

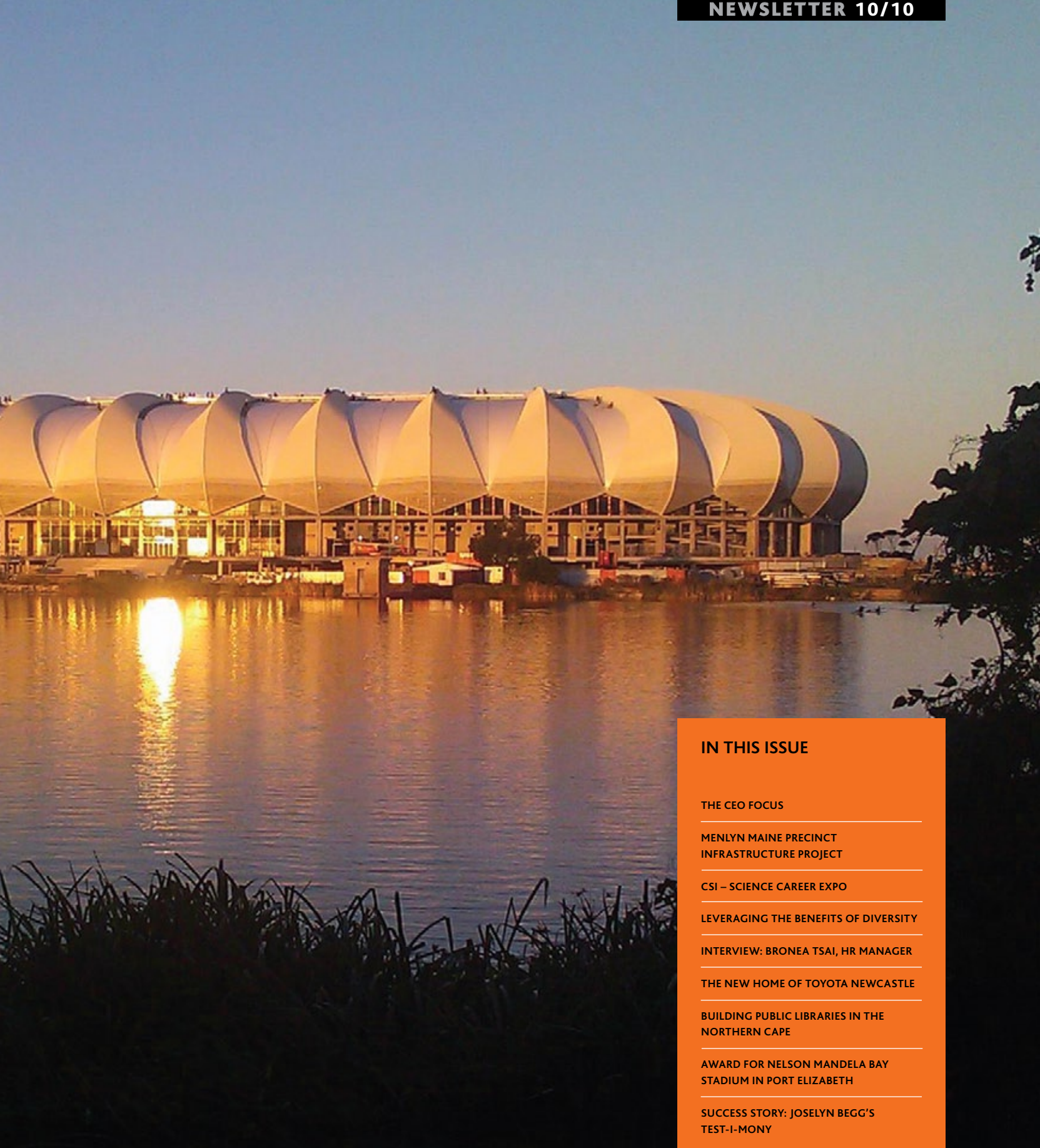
KV3 FOCUS

YOUR ENGINEERING UPDATE



Creative, sustainable solutions for people and planet

NEWSLETTER 10/10



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THE CEO FOCUS

It seems like only yesterday that we were anticipating 2010 with great excitement. Now, a mere blink later, the bulk of the year is behind us and we have a full and successful year to look back upon – both as a company and as a country.

