

SINGULAR NEWSLETTER



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INTRODUCTION

Welcome to the latest edition of our newsletter! In this issue, we are excited to bring you updates and highlights from across our organisation. From new projects and initiatives to employee achievements, there is much to celebrate and share.

As we continue to navigate the challenges of our fast-paced work environment, we want to ensure that our employees stay informed and engaged. Our newsletter is one way we aim to

achieve this goal by providing you with valuable insights into the latest developments at Singular.

We hope that you find this newsletter informative, entertaining, and thought-provoking. Thank you for taking the time to read our newsletter and for your ongoing commitment to Singular's success. Let's continue to work together to achieve great things!

NEW TEAM MEMBERS

All of the newest Singular employees are warmly welcomed and we wish them luck on their journey.

Cape Town

- Andrew Codner
- Craig Le Roux
- Masibulele Msayi
- Jenna Skinner

Johannesburg

- Anja Anderson
- Mozamane Baloyi
- Danisile Jiyane
- Elizabeth Mashilo
- Ntuthuko Mashinini
- Mduduzi Silinda

International

- Mangaliso Mashiya

Financial Services

- Siyabonga Madlopha
- Buhle Madodana
- Zandile Mhlopho
- Lehlohonolo Moloji
- Phakamile Moloji
- Thato Motaung

Learnership

- Nkosinathi Dlamini
- Tiisetso Mabena
- Tshembho Manganyi
- Simphiwe Mkhwanazi
- Tshepo Monene
- Nhlakanipho Msutwana
- Masibonge Nsibande
- Chulumanco Poswa
- Mercilove Xerinda



LONG SERVICE RECOGNITION

We take pleasure in creating a lively work environment and are grateful for the long-term employees who have been part of the Singular family.



10 Brett Bishop



10 Ester Ngwenya



15 Kirstin Purves



5 Greg Wessels



5 Ruan O'Neill



5 Musa Mkhari



5 Janine Saragnese



5 Canille Koudensukpo



5 Thabile Khumalo



5 Jaart Prinsloo

NEWLYWEDS

In Johannesburg, Rickus Trollip got engaged to Anjone Maritz. Leendert van der Bijl got married to Chene and they are on their Bali honeymoon as we speak!

In Cape Town, Robin Munyoro got engaged. Both Jacob Sima and Cornelius Nyamutenha

celebrated their respective weddings.

Congratulations to you all. Singular wishes you a lifetime of love, happiness and beautiful memories!



People of Singular
Alex Geus + Rickus Trollip

FAIRNESS

We strive to be fair in all that we do.

What does this mean for our clients?

- We foster relationships based on shared success.
- We are a partner, not a service provider.
- We stand up for and maintain ethical relationships.
- We ensure that there is parity between the value we provide and the cost of our services.





CARE

We genuinely care about one another.

What does this mean for our clients?

- We care about and align with our clients' success as much as the success of Singular.
- We actively aim to anticipate client needs and ensure that our actions drive value.
- We build genuine relationships with our clients .
- We show empathy towards our clients' challenges.



REVIEW FROM THE EXECUTIVE

Greetings, fellow colleagues.

Firstly, I would like to mention how honoured I am to be a member of the Singular Team. Having worked at a number of organisations before arriving at Singular, I can honestly say the grass is not greener on the other side. What we have inside this organisation is genuinely special. It's not the bean bags or the great coffee (that helps), but the like-minded down-to-earth people who come in every day to embrace the Singular values, join arms and fight for a common goal. What I've experienced in other organisations is that they don't have the "secret sauce" we seem to have. I often find myself asking if what we have is real - we mustn't take it for granted.

I have been asked to talk about the rationale for the merge between Outsourcing and Financial Services. If one considers what Outsourcing and Financial Services do, we both offer "Financial Services". Over the years we have found a need for the two divisions to collaborate – either on share trust or transfer secretarial issues. I had the pleasure of riding shot gun in

openly about the upside of a merge between the divisions. It became clear that Outsourcing could benefit from the well-designed processes and infrastructure that we have for our call centre and the skills we have in our team. We certainly could benefit from the client base that Investor Relations, Shareholder Analytics and Jacques have on speed dial – from a cross sell perspective. There are a lot of similarities if one looks at the share trust and transfer sec product and service offerings, where we can create economies of scale. It makes sense from a client and Singular perspective to have all the offerings with one provider. In terms of investor relations and our new strategy of targeting identified corporates who are seeking new BEE partners, under the new strategy Singular Financial Services offers use of our 300 000 strong investor base to provide BEE capital via a SPV to be the partner of choice. To bolster our offering by having the ancillary services of investor relations provides us a more attractive holistic solution for our clients. We are seeing tangible results already.



