair where your mouth is...



In a powerful message of support for Ruweida Sallie – a Broll employee who passed away from cancer in March this year - Jenny Mitchley decided to shave her head and donate the proceeds to the Habitat build campaign.



"We were colleagues for a number of years and I felt that it was a fitting tribute to someone I knew and cared for. Ruweida would have been chuffed to know that she was able to contribute to a worthwhile programme like the Habitat for Humanity build project," says Jenny.

David Anderson with clippers in hand sets about the task of transforming Jenny into a lean, mean fundraising machine!



Amandus on the move...

With several years experience gained from his time at the old Ampros and Domayne property companies and qualifications in basic bookkeeping, practical accounting and office administration, Amandus Mere is more than up to his new role as Creditors' Administrator - a position he assumed two months ago.

Another feather in his cap was the completion of the Certificate in Elements of Property conducted through Broll's in-house University of Pretoria-accredited property academy.

Amandus finds his new role wonderfully challenging. "I really enjoy interacting with the different people and seeing their individual characteristics. It's amazing how different we all are and what makes each of us tick."

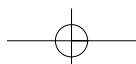
He is married with two children - Kgomoitso eight and Kutlwano five - enjoys reading and is very active within the church,

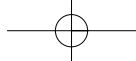
particularly counselling members of the community.

An avid sports fan - especially soccer - Amandus is over the moon about SA's selection to host the 2010 World Cup.

"This is one of the greatest opportunities our country and continent has ever received, I'm confident that we're going to do a great job in welcoming the world in six years time. Not only for us but the whole of Africa as well."

With attitude like that we can only become winners, well done Amandus.





Golden Walk scores a goal with U19 soccer

Perhaps fortuitous following South Africa's successful bid for the 2010 World Cup but Golden Walk Shopping Centre scored a positive goal for the community when they hosted the inaugural U19 Soccer Challenge in Katlehong during April.

With more than R35 000 in prizes up for grabs the joint venture between the Centre and the South African Football Association proved to be a hit with the communities of Katlehong, Vosloorus, Buhle Park and surrounding areas.

"Sport has an amazing capacity to work as a catalyst for the upliftment of people and communities," says Golden Walk's Stefan Roodt. "This initiative will have the multiple benefits of providing youth in our community with an opportunity to engage in an exciting sporting event while at the same time focusing their energies in a positive form of activity."



A gala prize giving event was held at Golden walk Shopping Centre where prizes of soccer kit, track suits, soccer balls, nets and shopping vouchers were handed out to the winning teams. Overall New Jack City showed their prowess and emerged as overall victors.

Roll on 2010, who knows the stars of our World Cup squad may have shown their first glimpse of talent in this tournament!



New brollertjie

Congratulations to Aaron & Olivia Nkosi on the early arrival of a baby girl "Busisiwe" meaning "Blessing" born on 27 April 2004 weighing in at 2.4 kg

A Warm Welcome to new Brollers...



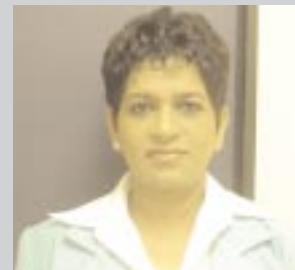
William Wallace



Sheriden Naude



Alan Hatchuel



Tilly Govender



Bongwe Mthethwa



Belinda Letchman



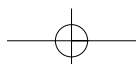
Anna van Vuuren



Mohammed Khalpey

- William Wallace** - Industrial Broker
- Sheriden Naude** - Leasing Administrator
- Alan Hatchuel** - Investment Broker
- Tilly Govender** - Accountant

- Bongwe Mthethwa** - Receptionist
- Belinda Letchman** - Property Administrator
- Anna van Vuuren** - Divisional Administrator
- Mohammed Khalpey** - Industrial Broker





Alexis Ruth (centre) sits proudly in her new wheelchair surrounded by staff from Golden Walk.

Golden Walk walks the walk

Many talk about doing something for those less fortunate but few carry their words through to fruition.

Well, for management and tenants at the Golden Walk Shopping Centre their actions have led to the purchase of a specialised wheelchair for Alexis Ruth - a severely mentally and physically handicapped three-year old living in Germiston.

"I read about Alexis's plight in the local newspaper," says Martina Ackerman, property administrator at the shopping centre owned by property giant ApexHi. "We are strongly community-focused and felt that helping purchase this 'Madiba Buggy' would immeasurably improve the quality of life for this young person. Thanks to the generosity of a number of our tenants it wasn't long before we had enough to purchase the wheel chair and make a difference to someone less fortunate than ourselves."

WALKING, RUNNING WE DO IT ALL!



Athletes of note!

With eight teams entered into the Johannesburg leg of the Discovery Challenge, Broll employees showed they were right behind the fitness objectives of this annual fun event.

The 26,2km corporate relay race starts and ends at one central point but is made up of sections of varying intensity - just right for those of us who spend too much time behind our desks!



