

# MIDCITY

# FOCUS

## 2019:2

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## FROM THE CEO'S DESK

Dear colleagues

In March of this year we reported on figures as at the end of January 2019 and the forecast was a bit gloomy. We also stated that if we achieve budget the remainder of bonuses will be paid. Well, the rest is now history and we ended the previous financial year on a HIGH!! **We exceeded budget by 8%, grown profits by 28% compared to the previous financial year** and the EXCO decided to **award bonuses for the previous financial year of 115%**, a first in the history of MidCity. Thank you for making this possible and we trust that the new year will be even better.

As the EXCO we have taken the decision to plough back profits to all staff when we exceed budget. As mentioned, we exceeded budget by 8%, but paid out an additional 15% in bonuses. This is the proof that we are delivering on our promises. We have started the new financial year where we left off last year and we believe that we are geared for **growth** which is our theme for this year.

We have also **once again granted increases well above the CPI**, consumer price index, or better known as inflation. We have increased our company contribution to the pension fund with a further 1% and the **total contribution by the employer and staff for the current financial year is a minimum of 4%**. This is also something that we are very proud of and will continue in this vein to ensure that our staff retire with dignity and a monthly income as times are getting tougher each day.

We are in the process of **considering medical aid plans** to introduce to staff members that might have a need for this. The EXCO is also **considering options to support staff whom might be interested in enrolling to a medical aid scheme**. Watch this space!!

The annual winner in the "Cross Selling" competition has been crowned and we are planning exciting things for the new year to revitalise our cross selling initiative.

Enough on last year, we can proudly say that we have done our planning, strategy and budgets for the current financial year and the Leadership Team have put forward **a budget which reflects a growth in headline earnings of 20%**. Coming of a growth of 28%, this will take some effort, but we are confident in the team that this is possible and will be achieved. We will update you quarterly on the results and know that it will be positive.

Enjoy this edition and remember, your future is in your hands!!!

I will leave you with ten tips for thriving leadership and trust that this will energise you for the 2019/20 financial year.



# CEO's Recommended Reading: Ten Tips for Thriving Leadership

To remain "humble, balanced and focused," follow these 10 tips:

1. "Lead yourself first" – You can't lead others if you can't govern yourself. Signs that you don't have a handle on your actions include: You're often angry. Your life is a disordered disaster. You miss deadlines. You're negative and judgmental. You complain all the time. If these traits define you, assess yourself objectively. Take the necessary steps to improve yourself and your life.

2. "Value values" – Great leaders live up to their principles and morality. They align their "goals, priorities and actions" with their core beliefs.

3. "Name your fear" – Often, fear rules hubristic leaders. They deal with their fears by making others fear them so they feel less vulnerable. They fear being disrespected or judged, not getting what they want, not being in charge and not being rewarded when they believe they are due. Face your fears; reject those that make you a lesser leader.

4. "Start and end your day with two questions" – At the start of each day, American scholar, inventor and politician Benjamin Franklin asked himself, "What good shall I do this day?" This helped him orient his actions toward being of service and offering a positive influence. Reflecting at the end of the day, he asked, "What good have I done today?"

5. "Respect self and others" – Some leaders disrespect others, yet assume others will respect them because of their position. Leaders must merit respect through their actions: treating others as being of equal importance, letting them speak about their concerns and listening with interest. When others make mistakes, leaders should be understanding.

6. "Play the tape forward" – The first part of the word "leadership" is "lead," which means, "Stay out in front." Focus on the future, not the past. Plan for the skills the people you lead will need in the years to come. Be thoughtful about your firm and its future requirements. Forecast the goals you want to achieve and plan the necessary actions to attain them.

7. "Balance, why, what and how" – Leaders must communicate about three issues: 1) Why the group engages in the activities it does; 2) What activities the group needs to handle better; and 3) How each team member's actions tie into a larger organizational effort. Leaders commonly focus on the "what" because it represents results. The "why" and the "how" matter just as much. Your employees need to understand how to do their work and why their targeted results matter. Don't neglect the "why" and the "how" in service of the "what."