Jacques' car returning from the Drakensberg and we chatted

Once we pieced this together, we realised that we would be a far more formidable team together. However, we needed our teams to buy into the concept. We decided to do this offsite and to use one of South Africa's finest venues, the Glendower Golf Club for a workshop. The purpose of the workshop was to go through each of the BUs and products to satisfy ourselves that the move made



sense from every angle. At the end of the day having resolved that this was the case, we settled into a quiet lager while the sun set over the 18th green. As a result, we are in the process of making some small electrical changes within the call centre to accommodate the bigger desks and then we look forward to welcoming the Share Trust Division to our world.

While I have your attention (not yours André), I would like to share with you some stats on the Old Mutual Bula Tsela scheme which kept us busy for most of last year. After significant preparation, in late August last year we launched the live on-boarding process. In the space of 3.5 months, we processed over 95 000 investors who deposited over R315 million into our nominee account. The SFS team worked around the clock to achieve this target and meet the deadlines that we had been given. As a result of our efforts, the project was nominated for the Dealmakers BEE Deal of the year award. I am extremely proud of every single person who stepped up and delivered what was required of

them to make the project a success. The collaborative team work and drive that was tangible in the call centre was truly remarkable. A big thank you has to go to the temporary staff who pitched every day and delivered, our permanent call centre staff who I don't think have experienced email and telephone traffic like that, Chris and the development team around him who made system changes and ran queries until all hours and lastly to my management team who were absolutely steadfast and reliable to the end. Thank you.

Roger ■

GET TO KNOW MOZAMANE BALOYI

Trainee Developer – Johannesburg

We had an opportunity to sit and chat with Mozamani Baloyi, who is one of the students that completed the Singular Systems Development Learnership in 2022. The Singular Systems Learnership is a programme designed to equip learners with key coding fundamentals that are useful in the ICT industry by providing both

theory and industry relevant practicals.

Mozamane is originally from Hartbeespoort but currently lives in Johannesburg. He graduated from the University of Johannesburg with a Bachelor of Commerce in Information Systems.



People of Singular
Chris Cibbera

COLLABORATION

We believe that collaboration drives our success and we commit to processes that empower our ability to work together.

What does this mean for our clients?

- We are not service providers, we are partners.
- We succeed because of the power of the collective.
- Our partnerships should result in a mutually beneficial outcome (win-win).
- In-person engagement is critical.





People of Singular
Mozamane Babaji

INTEGRITY

We are honest and maintain strong moral principles.

What does this mean for our clients?

- We build relationships based on trust.
- We communicate early and honestly.
- Morals, values and manners are important to us.
- We embody and uphold Singular's values and ethos despite what other stakeholders portray.



How did you find out about the learnership?

I came across the learnership advertisement on Singular's LinkedIn page. I took a chance and was fortunate enough to be shortlisted.

How was the learnership?

It was very interesting. Not only did we cover theory to boost our foundational phase but we went through a lot of tutorials and did a lot of practical work which helped piece everything together. We learned how to program using ASP.net and used the Holberton system as well.

Has the transition from being a student to a full-time employee been exciting?

Yes of course. I have learned quite a lot since joining the company on a full-time basis. We have been taught how to use various programming languages. My communication skills have also improved significantly due to great team collaboration and being encouraged to ask a lot of questions. The team work is

amazing here. There is always someone that is willing to assist.

Is this your first official job?

Not quite. I have done some vacation work at Sanlam and at MediCredit.

How would you describe yourself outside of work?

Soccer is one of my passions and I play frequently on weekends. I am also very good at playing pool. It's actually great that we play soccer and have a pool table at the office.

What advice would you give to a learner that has just joined the learnership?

Communication is key. The one thing I love about Singular is that the more experienced programmers are friendly and are always willing to help. Therefore, when in doubt make it a point to ask as many questions as you can. Remember to be presentable and always put in the work.

Mozamane ■

GET TO KNOW DORIS NAMANE

Share Administrator – *Financial Services*

How did your journey with Singular begin?

I joined Singular in 2012 as part of the kitchen staff. Shortly afterward, there was a vacancy in the call centre for a post administrator, which I applied for. I was given an opportunity to try out a new challenge and that is how my journey in administration began. I was responsible for receiving and correctly directing all incoming post which mostly

comprised of documents from shareholders. Though excited, I was a bit nervous as I had little to no administrative experience at the time and had to ensure all goes well as there was always a risk of shareholder information being misplaced. As the call centre grew, more vacancies became available and that is when I got the position of 'share administrator'.



Are there any people in particular that contributed significantly to your growth?

Most certainly. The beauty of it all is that it's mostly senior employees that encourage you to take a leap of faith. The one person that has been most influential is Morag who is the current call centre manager. Andre, Natascia and Vanessa are the ones that helped motivate me to go for my very first administration role.

What has been a career highlight over the years?

Growing and moving through different departments within the company. It not only helps with learning technical skills but also helps with learning a lot of soft skills such as knowing how to navigate different personalities.

Having left the kitchen all those years back, would you still fancy yourself a good cook?