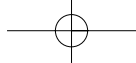
FM's hot, hot, hot

The awarding of the contract to facility manage Medscheme's entire South African property portfolio could not have come at a better time says FM chief Stan Frank.

"We have started to make inroads in this growing discipline with some key successes in several niche markets - the Wanderers Cricket Stadium and Hilton College being two examples. The Medscheme contract puts us into a whole new league and will make the other players sit up and take notice," says Stan.

"The announcement of SA's successful bid to host the 2010 Soccer World Cup will no doubt create several other opportunities for us to pursue. It's all about timing and I feel we're at the right place at the right time!"

Facilities Management doesn't like cricket, they LOVE it! The awarding of the Medscheme contract followed close on the heels of the Wanderers' appointment.



Up the creek WITH a paddle!



Karen, there are easier ways of trying to go up river!

Part reward for a job well done over the past year and part team-building exercise for the year ahead saw Cape Town's broking division head off en-masse to the wilds of the Breede River for an experience of a lifetime.

The three day retreat was the first-of-its-kind undertaken by any division within the Company and combined a mix of business with pleasure.

"The team has worked hard over the past couple of years and we felt the high level of commitment should be rewarded," explained William Wakefield. "Yet at the same time we had to fine-tune elements to help us become even more focused on our core business functions."

The getaway was coordinated with input from the recognised Felix Unite Group and included the services of a skilled facilitator who explored various business concepts and how they related to Broll's activities.

Issues tackled included:

- The perception of an "us and them" dynamic between brokers and support staff
- The need to increase internal communication and break down barriers
- The desire to build a sense of camaraderie and greater teamwork



Ooh Colin, green suits you so well....

company. The relationship or "gap" between support staff and brokers has definitely improved. There is a better understanding of one another and the various differences that drive us. The support staff seems to be working more as a team and less selfishly. There seems to be a common goal. This has definitely translated into better and more creative productivity."

- Celebrate previous successes and plan for the future.

The pictures tell a thousand words but among all the fun there were some serious moments. Anonymous comments polled two weeks after the event included the following: "I think the change has occurred predominantly within the company. The relationship or "gap" between support staff and brokers has definitely improved. There is a better understanding of one another and the various differences that drive us. The support staff seems to be working more as a team and less selfishly. There seems to be a common goal. This has definitely translated into better and more creative productivity."

myself a little more, which has brought about some surprising changes in my life and career."

"The channels of communication have been more open with the support staff and work has been praised that was done correctly and efficiently."

"The getaway worked really well for us," says William. "I would suggest that other business units in the Group consider doing something similar. It's amazing what you learn about each other when you are barrelling down a Foofie slide at 60km/h!"



Men drool, women rule!



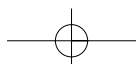
William Wakefield at speed - it appears this was the fastest he moved the entire getaway!

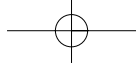


Taking a breather means something completely different when you're on a bush getaway.



Yes, for all you sceptics. There was some work done!





Shaveathon sets ne



Jean Hector

Looking decidedly concerned Chantal Joseph nevertheless was happy with her new look!

Left: We're not sure the health and safety authorities would approve of the "plastic bag over the head" method of face protection!

Thanks in part to the efforts of enthusiastic supporters from Broll's Cape Town office the CANSA Shaveathon Challenge not only smashed the previous record of 1786 heads held by Australia but also managed to raise more than R4,8million for the Cancer Association of South Africa!

Held from 2 to 3 April the fundraising and awareness-building campaign set a Guinness

Record with more than 25 000 shaved or painted heads!

Broll CT coordinator Yvette Huysamer said: "Every participant had to have a before and after picture taken and submitted for verification - can you imagine the enormity of this task alone? Thanks to everyone for their support, we had a great time and the money went to a worthwhile initiative."

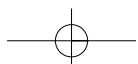


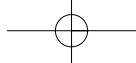
The team after involved were

Under 10's show their mettle

Budding Springboks from the Christiaan de Wet Primary School received support from Broll recently to attend an under 10 tournament in Mpumalanga.

Pictured alongside with their coach and sporting their tog bags.





ew WORLD record!



Bernice Roberts



All in the name of charity



for the deed. The record setting attempt was the first time that Broll had en masse embraced the project and those keen to go even bigger next year!



Yvette Huysamer and Kathy Kennedy

23 Years and all's well

The past 23 years went by like a flash of lightning! laughs Denise Page. When asked how she would sum it up, she said that it was excellent and that working with Jonathan Broll has been amazing, "One could ask for nothing better. In the beginning, when it was just a few of us, he used to be very hands-on, doing rent collection and many other duties himself. We worked very closely together and he never raised his voice."

"There were some challenges over the years like when computers were introduced and we had to adapt from our manual system. But it was great to see how the business had grown."

Denise had also witnessed the company adapt to changes in South Africa, "I've seen so many people come and go, but it's wonderful to see different people here and how much the staff complement has grown."

The most memorable moments at Broll include celebrating her 15th Anniversary, when Jonathan Broll referred to her as maturing 'like a good red wine'.

"Every day has been special. It really depends on the people around you and I've always been very happy with the company."