8. "Polish your conscience" – Would you be proud of how USA Today would tell you life story on its front page? Keep a clear conscience. Do things that enable you to feel good about yourself and the way others see you. Give time to a charity. Assist others. Become a mentor to newer employees.

9. "Be grateful and gracious" – Life is short. You're here and then you're gone. Make your time on earth positive. Be thankful to those around you, including those you lead. Express your appreciation daily to those who share your journey through life.

10. "Earn your trident every day!" – Leading others is a singular privilege. But leadership is difficult and arduous. You must deal with perplexing situations and capricious people, often with inconclusive information. All US Navy SEALs aspire to earn the Trident – the Navy's Special Warfare breast insignia. As a leader, you must earn "your trident every day." Accept leadership's formidable complexities, and work to lead others with respect and honour.





# WIN WITH OUR

## Word scrabble-questionnaire

FIRST ENTRY **WINS** A **R200** BROOKLYN GIFT VOUCHER  
LUCKY DRAW **WINS** A **R200** BROOKLYN GIFT VOUCHER

SUBMIT YOUR ANSWERS TO [MARKETING@MIDCITY.CO.ZA](mailto:MARKETING@MIDCITY.CO.ZA) BEFORE 16:00 PM ON 26 JULY 2019

### CONGRATULATIONS !!!



### WORD SCRABBLE WINNER

## QUESTIONNAIRE:

1. Who won the Cross-Selling prize for the previous financial year?

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2. Who is the new Financial Manager at MidCity?

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3. On what date did the National Elections take place?

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4. How long has Norman Mokatse been working for MidCity?

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5. Where is the 2019 ICC Cricket World Cup hosted?

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6. Who is the Minister of Finance?

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7. On what date does the 2019 Rugby World Cup begin?

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Name & Surname: \_\_\_\_\_

# PROFILE OF THE QUARTER

## NORMAN MOKATSE

HEAD OFFICE

DOORMAN



**1. What was your biggest opportunity to date?**

Enjoying my work and paying my due.

**2. What are your other interests besides property?**

Reading, music, watching sport and working in the garden.

**3. Who is the person that you would most like to meet?**

My son out of wedlock. (I saw him when he was a baby).

**4. Where in the world would you like to travel to?**

Australia

**5. How do you recharge?**

I take a break from technology, meditate and pray. To increase my 'ascribed power', being positive, polite and cheerful.

**6. What is one word you would use to describe yourself as a child?**

Respectful

**7. What kind of impact do you believe you have on people?**

The kind of person that others like and respect and enjoy being around people. Pleasant with every one, no complaints.

**8. What characteristic do you most admire in others?**

To be faithful, consistent, honest and truthful in all matters concerning humanity.

**9. If you were to tell one person "Thank You" for helping me become the person I am today, who would it be and what did they do?**

Mr. Koos Croukamp, COO of MidCity, appointed my name to Top Management. After the end of my contract, they offered me employment.

**10. When are you the happiest?**

When I am at my work place.

**11. What super power would you like to have?**

The expert power. As the expert in an organisation is even more powerful and is largely irreplaceable.

**12. What one memory do you most treasure?**

The announcement and presentation at the Christmas party by MidCity Top Management.

**13. What is your philosophy in life?**

Philosophy by profession, obtaining short courses and high education. Being respectful, honest, more tolerant and responsible for my duties.

**14. Fill in the blank: If you really knew me, you'd know.....**

I am reserved and special.

**15. What was your most interesting experience this year?**

When management negotiated the employee bonuses and salary increment without any representative and reached an agreement to satisfy staff.

**16. If you were 80 years old, what would you tell your children?**

History of my life and employment. To respect each other. Respect your workplace, seniors and other workers and to invite God to all dealings.