Cooking remains my number one love. I come from a family of competitive cooks which has really helped with sharpening my skills.

Do you have any other hidden talents that we don't know about?

I am actually a great singer. I used to sing in a group called The Vaal Gospel Association Choir.

Do you have any hobbies that you do on weekends?

I am very active in church and within community structures. I usually attend meetings where we aim to raise donations for the less privileged in our community. We also have a local radio station called Theta FM that normally invites us on air to chat about community upliftment.

What advice would you give to a newcomer in the company?

Avoid being stagnant. Always challenge yourself and take advantage of every opportunity presented to you. Learning will often require you to be courageous and to step outside of your comfort zone. Do not be afraid to approach people in different departments to find out about what they do. Stay positive and always believe in yourself.

Deris ■



People of Singular
Deris Naniane

NEW CLIENTS

We are always thrilled to welcome new clients to our business. Join us in celebrating the below client and business wins by the following divisions.

Investor Relations

- **Kumba Iron Ore** Annual Results support project



Johannesburg

- **Youi Insurance Australia** Sharetrust Online



Let's Grow Together



GRATITUDE

We appreciate and celebrate the actions and contributions of our colleagues and clients.

What does this mean for our clients?

- We acknowledge and appreciate the contributions that our clients make to the partnership.
- We recognise the opportunity that each client engagement provides us, and use these opportunities for growth.
- We celebrate shared success.





People of Singular

Craig Le Roux, Nick Kruskamp & Kyle Dutton

WELLBEING RESOURCES AT SINGULAR

Camaf Emotional Wellbeing Programme

Confidential programme to approach your emotional health through prevention and management

Camaf Wellness Club

Information and practical tools to equip you with the resources, knowledge and motivation to live a healthier, more productive life.

Multiply Starter

Free access to Multiply Starter (for Camaf members). This gives you access to discounts on Virgin Active and Planet Fitness gym memberships (up to 25% off), and more.

Sanlam Reality (SGR)

You have access to a set of value-added benefits designed to make your life as easy as possible, including Trauma, Assault and HIV Assist, Legal Assist, and access to the Wealth Sense portal.

MAXIMISING INDIVIDUAL WELLBEING

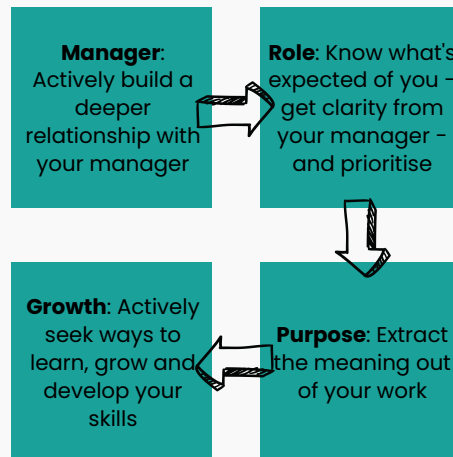
On 9 March 2023, [Danielle Posa](#) and [Genevieve Deacon](#) from Peopleful hosted an individual wellbeing workshop to help you understand your individual wellbeing report, give you specific ways to improve your wellbeing at and outside of work, and make you aware of the various wellbeing resources at Singular. Here is a summary of the main takeaways.

Someone who is thriving at work and in life overall is...

- Empowered
- Energised
- Balanced
- Fulfilled
- Unstoppable
- Resilient

This is something that we must continually strive for.

What can YOU do to improve wellbeing at work?



Resources

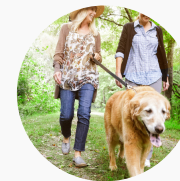
Maximising Individual Wellbeing Workshop

- [Slide deck](#)
- [Recording](#)

What can YOU do to improve wellbeing outside of work?



Rest and recovery during the workday and workweek



Downtime and balance



Taking time off and away from digital devices



Sleep



Health necessities - intuitive eating and movement



Make space for YOU - meditate, hike, read

2023 Multiply benefit information webinar

- [Part 1](#)
- [Part 2](#)

SOMETHING INTERESTING: PWA

Michael Palmer – *Senior Architect*

PWA

The world has gone mobile. The days of desktops and laptops being people's primary devices are over and mobile devices are the device of choice for all but a few specialised needs. Convenience and the Internet of Things (IoT) has made mobile devices an integral part of all of our lives and more and more businesses are taking advantage of this to enhance and streamline processes.

Singular has dabbled with mobile app development over the years, but the various options available to us to develop these apps have been limited and specialised and we've never had appetite to grow a niche mobile development competency. When a client could not live without a mobile app to supplement a web app or API that we developed, we've typically outsourced the development of the mobile app to a third party, which is not ideal from a quality, ease of development, client relationship or revenue point of view. Mobile development was also a highly sought after area mentioned by good candidates during recruitment and we were always left to grudgingly side-step the

question or mumble a "no" when asked whether Singular did that during interviews.