Without a doubt the main event for all South Africans this year was the 2010 FIFA World Cup. It might be history, but we're still celebrating. The Nelson Mandela Bay Stadium in Port Elizabeth received a coveted CESA Glenrand MIB Engineering Excellence Award. And KV3 was Lead Consultant for the structural concrete designs.

Even before the soccer World Cup, we impressed foreign visitors when the opening of the new Mortimer Motors Toyota Newcastle was attended by dignitaries from Toyota Head Office Japan. KV3 played a pivotal role in the upgrade of this dealership.

Not content with only looking back, we set our vision on the future with our involvement in the groundbreaking

Menlyn Maine development. This incredible project was selected as one of only 16 international projects to be endorsed by the Clinton Foundation as a model project in sustainable development.

We are always proud to be involved with community development, like the building of the new Richmond Library – a functional space that provides easy access to an important community service. And as part of our focus on Corporate Social Investment, we helped to educate over 400 learners in career choices at the National Science Week Career Expo held at St Dominic's Academy Newcastle.

This investment in the leaders of tomorrow will hopefully result in more inspirational stories – like the journey of Joselyn Begg, who shares her testimony with us. On the topic of human interest, we get to know our very own HR Manager, Bronea Tsai, a bit better in this issue. And everyone is set to benefit from our Innovation initiative. We organised a workshop where we addressed a number of sensitive issues, leading us to



discover the true power of leveraging the benefits of diversity.

By working together without divide we can be stronger, achieve so much more – and own the future.

▶ **CONTACT:** Francois Jacobs
(CEO)
pjfjacobs@kv3.co.za

CESA ENGINEERING EXCELLENCE AWARDS 2010: MENLYN MAINE PRECINCT INFRASTRUCTURE PROJECT

Menlyn Maine is located in the heart of the bustling Menlyn Development Node to the east of Pretoria where the developer, Menlyn Maine Investment Holdings (Pty) Ltd, bought out 103 residential dwellings for re-development. This include the development of more than 300 000 m² of offices, showrooms, shops, restaurants, banks, residential units and a hotel at a total budget of R6bn to R7bn.

KV3 was appointed as the developer's consulting engineers for all the infrastructural components relating to the project. The first phase of the project included the upgrading and construction of roads, as well as installation

of all the normal services associated with a township development.

The uniqueness of the project lies in its ambitions of being an innovative world-class environmentally sensitive lifestyle development focusing on sustainability. The project was selected as one of only 16 international projects to be endorsed by the Clinton Foundation as a model project in sustainable development.

QUALITY OF ENGINEERING DESIGN

The engineering design for the precinct and bulk infrastructure included the following disciplines:

- Civil (water supply, sewer networks, storm water networks, streets)
- Roads/Transport
- Electrical
- Telecommunication
- Structural
- Hydrological

All designs conformed to the relevant SABS and Tshwane Municipality standards as prescribed. Where such design standards were insufficient, specific designs were developed from first principles and engineering experience.

INGENUITY, ORIGINALITY AND INNOVATION

Although the majority of the precinct infrastructure resembles standard components, the application thereof was quite unique from an environmental and social perspective. In order to maximise innovation the KV3 Lead Technical Project Manager model was utilised whereby KV3 employed both production line and management services divisions for the design development and executions phases of the project. Although this requires additional highly skilled resources to be deployed to the project, the result is a more effective allocation of work and

an improved integrated planning and design function.