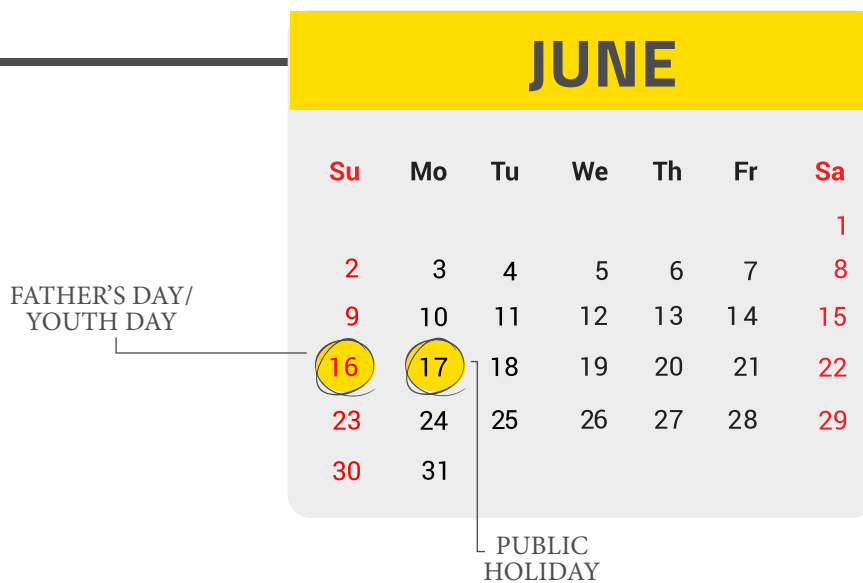
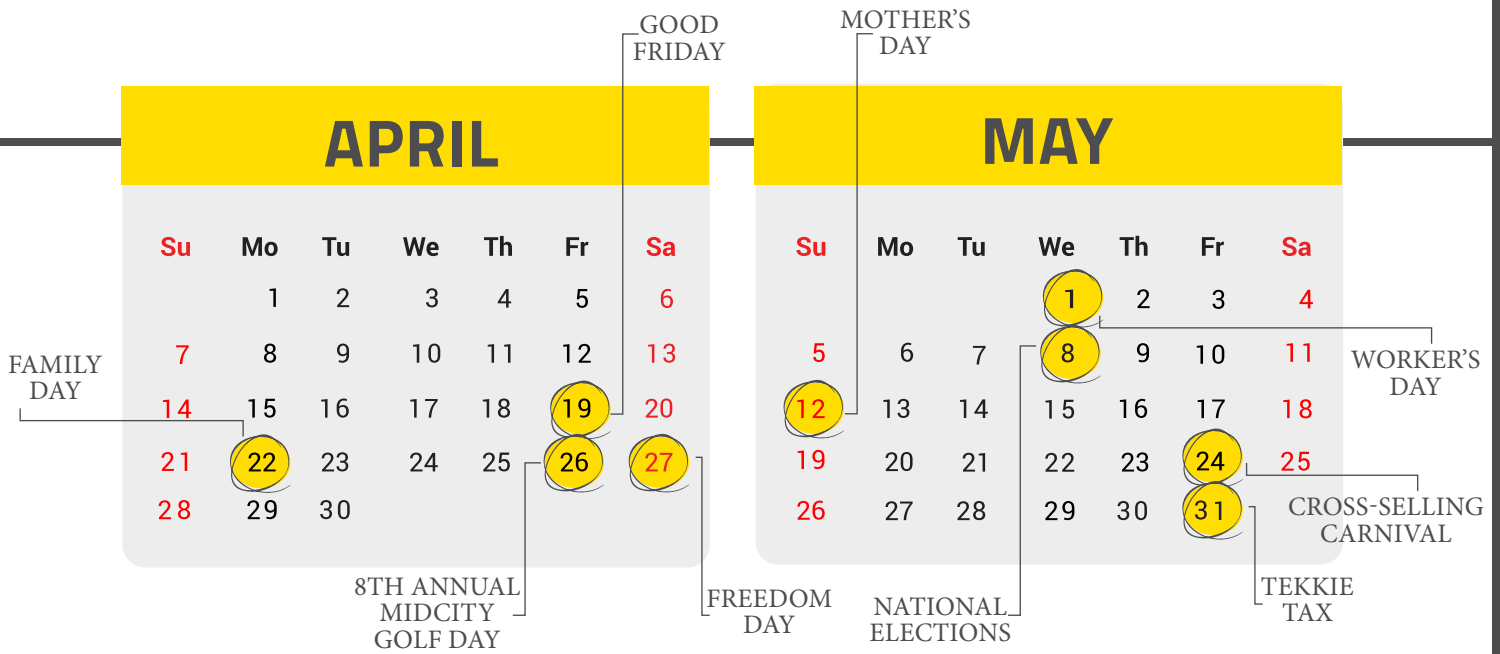
**17. How long have you been working at MidCity?**