In early 2021, we learned that British Engineering Services (BES) had a problem with their remote engineers logging time badly at the end of each day and had a need for a mobile app that would allow the engineers to log time after each appointment, often in remote areas of the UK where cellular reception is patchy. After some discussions between some of the senior tech minds, we took a chance and decided to propose that Singular develop this mobile app for BES using a fairly new, but promising technology – a Progressive Web App (PWA). This made sense since this slotted in right on top of Singular's existing web development competency. If this worked, we would finally have a way to develop mobile applications without investing significant effort in hiring or upskilling in native mobile app development.

A PWA is a type of application software delivered through the web, built using common web technologies including HTML, CSS, JavaScript, and WebAssembly. It is intended to work on any platform with a standards-compliant browser, including desktop and mobile devices. It



can be installed, like a native app, onto a device via its URL or digital distribution systems like the Google Play Store and the Apple App Store.

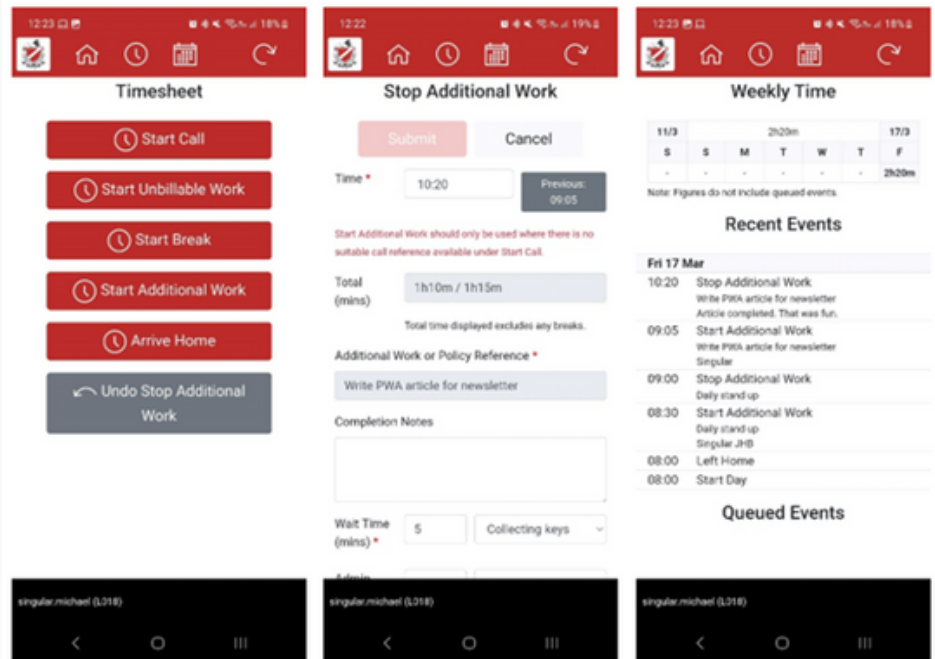
PWAs are more common than you probably realise. Today, on your mobile, if you've booked an Uber, listened to your favourite tune on Spotify, found a recipe on Pinterest, uploaded a photo of your pooch to Google Photos, sent a message in Telegram or played a game of Wordle, Squardle or 2048, then guess what?... You've used a PWA!



The BES Timesheets app was a roaring success. It was developed and released in a little over a month. It authenticates users using BES' existing Azure AD. It works offline, allowing users to log time without connectivity, then



People of Singular
Derstiny Majebele + Sheila Ndebele



syncs the time with the server when back online. It logs timestamps and GPS coordinates of every entry. The BES engineers hate it, because they can no longer get away with a sneaky pint blended into a fuzzy hour of a complex engineering inspection. The BES executives love it, because they finally have the data they need to optimise their “travelling salesman” engineer’s appointments and bill clients with confidence that no one is getting a raw deal.

How’s this for some awesome client feedback on the BES Timesheets app from one of the engineers who obviously doesn’t drink beer?

“My phone, which struggles to run itself at the best of times, seamlessly runs the app with no issues. It works great, runs in the background, refreshes near-instantly and is pretty user-

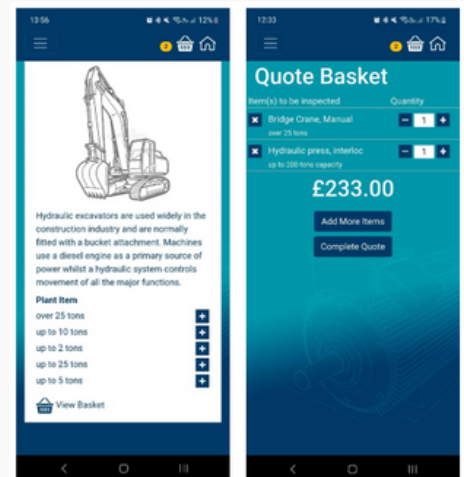
friendly to be honest. This is a big positive to the developer(s) as every other App takes a massive amount of time to load on the Experia L3 (if it loads at all and doesn’t need a restart!).”