The design and planning phase was conducted within time, budget and to the appropriate quality specification. The technical design leaders were free to focus on the technical aspects of their design, with the Technical Project Manager having the opportunity to introduce a seamless value engineering process throughout the design phase.

BUDGETARY COMPLIANCE

The engineering services budget of R88,16m (including contingencies, VAT and Fees) was set at the time of procurement prior to commencement of the project. This budget was maintained with monthly monitoring and reporting to the client's quantity surveyor, and the entire phase 1 infrastructure project was completed within the original budget.

INFLUENCE OF CONSULTING ENGINEER ON CONCEPTUAL DESIGN

For the Menlyn Maine project the developer had the foresight to involve KV3 Engineers from the conceptual development stage when the precinct was conceived. This allowed KV3 to significantly influence the layout from a technical point of view. During this process a regional master plan was developed not only for the development but also for the Menlyn Development Node.

This allowed for increased efficiencies regarding the total infrastructure footprint both in terms of sustainability and functionality.



COMPLEXITY AND SOPHISTICATION

The overall precinct development posed few challenges in terms of engineering design, excluding the numerous innovative elements introduced into the project. The execution of the project, however, turned out to be more complex and challenging in terms of relocation of existing functioning services, traffic flow, service interruptions, noise and dust control, pedestrian and spectator control, environmental sensitivity, inclusion of adjacent properties' future services needs, and area wide infrastructure master planning. The solutions to these challenges required ingenuity not normally associated with this type of project.

INNOVATIVE WORLD-CLASS ENVIRONMENTALLY SENSITIVE LIFESTYLE DEVELOPMENT

RESPONSIVENESS TO NEEDS OF CLIENT AND COMMUNITY

In order to respond to the needs of the

client and community, KV3 endeavoured at all times to react to a service request within 24 hours. This was made possible by the placement of a permanent KV3 presence on site and weekly visits by the professional team to the precinct.

MEETING THE CLIENT'S DEADLINES FOR READINESS

Very ambitious timelines were set for completion of this complex project. The first phase demanded KV3 to develop and produce the designs, specifications and bills of quantities in record time. This was done by delaying certain detail design components and local authority approvals until after the official procurement stage. This resulted in the start of construction commencing on time as planned.

CONTACT: Andre v/d Walt
Tel: +27 (0) 21 425 6300
avdwalt@kv3.co.za

SCIENCE CAREER EXPO

FORMING PART OF NATIONAL SCIENCE WEEK 2010 IN NEWCASTLE, KWAZULU-NATAL



It is well known that KV3 Engineers, as part of our Corporate Social Investment, attach great value to encouraging learners to excel in Mathematics and Science in order to prepare them for future studies in engineering. We lived up to this commitment at the recent Science Career Expo held in Newcastle where KV3, as the

only Consulting Engineers present, not only set up a stall to educate learners in career choices, but also sponsored the prizes for a variety of competitions.

Thursday and Friday, the 5th and 6th of August 2010, were busy days indeed for St Dominic's Academy Newcastle, who

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hosted more than twenty schools from the Newcastle area for the National Science Week Career Expo.

Exhibitors from various tertiary institutions, as well as those representing industries in the fields of science, engineering, technology and design, packed the school hall to the rafters in an effort to educate learners as well as promote the merits of these career fields. The school also sported various brand new interactive science displays to promote science within the school and community.

The two-day Career Expo was a huge success, with an excess of over 400 students per day travelling to St Dominic's Academy Newcastle to view the various exhibits on display. There is no doubt that the event has certainly opened many learners' eyes and minds to new possibilities and opportunities. Too many learners are disillusioned about their chosen career fields due to a lack of information and guidance. Hopefully, this expo has shown learners exactly what they need to know to make the right decisions.

Well done to St Dominic's Academy Newcastle for successfully hosting such a

prestigious event, as well as to the many organisers and exhibitors involved, including KV3 Engineers, SA Calcium Carbide, the University of Pretoria, UNISA, Damelin, Durnacol Skills Innovation Hub, Ampath Laboratories, Afritech Architects, Allwear – to name but a few – but most of all, well done to the schools that took the time to educate their learners about the possibilities these fields have to offer.