5 years (including 1 year contract with my previous employer, contracted with MidCity).



# MidCity CALENDAR

2019



# WELCOME!

## NEW STAFF MEMBERS

### New Staff

Quentin Britton - Titles

Jean-Ley Stirk - Insure City

Bridget Broodryk - Head Office

Rebekah Poonsamy - Titles

Shadi Kgahe - Titles

## BIRTHDAYS

### APRIL

- 2 Morne Kumm
- 14 Melanie Lewis
- 16 Tian Ras
- 17 Melette Taljaard
- 19 Hannes Hamman
- 21 Maurice Stone
- 22 Monni Masanabo
- 24 Nicolette Steyn
- 26 Teri-Anne Coleman
- 30 John Romburgh

### MAY

- 4 Johanna Ramashala
- 20 Stephanie Hugo
- 20 Jacky Gurure
- 24 Linda du Preez
- 26 Charlotte Maposa
- 26 Kevin Schroeder
- 29 Priscilla Tenga

### JUNE

- 1 Petrus Masilela
- 3 Samuel Kwinika
- 3 Jacky Meintjies
- 5 Cherney Williams
- 5 Willie van Nieuwenhuizen
- 7 Dawie de Villiers (Snr)
- 8 Lesego Vilakazi
- 8 Sherry Brown
- 10 Colin Meynhardt
- 13 Marlene McDonald
- 14 Portia Ralepelle
- 16 Tania Burger
- 17 Chris Fourie
- 19 Jacqueline du Preez
- 22 Beverly Mathibela
- 24 Ruth Moloisane
- 24 Christina Modipa
- 25 Catherine Matjeni
- 27 Mmaseisa Sisa
- 30 Susan Blignaut

# CORPORATE SOCIAL INVESTMENT

## Jacaranda Children's Home House No. 8

MidCity's objective with regards to our Corporate Social Investment for this year is to actively get involved in our community's youth and to make a difference in their lives. MidCity has been supporting House number 8 at the Jacaranda Children's Home for more than 25 years. Amongst other things, MidCity is providing support by; donating 5 Desktop Computers, making monthly contributions towards their internet and DSTV expenses and by donating new mattresses. The boys of House number 8 and their house mother, Marlene van der Merwe, also visits Sardaville on an annual basis with MidCity's Chairperson, Dawie de Villiers. MidCity will continue to contribute towards the youth of our country and we plan on reaching out to underprivileged schools and charities with a school shoes and sanitary towels drive.



MidCity recently sponsored the repairs of their mini bus, called Sussie.



The boys from House No 8, aged between 7 and 18 years with their house mother Marlene van der Merwe and MidCity's Chairperson, Dawie de Villiers.