Since the BES Timesheets app, we’ve implemented several more PWAs.

NFUM Quick Notes

An app for BES, allowing one of their largest clients, NFU Mutual, to provide quick quotes to their clients while on-site.

The app presents a periodically updated list of items, with pictures and descriptions and has e-commerce-like quote and basket functionality. The app works offline and syncs the quotes to the server when the app has connectivity.

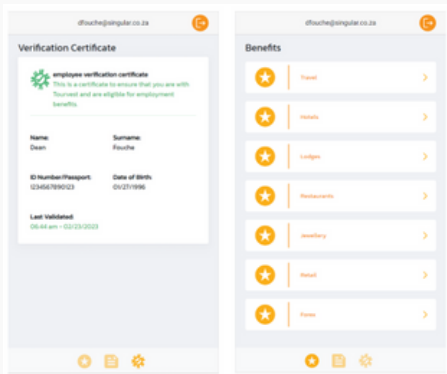


Tourvest Loyalty Online Platform

An app for Tourvest designed to manage the verification of Tourvest employees by matching user and payroll data, as well as a central communication platform for employee benefit information and company newsletters.

BES Mobile Work Reporting (MWR)

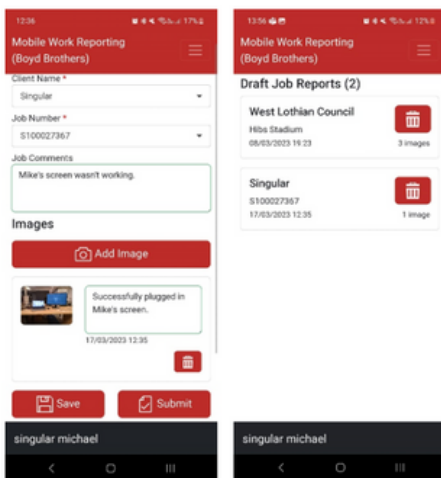
An app for BES allowing engineers



from two recently acquired companies, Boyd Brothers and Lantei, to capture job reports with image upload capabilities.

Again, the app works offline and syncs to the server when online.

BES have developed BI reports on the data sent from the app.



With these four PWAs, we've developed the standards that will make future mobile app development possible at Singular!

<techie-stuff>

We've learned a lot over the course of developing these four apps.

The first was developed using pure HTML, CSS and JavaScript where we gained a good understanding of the concepts required to make PWAs work – specifically manifests, service workers and the APIs exposed to us by the browser allowing us to do things such as GPS positioning, Push Notifications, Background Sync, Image Upload, QR Codes (creation and reading), and others with more being added every day. NFUM Quick Quotes added .Net 6 Blazor WebAssembly to the stack, which is an exciting and easy technology to develop with. Tourvest added Neo which was a big thing to check off the list! MWR upgraded to .Net 7 Blazor WebAssembly. Our next goal is to add .Net MAUI which will simplify some of the cross-platform problems we've previously had to deal with manually.

All the apps to this point have been internal facing, so we're yet to put an app in an app store, but this is doable.

Apple is a little slow on the uptake on PWAs for reasons I can explain if anyone is interested, but we can usually work around the incompatibilities with a little effort.

</techie-stuff>

Under the right circumstances, any of Singular's existing web apps could be converted to a PWA. If the app is already



designed with a responsive layout that works on all device sizes (something all apps should do whether that was ever a requirement or not) and does not need to work offline, it can be converted, with a ridiculously minimal amount of effort. If it does need to work offline, then some rearchitecting of the app is needed, but it can be done.

So, the next time you hear a client express interest in anything mobile, please remember that Singular is now able to offer this internally and get in touch with one of the senior architects for a discussion and demo.

Mike ■



RELIGIOUS CELEBRATIONS

This year Easter, Passover and Ramadan all occur at the same time.



Easter

Easter is a Christian holiday that celebrates the resurrection of Jesus Christ. In the New Testament of the Bible, the event is said to have occurred three days after Jesus was crucified by the Romans and died in roughly 30 A.D. The holiday concludes the “Passion of Christ,” a series of events and holidays that begins with Lent, a 40-day period of fasting, prayer and sacrifice and ends with Holy Week, which includes Holy Thursday (the celebration of Jesus’ Last Supper with his 12 Apostles, also known as “Maundy Thursday”).



Passover

Passover - Pesah in Hebrew or Pesach, in Judaism, a holiday commemorating the Hebrews’ liberation from slavery in Egypt and the “passing over” of the forces of destruction, or the sparing of the firstborn of the Israelites, when the Lord “smote the land of Egypt” on the eve of the Exodus. Passover is often celebrated with great pomp and ceremony, especially on the first night, when a special family meal called the seder is held. At the seder, foods of symbolic significance commemorating the Hebrews’ liberation are eaten, and prayers and traditional recitations are performed.