► CONTACT: Winky Ximiya
Tel: +27 (0) 11 886 6896
wximiya@kv3.co.za

LEVERAGING THE BENEFITS OF DIVERSITY

Diversity is a term used to describe a workplace that includes people from various backgrounds and cultures, religions and/or racial groupings. It is also used as a business tactic which encourages diversity to better serve a heterogeneous customer base. Diversity can either be divisive within a Company, or the differences can be acknowledged and leveraged to create a sum greater than the parts to the benefit of the business as a whole, as well as to the individuals. And this is exactly what KV3 Management had in mind when it was decided to harness and unleash the power that lies within diversity when they arranged a Workshop on 22nd – 24th July 2010 at the Devonvale Golf & Wine Estate, Stellenbosch.

A cross section of KV3 employees were invited to attend, and Francois Jacobs, KV3's CEO was one of the delegates as management of diversity to unleash its potential begins at the top if it is to be truly effective throughout the Company. The main objective was to get people to have

the difficult discussions relating to sensitive matters such as race and racism, inequality between genders, different treatment of persons of different ages. The facilitators were experts in the field, with international experience, and made sure that discussions were frank, open and honest, even if this meant participants feeling uncomfortable and challenged regarding their perceptions during the two days.

At the end of two days of group and individual participation in some challenging, and sometimes even disturbing, scenarios and exercises set and led by the facilitators, the participants all had a better understanding of how their own cultural, educational and socio-economic backgrounds had shaped their frames of reference and conditioned their responses to a variety of situations, both in a positive and negative way.

A start was made on providing the tools to begin to question the validity of the conditioned assumptions, as a first step on the path to a new frame of reference.

Although a work in progress, there was absolute consensus at the conclusion of the workshop and that was that if we are able to leverage the power of diversity in the KV3 workplace, instead of cultural and other differences creating divides, the unity of purpose can discover and maximize opportunities which would give us a competitive edge in the market place, as well as make KV3 a more harmonious home to those who work there.

Already plans are underway as to devise the best and most cost effective methods to roll out the most important lessons to the broader KV3 so that we are all able to derive synergy from our diversity, rather than maintain divisions, whether real or perceived.

This is another initiative in KV3's drive to be the employer of choice in our sector.

► CONTACT: Phil Gallie
Tel: +27 (0) 21 912 3000
pgallie@kv3.co.za

KV3 INTERVIEW



BRONEA TSAI HUMAN RESOURCES MANAGER

"The world needs more engineers and the general perception that it's a field reserved for men needs to change, women can certainly add a lot of value to the profession."

HUMAN RESOURCES COVER A WIDE VARIETY OF VITAL TASKS. WHAT WOULD BE YOUR FAVOURITE ASPECT AND WHY?

As a generalist, you have to embrace all aspects of the job, and give a fair amount of attention to all the tasks. I enjoy the variety of task-related challenges, and the various levels of people interaction.

AND WHICH ASPECT DO YOU FIND THE MOST CHALLENGING?

Challenges can vary on a daily basis from

a cumbersome administrative issue to handling a personality conflict! Introducing change at any level can also be challenging as it brings with it an element of resistance and unhappiness, which you cannot always do anything about.

YOU ARE INEXTRICABLY LINKED TO THE DEVELOPMENT AND TRAINING OF EMPLOYEES. WHAT ARE YOUR VIEWS ON THE IMPORTANCE OF DOING THIS?

Continuous training is important to ensure

AMBITION MEANS DIFFERENT THINGS TO DIFFERENT PEOPLE. WHAT DOES IT MEAN TO YOU, AND WHAT ROLE DOES IT PLAY IN YOUR LIFE?

Ambition can change over time as one matures, it's not just about personal gratification, but striving to do the best you can, while serving others.