# PHOTO BOOTH

Golf Day  
2019





**St. Patrick  
2019**



**Golf  
Days**



**Nama  
Bowls  
Day**





**Cross-Selling  
Carnival**





# Incident Management specialists Proudly associated with MidCity

## The MRS Offering

Our Experience and specialty Include the following:

- Plumbing
- Electrical
- Home Locksmiths
- White Goods Appliances
- Access Control
- Pool Pumps
- Tree Felling
- Pest Removal
- General Home Maintenance
- Construction & Renovation



- WE DON'T CHARGE CALL OUT FEES
- Our fees are probably the most cost effective in the industry



## MRS Compliance



- Plumbing  
PIRB Registration  
COC'S  
Quality controls Inspection
- Electrical  
Registration to Electrical Board  
COC's
- Construction  
NHBC
- Our call centre operates  
24/7/365

## MRS Quality Controls and Quotation Assessors

- Inspectorate  
Random Site visits provide peace of mind to the client  
Ensuring quality control
- Quotation Requests  
Our capable team of Assessors complete in excess of 360+ quotes per month, adhering to a strict turnaround time of 5 working days for quotation submission.
- Good news is that through our Intern Assessors program 3 additional Assessors will qualify by next quarter  
These capable Assessors look forward to serve your clients



## Our experience, capabilities & promise



### OUR EXPERIENCE:

We have 15+ years of cumulative experience in servicing the Property Management Industry and their clients.

Completing Maintenance work request in excess of 1450 per month

### OUR CAPABILITIES:

14 Plumbing Teams  
3 Electrical Teams  
8 Maintenance Teams  
2 Project and Construction Teams  
Operating 24/7...365 days a year

### YOU CAN BE ASSURED OUR SERVICE PROMISE: TURN-AROUND TIMES:

**15 minutes:** To contact your client from when we receive the work request  
**2 hours:** To attend to a Home Assist request from the time of receiving the request  
**4 hours:** To replace a Geyser from the time of receiving the request  
**EMERGENCIES - DELT WITH IMMEDIATELY**

## Contact us - 24 HOURS

Office: 012 751 4307 / 012 751 4305 / 012 756 5105

Office hours: 7:30am - 17:00pm  
After hours: 17:01pm & weekends

After hours: 065 551 8934

Office address: 711 & 712  
12th Avenue  
Wonderboom South  
Pretoria  
0084

Mail: [info.maintenancerisksolutions@gmail.com](mailto:info.maintenancerisksolutions@gmail.com)  
[claims.maintenancerisksolutions@gmail.com](mailto:claims.maintenancerisksolutions@gmail.com)



# Insure City

Insure City was privileged to once again be part of the Annual MidCity Golf Day of 2019 where we sponsored the 10th hole at the Pretoria Country Club. We got there early the morning and started with the preparation for the day. It was a sunny, hot day and the weather could not have been better. The day started with a bang or shall I say an alarm. There were many golfers with a lot of spirit, no pun intended. What a huge success and everyone had so much fun, it was good to be a part of such a big charity event.

At the Insure City stall, we had a dart board game that gave the golfers a chance to win a prize if one of the four ball members threw the dart closest to the bull's eye followed by a shot of "Zoerdoef" to encourage the golfers for the rest of the day. It was great to get to know some of our clients, contractors and even the opposition and see them out of a professional environment.

Insure City also sponsored a nice gift on the day, a lovely branded power bank for one of the four ball winners. We would definitely like to be part of the next MidCity Golf Day. Here are some photos of the day:



Insure City would also like to remind all staff of the referral fees when they send us a referral for Insurance and we get the business. Keep sending us those referrals.



# MidCity Utilities

MidCity Utilities welcomes Tania Burger as from 1 May as our new Financial Manager.

Two of our personnel received their driver licenses – Congratulations Antionette Schoeman and Charlene Snyders (be on the lookout for them and their wheels)

Dirk and his wife, Joëylene Groenewald will be welcoming a baby boy on Saturday 4 May.

The drive to convert our conventional metered clients over to our Smart Metering is continuous and MidCity personnel's assistance with the drive would be greatly appreciated.

Do not forget about the cross selling of MidCity Utilities!!!!