Ramadan

The annual month-long celebration of Ramadan is considered one of the 'Five Pillars of Islam.' It is believed that in this holy month, the religious teaching of Quran was revealed by Prophet Muhammad on the night of Laylat Al Qadr, one of the last ten nights of Ramadan. People observing fasts abstain from eating and drinking during daylight hours as well as tobacco and are expected to practice discipline while focusing on the Quran during this period.





CAPE TOWN'S CURRENT TRENDS

In January, [Julian Springer](#) hosted a Retro games evening, which was followed up by [Matthew Lewis](#) hosting his own version for Diablo 2. Both events were well attended and certainly provided for some entertainment all round.

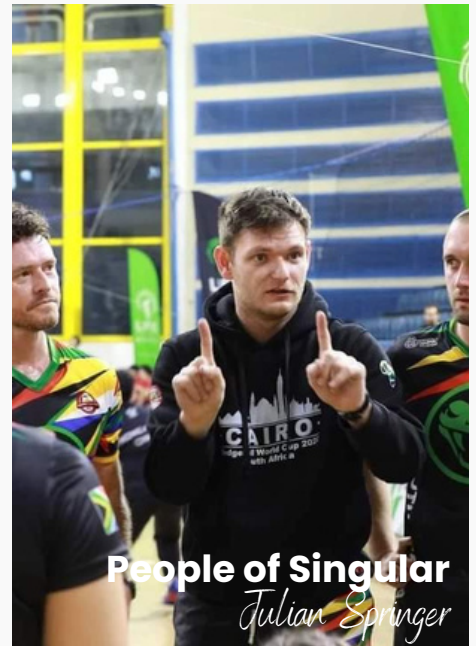
At the end of January, the [Clever Profits team](#) joined our client at their office warming. This provided a great opportunity to connect with a new client and get to know their team a bit better.

We've had some of the Cape Town team join [Garad Watkins](#) for wall-climbing on Mondays. Plus, [Hugh Rodseth](#) and [Donald](#)

[Chippendale](#) have spearheaded a couple of surfing sessions, the most recent of which took place in Muizenberg on Saturday, 11 March.

[Nick Kruiskamp](#), [Craig le Roux](#) and [Kyle Dutton](#) participated in the Cape Town Cycle Tour on Sunday, 12 March, each achieving solid times.

In December, both [Julian Springer](#) and [Remo Taele](#) proudly represented South Africa at the Dodgeball World Cup in Egypt, placing a commendable fourth overall. Well done, guys!!



People of Singular
Julian Springer

DID YOU KNOW?

One of the Cape Town break-away offices is named after Satoshi Nakamoto, a pseudonym for the person or people who helped develop the first Bitcoin software and introduced the concept of blockchain and cryptocurrency to the world. In 2008 Satoshi Nakamoto published a nine-page white paper that contained the first ever mention of Bitcoin. It was described as a peer-to-peer electronic cash system that would allow online payments to be sent directly from one party to another without going through a financial institution.

Nakamoto was not the first to hit on the concept of cryptocurrency but was the one to solve a fundamental problem that prevented its adoption. Unlike paper currency, cryptocurrency could be duplicated. This was known as "double-spending," and Nakamoto solved it by creating the blockchain system of verification.

Bitcoin's first operating programme was released around 2009 and Nakamoto remained active in the creation of Bitcoin and blockchain until about April 2011 which is around when he/they disappeared.

EXCELLENCE

We take pride in doing outstanding work.

What does this mean for our clients?

- We work hard to understand the detail of our clients' needs.
- We aim to deliver outstanding software, products and services.
- We know our clients and go above and beyond when it is critical.





People of Singular
Ernest Mqcinna

KUDOS

- Well done to Ernest Mqcinna who has received his National Certificate: Information Technology: System Development NQF Level5. Well done buddy, you have a bright future ahead of you!! – *Stewart Moss*
- A big shout out to Leendert VanDer Bijl personal, polite, professional – you have demonstrated all of these traits and more IMO with Benefex API issues. Thank you for supporting on calls to help troubleshoot the issue. Today we deployed a fix which I'm hoping will resolve these issues, this would not have been possible without yours and the wider teams help. Thank you sir. – *Ren (Salary Finance)*
- Big up to Douglas Mabasa for offering to host the first SQL training of the year!! Thank you Douglas! – *JP Swart*
- Kudos must go out to the whole Liberty team for how they conducted themselves at the latest PI planning workshops. The multi-day workshop involves all key stakeholders and we as Singular are at our most visible, especially being in person with the client. This item was loaded onto the sprint retro board by Liberty themselves and really goes to show how much of a difference being punctual, attentive and professionally presented in front of the client makes and how holding ourselves to a higher standard sets us apart.