THE NEW HOME OF TOYOTA NEWCASTLE

After many years the owners of Mortimer Motors Toyota Newcastle, Rudi and Ryan Seele, decided that the Dealership was due for a much-needed face-lift and appointed a locally based team of professionals, which included KV3 Engineers, Newcastle, Electrical and Mechanical Divisions, to handle the renovations.



The face-lift included revamping the Cars, Trucks and Spares Service Departments, the showrooms for both new and second-hand vehicles and administration offices. The team had their work cut out for them as the Client gave them one key directive to keep in mind – the whole upgrade had to be carried out while the dealership, the forecourt and Fast Food outlet remained fully operational.

In order to meet the Client's needs, the construction was tackled in separate stages – the first of which began in August 2007 and included a new truck workshop, alterations to the existing workshops and new temporary facilities for the Automark dealership.

The second phase started shortly after the completion of the first and included

demolishing the existing Automark and excavating the new vehicle showroom, administration office and new Automark.

During this stage of construction the Municipality's MV ring main, feeding the Newcastle Majuba Shopping Mall which cut across the site, had to be re-routed to accommodate the proposed underground parking and new vehicle storage facilities. The main low voltage supply and Telkom services were also re-routed to ensure that the construction could go on as planned with as little disruptions as possible.

The third and final phase included the new service and spares departments. Although much of the former showroom and service department structure was re-used in order to keep the building costs down, major steps were taken to improve the working

environment. Better lightning design was implemented in the service bay areas to increase the Lux level and to reduce shadows while working. This also minimised the use of lead lights.

The entire dealership-upgrade was carried out to comply with the latest Toyota Specification, but at the same time taking every precaution to ensure that the relevant Codes of Practice weren't violated.

The new Mortimer Motors Dealership was officially opened on 23 October 2009 by King Goodwill Zwelithini and attended by dignitaries from Toyota Head Office Japan and the National Head Office in Gauteng.

► **CONTACT:** Francois Nel
Tel: +27 (0) 34 312 5767
fnel@kv3.co.za

the maintenance and upgrading of skills and experience, which ultimately affects productivity and the quality of delivery to the client. KV3 invests a substantial amount of money each year in bursaries and training of personnel. I believe effective grooming of future engineers will inspire innovative thinking and a drive for excellence.

WHEN CONSIDERING POTENTIAL NEW EMPLOYEES, WHAT CHARACTERISTICS WOULD YOU SAY STAND OUT AND DRAW YOU TOWARDS A CERTAIN CANDIDATE?

Besides scrutinising the candidate against the requirements of the job, I look for a positive attitude as well as a balance between good interpersonal skill and sound technical ability that will enhance the calibre of KV3.

WE'VE ALL EXPERIENCED A DAY WHEN WE FEEL DRAINED AND APATHETIC. HOW DO YOU MOTIVATE YOURSELF?

Watching a good comedy always helps

and remembering all the things I have to be grateful for in my life, especially my daughter's precious smile.

TAKING TIME TO RELAX IS VITAL. WHAT IS YOUR IDEA OF IDEAL 'ME-TIME'?

Reading a good book on the beach!

BOOKS PROVIDE US ACCESS TO BRILLIANT IDEAS AND INSPIRING STORIES. IS THERE A BOOK THAT HAS TOUCHED YOU, AND IN WHICH WAY?

Books that have recently touched me are: "Into the Wild", "The Shack" and "Eat, Pray, Love". It has opened my mind in terms of a different view on spirituality.

IN YOUR EXPERIENCE, WHAT ADVICE DO YOU HAVE FOR PEOPLE WHO WANT TO ENTER THE WORLD OF ENGINEERING, ESPECIALLY WOMEN?

Conduct enough research before you decide on a particular engineering discipline. You must have a passion and commitment to

applying problem solving skills to real-life problems. The world needs more engineers and the general perception that it's a field reserved for men needs to change, women can certainly add a lot of value to the profession.