## MidCity Titles

As we make our way through the second quarter it is business as usual in the Titles Division. The focus on GROWTH has been well received by all staff members, and everyone is excited to participate.

There has been a few changes in the Titles personnel during this period: Heintjie Serfontein and Neels Pienaar was promoted to Senior Portfolio Managers – Congratulations! Mariska Broodryk's contract with MidCity ended, and Rebekah Poonsamy was appointed in her position. Quentin Britton was appointed as Portfolio Manager with Maurice Stone starting a new chapter in his career with MidCity Broking. We wish Rebekah and Quentin all the best.

As mentioned, Maurice Stone started a new chapter with MidCity Broking. The Titles Team said goodbye on the 18th of April with snacks and drinks in the lounge on the 4th floor. This was followed up with the Titles Portfolio Managers and Assistants celebrating Maurice's years at MidCity with a function at Oppiplaas. Everyone enjoyed this thoroughly. Maurice's expertise and leadership will be missed and we wish him a very blessed time at MidCity Broking.

Titles remain committed to our 4 non - negotiables and endeavour to finish the 1st quarter strong.





# MidCity Prop Admin

## Health and Safety Always Comes First

Every now and then we need to go through certain drills and procedures that no one likes but that is beneficial to every MidCity employee. We had our first surprise fire drill for both MidCity Square (14 March 2019) and MidCity Corner (29 March 2019).

We had to simulate a fire in each building to give every employee, safety officer, first aider, situation control officer and fire marshal the opportunity to practice responding quickly, calmly and safely in certain situations. We had "fake" casualties, we had restricted access and we had to rush against time.

Even though there are areas that still needs improvement (evacuation time to be improved), for a first-time practice run we did really well. MidCity takes the safety of our employees and clients very seriously and would like to urge each employee for their full co-operation with any future drills.



## MidCity CEO reprimanded for Illegal Parking – MidCity Golf Day, PCC

Shocking news recently made waves in the MidCity community regarding the behaviour of the company's CEO, Mr Marius (I park where I want) Alberts whom made himself guilty of illegally parking his luxury SUV at PCC on a 'members only' parking. Mr Alberts was reprimanded by the security on duty and received a stern warning from PCC management together with a 6-month ban.

PCC security had the following to say: We know Mr Alberts and he never listens to anyone. We wanted to make an example of him who thinks he can always do what he wants.

(Please note this insert is only meant for light hearted humour and Mr Alberts was not harmed in the making of this insert.... Property Admin might however have some explaining to do.....)



# From The Desk of HR

## Ten Ways to Spot a Truly Exceptional Employee

A recent international study surveyed more than 500 business leaders and asked them what sets great employees apart. The researchers wanted to know why some people are more successful than others at work, and the answers were surprising; leaders chose “personality” as the leading reason.

Notably, 78% of leaders said personality sets great employees apart, more than cultural fit (53%) and even an employee’s skills (39%).

“We should take care not to make the intellect our God; it has, of course, powerful muscles, but no personality.” —Albert Einstein

The problem is, when leaders say ‘personality’ they don’t understand what they’re referring to. Personality consists of a stable set of preferences and tendencies through which we approach the world. Being introverted or extroverted is an example of an important personality trait.

Personality traits form at an early age and are fixed by early adulthood. Many important things about you change over the course of your lifetime, but your personality isn’t one of them.

Personality is distinct from intellect (or IQ). The two don’t occur together in any meaningful way. Personality is also distinct from emotional intelligence (or EQ), and this is where the study, and most leaders for that matter, have misinterpreted the term.

The qualities that leaders in the study called personality were actually emotional intelligence skills. And unlike your personality, which is set in stone, you can change and improve your EQ.

Exceptional employees don’t possess God-given personality traits; they rely on simple, everyday EQ skills that anyone can incorporate into their repertoire.

Leaders don’t need to go searching for these skills either (though it doesn’t hurt when you find them); their duty is to help everyone on their team harness these skills to become exceptional.

Just consider some of the EQ skills that leaders and managers commonly mislabel as personality characteristics.