The last email from Nakamoto was a short statement to a fellow developer where the Bitcoin creator said “they have moved onto other things”.

Because communication to and from Nakamoto was only conducted via email, the real identity of Satoshi Nakamoto remains unknown to this day.

There have been several speculations of who the real Satoshi Nakamoto is but none have been verified.

It is estimated that Satoshi Nakamoto held one million Bitcoin at the time, which represented about 5% of all Bitcoin to be created. If converted to Rands the value would be well in the trillions.

Read more about [Satoshi Nakamoto](#) and [Bitcoin](#).

FINANCIAL SERVICES SHORTLISTED FOR DEALMAKERS AWARD

During the Old Mutual separation process announced in 2018, the company undertook an empowerment commitment to increase its BEE ownership to 30% by June 2023. The disposal of a further 4.36% stake in 2022 in a three-legged process involving employee and community trusts and a retail offer, satisfied this commitment. The R2,8 billion deal involved complex funding options of notional vendor financing to the trusts and actual vendor funding to the retail scheme.

Through this, Old Mutual BEE share scheme Bula Tsela was nominated at the Deal Makers Awards for BEE deal of the year.



The local advisers to the deal were Rand Merchant Bank, Tamela, Merrill Lynch, Bowmans, PwC and Deloitte.





SOCIAL@SINGULAR

Soccer Singular JHB

Singular Joburg soccer is still on and better than ever. The intensity sets the scene for a good workout session. You don't need to have dope skills like Marcus Rashford to join. Everyone is welcome.

We start at 17:00 every Tuesday afternoon. It's always best to arrive at least 10 minutes before kick-off. You can confirm your attendance on DT Express should you wish to play.

Battlefield 4 Tournament

Singular Warfare

On 14 September 2021 it was small humble beginnings for Battlefield 4 within Singular.

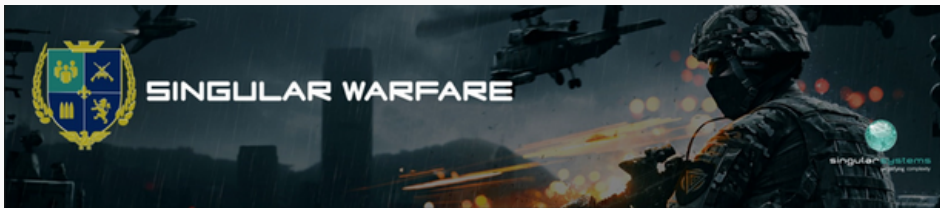
Today we are an established clan of players from rookie to experienced skill.

As we continue on this 'warpath' we have met incredible people around South Africa from other clans, as we play in friendly matches week after week.

The invitation is always open for new players to join us on this journey, where teamwork, trust and fun is the core of what we do.

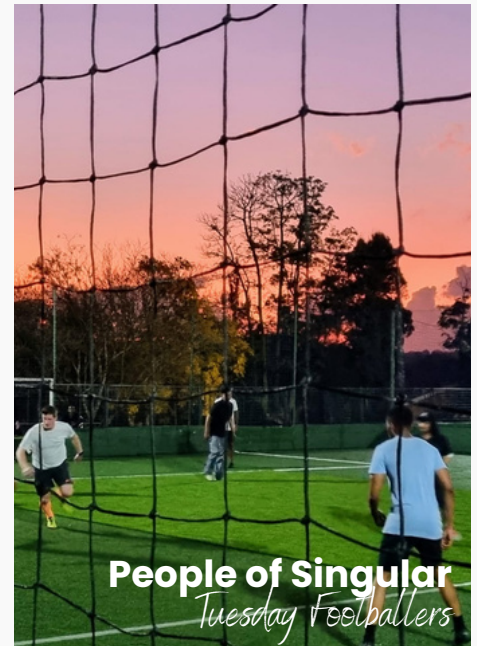
Interact with us and join Singular's Battlefield 4 clan, SINGULAR WARFARE.

- [YouTube](#)
- [Discord](#)
- [Teams](#)



HAPPY APPRAISAL SEASON!

We understand how stressful and nerve wrecking appraisals can be, so we thought to cheer you up with a few funny memes. Enjoy!



When your boss thanks u for staying late to work but u were just looking at memes and lost track of time



When your boss comes around the corner and you grab the closest thing around you to look like you're working



PERFORMANCE APPRAISALS & THE DARK SIDE:





People of Singular

Bernie Jordaan + Shani Zeutendyk

KUDOS

Well done to all involved, Stewart Moss Eric Mugo Georgina Ballantyne Siyabonga Hadebe Swathi Neela Benjamin Van Staden Taariq T. Khan Michael Webb Rodney Douglas Bernie Jordaan - *Nick Hodgson*