KV3 IS A COMPANY WITH STRONG CORE VALUES. HOW DO YOU RELATE TO THESE VALUES?

One would not have an anchored organisation without sound values to which employees relate in some way or another. I can definitely say I relate and believe in the values the company upholds especially those of honesty and integrity, collaboration, environmental concern and sensitivity.

WHAT IS THE MOTTO YOU LIVE BY?

Remain true to yourself and your beliefs!

► **CONTACT:** Bronea Tsai
Tel: +27 (0) 21 912 3000
btsai@kv3.co.za

BUILDING PUBLIC LIBRARIES IN THE NORTHERN CAPE



There is a need for the Provincial Library Service to establish new service points throughout the Province. The current library services in municipalities are located in buildings that are old, and were never purposefully built or designed to carry out the normal functions expected from libraries. These design limitations, and the fact that the buildings are not ergonomically and functionally suited to provide library and information dissemination services that is of an acceptable international standard, has necessitated the need to purposefully build library buildings in the more rural and smaller municipalities in our Province.

Through the establishment of the Library Transformation and Development Programme, the Northern Cape Provincial Library Services of the Department of Sport, Arts and Culture strive to make funding available that would enable the erections and improvement of library facilities and fittings.

RICHMOND WAS SELECTED AS A RECIPIENT OF A NEW LIBRARY BASED ON THE FOLLOWING CRITERIA:

- The current **physical conditions** of the buildings in which the existing library is located.
- **Occupational health and safety** issues in the current buildings in which the library is housed.
- **Accessibility** issues for the general public and specifically the previously

disadvantaged communities.

- **Security of tenure** in terms of the building in which the library is housed.
- **Functionality** of the current building in terms of sufficient space to accommodate students and learners.
- **Quantitative** measures in terms of the ability of the current building to house all the required basic services concerning the book collections, ready reference resources, audio-visual materials, and so forth – i.e. the resources needed to provide a current information dissemination service to the community.
- **Aesthetics and ergonomics** in terms of service areas in and around the current building in which the libraries are housed.
- **Population** density of the area where the library is located with regards to the current services delivery capacity of the library in relation to the norms and standards as indicated in the regulations of the old Provincial Library Ordinance (16 of 1981).
- **Qualitative** measures in terms of the buildings in which libraries are located with regards to the variety and quality of services that are currently delivered (e.g. book circulation service) versus the expected quality of services that should be delivered in terms of international norms and standards as indicated in the IFLA Guidelines on Public Library services (e.g. Online Public Access Services, Online Information dissemination, etc.)

AWARD FOR NELSON MANDELA BAY STADIUM IN PORT ELIZABETH



For this year's CESA Glenrand MIB Engineering Excellence Awards, a special category was created for "Soccer Stadiums" and all the stadiums designed and constructed for the 2010 World Cup were entered.

It is with great pleasure that we can inform the world that the Nelson Mandela Bay Stadium in Port Elizabeth was the winner in this category, despite stiff competition from what are sometimes perceived to be the more "glamorous" stadiums, such as Soccer City, Moses Mabhida Stadium in Durban and the Green Point Stadium.

KV3 was a part of the BKS/BTKM/PMSA Joint Venture responsible for the Nelson Mandela Bay Stadium, and was Lead Consultant within

The new library will benefit the community in that it will provide:

- free access to a state-of-the-art library and information centre
- access to current and updated information resources in various formats
- access through information communication and technologies and will enable the community access to the Internet
- a safe and conducive environment to all the learners and students of the community for learning and study purposes

Meeting the stated deliverables and researching the non-stated needs of the Department of Transport, Roads and Public Works (the client) was extremely important and served as measure of a successful project.