These are the skills that set exceptional employees apart:

**1. They’re willing to delay gratification.** Solutions and common ground. Even when things completely derail, emotionally intelligent people can take the toxic person with a grain of salt to avoid letting him or her bring them down. One thing an exceptional employee never says is, “That’s not in my job description.” Exceptional employees work outside the boundaries of job descriptions. They’re neither intimidated nor entitled; instead of expecting recognition or compensation to come first, they forge ahead in their work, confident that they’ll be rewarded later but unconcerned if they’re not.

**2. They can tolerate conflict.** While exceptional employees don’t seek conflict, they don’t run away from it either. They’re able to maintain their composure while presenting their positions calmly and logically. They’re able to withstand personal attacks in pursuit of the greater goal and never use that tactic themselves.

**3. They focus.** Student pilots are often told, “When things start going wrong, don’t forget to fly the plane.” Plane crashes have resulted from pilots concentrating so hard on identifying the problem that they flew the plane into the ground. Eastern Airlines Flight 401 is just one example: The flight crew was so concerned about the landing gear being down that they didn’t realize they were losing altitude until it was too late, despite alarms going off in the cockpit. Exceptional employees understand the principle of “Just fly the plane.” They don’t get distracted by cranky customers, interoffice squabbles, or switch to

a different brand of coffee. They can differentiate between real problems and background noise; therefore, they stay focused on what matters.

**4. They’re judiciously courageous.** Exceptional employees are willing to speak up when others are not, whether it’s to ask a difficult (or “embarrassingly” simple) question or to challenge an executive decision. However, that’s balanced with common sense and timing. They think before they speak and wisely choose the best time and place to do so.

**5. They’re in control of their egos.** Exceptional employees have egos. While that’s part of what drives them, they never give their egos more weight than what is deserved. They’re willing to admit when they’re wrong and willing to do things someone else’s way, whether it’s because the other way is better or it’s important to maintain team harmony.

**6. They’re never satisfied.** Exceptional employees have unparalleled convictions that things can always be better—and they’re right. No one is ever done growing, and there is no such thing as “good enough” when it comes to personal improvement. No matter how well things are going, exceptional employees are driven to improve, without forgetting to give themselves a healthy pat on the back.

**7. They recognize when things are broken and fix them.** Whether it’s a sticky desk drawer or an inefficient, wasteful process affecting the cash flow of the entire department, exceptional employees don’t walk past problems. “Oh, it’s been that way forever,” simply isn’t in their vocabulary. They see problems as issues to be fixed immediately; it’s that simple.

**8. They’re accountable.** If you’re a manager trying to decipher a bungled report, “It’s not my fault” is the most irritating phrase in the English language. Exceptional employees are accountable. They own their work, their decisions, and all their results—good or bad. They bring their mistakes to management’s attention rather than hoping no one will find out. They understand that managers aren’t out to assign blame; they’re out to get things done.

**9. They’re marketable.** “Marketable” can mean many things. Inside the organization, it means “likeable.” Exceptional employees are well liked by co-workers. They have integrity and leadership skills (even if they’re not in an official leadership position) that people respond to. Externally, it means they can be trusted to represent the brand well. Managers know they can send these employees out to meet with clients and prospects without worrying about what they’ll say or do.

**10. They neutralize toxic people.** Dealing with difficult people is frustrating and exhausting for most. Exceptional employees control their interactions with toxic people by keeping their feelings in check. When they need to confront a toxic person, they approach the situation rationally. They identify their own emotions and don’t allow anger or frustration to fuel the chaos. They also consider the difficult person’s standpoint and can find