- Ruan O'Neill I really enjoy the the opportunity to get to work closely with you since I joined Singular and SF team. Thank you for pushing me professionally and for making it such a pleasure to be at work each day. I honestly couldn't ask for a better colleague. Also a big shout out to SF Team. - *Thamsanqa Ncgongwane*
- Alex Gous, I just wanted to take a moment to appreciate all the hard work and dedication you put into our projects. Your coding skills are out of this world! Thank you for being an awesome colleague and making our work more enjoyable. Keep on slaying those lines of code! - *Rickus Trollip*
- Mansur Mussa, most patient man on earth... Always putting out dem flames using MAGIC!! Operates on minimal food and no coffee Somehow, he always has time to help a person out THANK YOU! Love the kids - *Nadine Junkin, Kyle Chamier & Bathabile Mathabatha*

12-WEEK TRANSFORMATION CHALLENGE

On 6 March, Singular launched a 12-week fitness challenge aimed at promoting movement and overall wellbeing among employees. The challenge has attracted a total of 54 people across 12 teams, each comprising between three and five members.

The participating teams are a mix of different divisions within Singular, including Cape Town, Joburg, International and R&D. The challenge promises not only

to be an exciting opportunity for the teams to collectively improve their cardiovascular fitness, muscle endurance and flexibility, but also to foster team spirit and camaraderie.

The challenge will culminate in an onsite fitness test on **3 June**, with all 12 teams demonstrating their fitness gains over the 12 week period. The most improved team will win awesome noise-cancelling headsets!



#fireemoji

- Monique ← *Well bendy!*
- Thiroshnee
- Mwazvita
- Julian
- Donald



A-Team

- Dayne
- Kyle D ← *Buff*
- JPS
- Jack
- Shani



Drop it like a Squat

- Musa
- Sibusiso
- Hloriso
- Gugulethu
- Michèle



Error List

- Quintin
- Mpho
- Thamsanqa
- Mamadise



High-Tech Heroes

- Dean
- Ernest
- Kyle C
- Roan
- Bernie



Moto Moto

- Jayden
- Ravi
- Nic W
- Andrew C



Nintendos

- Mangaliso
- Jaco
- Louis
- Michael



Putter's Peasants

- Jenna
- Lord Pierre
- Matthew
- Hugh
- Kaashief



The Fitness Fanatics

- Remofilwe
- Vuyani
- Anelisiwe
- Danisile
- Lindo



The Pacemakers

- Mandisa
- Mthandazo (Ben)
- Kirst
- Vanessa

Great name!



The Slimpsons

- Anja
- Nico
- Georgina
- Stuart
- Chris DK

Cardio King!



Wild Devs

- Tshembo
- Mduduzi
- Elizabeth



KUDOS

- I would like to mention it and say "thank you" to Tjaart and Taariq for their help. Tjaart went over and above his normal working hours by making himself available from just after 02:00 in the morning to ensure that Sober was aligned with the upgrade. Taariq jumped in from about 06:00 and assisted Tjaart and by 07:30 the upgrade was finalised from the Sober side. I really appreciate it that we have such a great team who are willing to assist us. – *Kerry-Ann van Rensburg (Multichoice)*
- Brendon Webber and Brendan Marlborough thanks for the technical guidance and always being happy to help out! – *Bruce Wilson*
- Thank you, Gregory Paddey for your dedication and willingness to go above and beyond. You've help me so much in my role over the last year. I can be quite demanding but you always handle my requests with poise and competence. Thank you! – *Kirstin Purves*
- A big thanks to Stephen Berg who helped me debug an issue I had with my domain project after recently re-templating IDS and authorisation server. You're a lifesaver! – *Eric Mugo*
- Thank you Ravi Vangala for putting your hand up to host an excellent Docker Volume training session for the back end clan! (join the clan people – ask me how! This isn't Herbalife – message me and I'll add you) – *JP Swart*

AWARENESS OF HUMAN RIGHTS DAY

Human rights are the basic building blocks of a just and equitable society, and they form the foundation of many international and national laws and policies. The Universal Declaration of Human Rights lays out a comprehensive list of these rights, including the right to life, liberty, and security of person; freedom of thought, conscience, and religion; and the right to education, work, and social protection.

However, despite these important protections, human rights violations continue to occur around the world. From systemic racism and discrimination to violence against women and children, many people still face significant challenges in accessing and exercising their



basic human rights.

Human Rights Day serves as an important reminder of the ongoing work that needs to be done to protect and promote human rights for all. It is a call to action for individuals, organisations, and governments to stand up for the rights of the most vulnerable and marginalised members of society, and to work towards a future where everyone can live in dignity, freedom, and equality.

YOUR OPINION MATTERS

We continue to look for ways to improve future content as we build the newsletter. What better way to make improvements than to hear from you the reader?

So please feel free to hit us up with any fresh ideas for content or features you would like to see in upcoming newsletters.

Email your feedback to:

Sibusiso via

smadonsela@Singular.co.za

or Musa via

mmkhari@Singular.co.za

You stay classy. Singular!