The design of the Richmond Community Library attempts to address these briefs and furthermore create a sequence of spaces that is beneficial to both the user and to the material being housed for usage. The building is relatively small (400 m²) and is intended to accommodate an intensive programme. To achieve this, the main library and supporting services are separated to ensure a smooth flow of users and personnel throughout the complex.

The design of the main library area attempts to draw in natural light from the eastern side

on two levels to minimise the use of artificial lighting and to ensure a well-lit work/study/reading space. This control of sunlight exposure leads to cooler interior conditions and reduces the energy consumption of the artificial air-conditions systems.

The building appears light, but planted; large, but fragmented; proud, but humble in proportions. We truly believe that although the overall design language may appear foreign to the town of Richmond and the rich architectural, historical heritage it possesses, it will become a proud beacon of empowerment and education within the community.

Factors that contributed to the success of this project includes the standard of documentation from the project team; constant and reliable cost advice throughout the construction progress; and the establishment of the main determinants of quality as required by the Client, Professional Team and Community.

KV3 Engineers, as part of the project team which also include Incline Architects, Rubiquant Quantity Surveyors and HSH Construction, was involved in this very successful project as Project Managers, as well as Civil, Structural, Electrical and Mechanical Engineers.



CONTACT:

Coenie van der Merwe
Tel: (0)51 410 8700 fvdmerwe@kv3.co.za

Alwyn le Roux
Tel: (0)51 410 8700 aleroux@kv3.co.za

MC Heunis
Tel: (0)51 410 8700 mheunis@kv3.co.za

Pieter Venter
Tel: (0)53 831 4199 pventer@kv3.co.za

the JV for the structural concrete designs. The Structures Department in our Bellville office was responsible for the structural design portion, and Willem Hofmeyr and Frank Sprung of the Port Elizabeth office were involved in the construction, supervision and coordination stage.

As part of the commentary on the award, specific mention was made of the quality of the engineering design used for the precast elements. This ensured that concrete of the highest quality was produced, with the element mass restricted to enable practical placing of the elements. We take great pride in the fact that KV3 was responsible for this engineering design.

We would like to congratulate Pravesh Naidoo, Lucas Bosch and the Structures

Team in the Bellville office, as well as Willem Hofmeyr and Frank Sprung in Port Elizabeth. This award follows the "Highly Commended" award that the Structures Team in Bellville received last year for the Hibernian Towers Building in Strand.

On the Occupational Health and Safety front the following personnel was also involved – Maweza Balley and Thembisile Mzamo from our Port Elizabeth office and Billy Smith from the Bellville office. The project boasted an exceptional safety record with no fatal accidents.

This award serves as further proof that KV3 can compete with the best in the world when it comes to excellence and innovation in engineering design.

CONTACT:

Pravesh Naidoo
Tel: (0)21 912 3000 pnaidoo@kv3.co.za

Lucas Bosch
Tel: (0)21 912 3000 lbosch@kv3.co.za

Willem Hofmeyr
Tel: (0)41 391 8811 whofmeyr@kv3.co.za

Frank Sprung
Tel: (0)41 391 8811 fsprung@kv3.co.za

Maweza Balley
Tel: (0)41 391 8811 mballey@kv3.co.za

Thembisile Mzamo
Tel: (0)41 391 8811 tmzamo@kv3.co.za

Billy Smith
Tel: (0)21 912 3000 bsmith@kv3.co.za



JOSELYN'S TEST-I-MONY

Taking a closer look at the word 'testimony', its relevance to Joselyn's story can be explained by looking at the individual syllables:

test – a test in life, at school, relationships – something one has to pass to accelerate to another level

i – meaning I, the person

mony – can be understood as mono, referring to one

In the discipline of Law, a testimony is a form of evidence that is obtained from a witness who makes a solemn statement or declaration of fact. And that's exactly what Joselyn wants to do.

Joselyn Begg, Technologist, Civils, Bellville. Her story reveals the philosophy that life is a test, a test that she herself, as the 'I', had to pass in order to grow and excel as individual – the 'one' and only Joselyn Begg.