# MidCity IT Support

## Excel Shortcuts that will make your life easier

### View

Insert a new worksheet	Shift F11
Go to next worksheet	Ctrl PgDn
Go to previous worksheet	Ctrl PgUp
Move to next pane	F6
Minimize current workbook	Ctrl F9
Maximise Current workbook	Ctrl F10
Insert Rows/ Columns	Ctrl +
Delete Rows/ Columns	Ctrl -
Hide the row of the current selection	Ctrl 0
Hide the column of the current selection	Ctrl 9
Unhide row	Ctrl Shift 0
Unhide Column	Ctrl Shift 9
Group rows or columns	Alt Shift →
Ungroup rows or columns	Alt Shift ←

### Row and Column Selection

Select entire row	Shift Space
Select entire column	Ctrl Space
Cancel Selection	Esc

### Ribbon Control

Expand/ Collapse Ribbon	Ctrl F1
Activate Access Keys	Alt
Move to next cell	Tab
Move to previous cell	Shift Tab
Activate selected cell	F2
Confirm edits/ control changes	Enter
Get help on control selected	F1

### Operating withing Cell

Enter data and move down	Enter
Enter date and move up	Shift Enter
Enter date and move right	Tab
Enter data and move left	Shift
Complete Entry	Ctrl Enter
Insert current date in cell	Ctrl
Insert current time in cell	Ctrl Shift ;
Paste from Cell above	Ctrl D
Paste from Cell left	Ctrl R
Copy formula from cell above	Ctrl '
Add a hyperlink	Ctrl K

### Navigating and Selecting Cells

Show active cell	Ctrl Backspace
Move Selection down	Return
Move selection up	Shift Return
Move selection right	Tab
Move Selection left	Shift Tab

### Help and Menus

Open Spell-check	F7
Open thesaurus	Shift F7
Open shortcut menu	Shift F10
Open control menu	Alt Space
Open cell moderation menu	Alt '

### Group Selection

Extend selection right	Shift →
Extend selection left	Shift ←
Extend selection Down	Shift ↓
Extend selection up	Shift ↑

### General Excel

Open a spreadsheet	Ctrl O
Close a spreadsheet	Ctrl W
Create a new spreadsheet	Ctrl N
Save a spreadsheet	Ctrl S
Save "as"	F12
Print a file	Ctrl P
Open print preview	Ctrl F2
Close Excel	Alt F4

### General Cell Control

Undo previous action	Ctrl Z
Redo previous action	Ctrl Y
Copy selected cells	Ctrl C
Paste clipboard content	Ctrl V
Cut cell	Ctrl X
Repeat previous action	F4
Insert Table	Ctrl T
Select table row	Shift Space
Select table column	Ctrl Space
Select table	Ctrl A

### Formulas and Functions

Auto sum all selected cells	Alt =
Calculate all worksheets	F9
Calculate only active worksheet	Shift F9
Hide or show formula bar	Ctrl Shift U

### Formatting Text and Numbers

Open format menu	Ctrl 1
Toggle Bold formatting	Ctrl B
Toggle Italics formatting	Ctrl I
Toggle Underscore formatting	Ctrl U
Toggle Strikethrough formatting	Ctrl S

For more Excel Shortcuts click on the following link:

<https://www.businessinsider.com/excel-keyboard-shortcuts-windows-and-mac-2017-5?IR=T#worksheets-and-workbooks-1>

# CROSS-SELLING

## QUARTERLY LEADERBOARD

**WE PLAN TO ACTIVELY INCENTIVISE THE BEST CROSS SELLERS!**

**PRIZES WILL BE AWARDED TO QUARTERLY AND YEARLY TOP ACHIEVERS**

**THE FIRST QUARTER LEADERBOARD FOR 2019/2020 IS AS FOLLOW:**

	TOP ACHIEVERS	DIVISION	R
1	Yvonne Barnard	Titles	5 750
2	Riaan Taljaard	Titles	5 300
3	Isabel Lundall	Prop Admin	2 500
4	Jacky Gurure	Titles	2 000
5	Bennie van Dyk	Titles	1 000

**CONGRATULATIONS EUGENE ON WINNING THE ANNUAL PRIZE!!!  
WE HOPE YOU WILL ENJOY YOUR HOLIDAY!**