She emphatically cites: "There is a purpose and great value for everyone on earth. And the culmination of both gives one a worthy existence with great gratitude." We all know this in theory, but the practical implication thereof is often less clear to us. This is the story of how Joselyn came to this realisation.

Joselyn was born in 1983 in Tygerberg Hospital to parents Josephine Gain and Eppie Begg. She started her life in Mitchell's Plain before moving to her 'Ouma' Jane Snyders in Bishop Lavis due to domestic reasons. She started her schooling at Meadowridge Primary School, continued at Bishop Lavis Primary School, and progressed to St Andrew's High in Elsie's River. These years exposed her to the harder side of life – living in gang-related areas and a relatively poor community, playing truant – the list goes on.

The surety of life does not warn one of what is to come, but what remains important, is how one deals with those critical moments in your life.

Her Matric year was a turning point. Mr Reggie Matthys, her favourite teacher, arranged for her to join a group of pupils that participated in job shadowing at KV3 Engineers in Bellville. In those years, St Andrew's was the first school from a disadvantaged background to visit KV3 Bellville, and taking Joselyn's academic background into consideration, she was given a bursary from KV3 – all her studies were sponsored.

Joselyn's initial choice was to study chemical engineering. The bursary, however, did not cover this, and she decided to opt for her second choice, civil engineering at the Cape Technikon, presently known as the University of Technology. She started with a National Diploma in Civil Engineering from 2001 to 2004, during which the highlight for her was her in-service training at KV3 in 2002 – her introduction to the real world. Ashley September and Lee Reitz took her under their wings. Here, Joselyn believes that she stepped into her destiny. Her first major project was working on civil services for the Goodwood Prison, and soon other projects followed.

While working, Joselyn completed her B.Tech degree in 2008 and is presently part of a team together with Deon Rossouw, Technical Director, Civil & Development

Services, Bellville. Her focus area is housing. The team, Deon, Rushied Abdurahman and herself, has been involved in the Somerset housing project, looking at bulk services, a canal design, pump station and the widening of roads. They are hoping to have this finalised by the end of 2010, and all the internal civil services possibly by the end of 2011. They have been working on housing projects in Piketberg, De Doorns, Mau-Mau in Gugulethu, and are presently working on the Project Management for the Rondevlei housing.

Joselyn gratefully acknowledges all her role models, and she believes that there is a unique message for KV3, namely that "the favour of the Lord is on KV3". She is in the privileged position as woman in the engineering sector at KV3 and experiences "the goodness and mercy of the Lord" in her life.

Looking on Joselyn's journey, her testimony unfolds. One's life is a precious journey consisting of many tests. All the impressions make an indelible mark. Joselyn testifies that KV3 has been exceptionally good to her.

In the apt words of Ralph Waldo Emerson: "What lies behind us and what lies before us are tiny matters compared to what lies within us." The moral: Live your dream.

▶ **CONTACT:** Joselyn Begg
Tel: +27 (0) 21 912 3000
jbeegg@kv3.co.za

KV3 Cape Town +27 (0)21 912 3000
KV3 Bloemfontein +27 (0)51 410 8700
KV3 Durban +27 (0)31 275 8500
KV3 Pretoria +27 (0)12 425 6300
KV3 Port Elizabeth +27 (0)41 391 8811

AFRICA & INTERNATIONAL
KV3 Abuja (Nigeria) +234 803 522 2646
KV3 Lusaka (Zambia) +260 211 261 810
KV3 Windhoek (Namibia) +264 61 24 0909
KV3 Tripoli (Libya) +218 21 484 0792

OTHER KV3 OFFICES

Dundee, East London, Ermelo, George, Kimberley, Mthatha, Nelspruit, Newcastle, Pietermaritzburg, Polokwane, Randburg, Rustenburg, Thohoyandou, Tzaneen, Upington, Vredenburg, Vryheid and Worcester.

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