

newsletter

NAMIBIA AIRPORTS COMPANY

April 2016



EDITOR'S COLUMN



Mia Davids,
Head of Corporate
Communications
NAC

And so the New Year has begun and with it many new year's resolutions have been made – both personal and in the work place.

New Year's Day celebrations began in pre-Christian times, beginning with the Babylonians in March but this was changed to January by the Romans. January gets its name from Janus, the two-faced god who looks backwards into the old year and forwards into the new. Janus

was also the patron and protector of arches (Janus in Latin), gates, doors, doorways, endings and beginnings. He was also the patron of bridges and we see this statue set on the bridge Ponte Fabricio which crosses the Tiber River in Rome to Tiber Island. Even today it is believed that if you touch the Janus head as you cross the bridge, it will bring good fortune.

Let us join Janus by reflecting on last year and looking forward to this year, especially when it comes to moving NAC forward. Together we can achieve all our goals set in our strategic plan and make sure that all priority areas are up and running. This is a fantastic

company to work for and it can only grow from strength to strength with the assistance of all employees. I look forward to a great 2016 and the cooperation by all to make the NAC ship sail smoothly. From a communication point of view, I hope that I will get all the information, feedback, input and approval that we need to communicate properly, effectively and timeously – both internally and externally.

Thank you in advance –
wishing you a fantastic 2016

Your editor

Mia Davids



OUR CEO SAYS...

Our company adopted their Vision 2017 strategy in May 2014 and since then great strides have been made. Goals for phases one and two which we had called STOP AND FIX and STABILISE AND MAINTAIN have been achieved. I am happy with the progress thus far and am looking forward to achieving and completing phase three as well, which amounts to expansion and growth.

As mentioned at our year-end party on 27 November 2015:

The milestones over the past year and half include:

- The Vision 2017 Strategy which was adopted in May 2014. Goals for phases one and two have been achieved.
- the licensing of Hosea Kutako International Airport as well as other achievements at the airport such as the new fire vehicles and safety gear which was celebrated in February 2015;
- the airshow which took place at Hosea Kutako International Airport in August;
- the fact that the NAC now has a risk and compliance team, including board who look at all the safety and security aspects. This is a first for NAC and this is vital, as safety and security is first priority;
- the inauguration of the Ondangwa Airport passenger terminal building which was the transformation from military to commercial airport as well as the runway upgrade;
- the complete Walvis Bay overhaul;
- the new restaurant at the Eros Airport; and
- the achievement of a complete EXCO team.



Tamer El-Kallawi

The challenges were:

- financial constraints, which affects the finalization of projects and being able to tackle phase three which would comprise of expansion and growth;
- overdue payments by clients and partners, which is a huge concern and a major stumbling block in our quest to tick all blocks on our to-do list;
- shortage of skilled staff; and
- investments that need to be made to remain competitive and most importantly to remain up to standard with international regulations.

The theme of our year end party was “THANKSGIVING” and I took the opportunity there to express a particular word of thanks to every NAC employee who has worked hard throughout the year and contributed to our successes. I wish to reiterate this again – also for those who could not join us.

I am excited about 2016 and confident that everyone will be proud of NAC and our mandate.

In conclusion, I look forward to NAC being a chosen place to work for with inspired and motivated staff who strive for a good brand and good corporate governance.

Let's make 2016 our best year ever.

Tamer El-Kallawi



Courage Silombela and the Engineering, IT and Projects Department



Courage Silombela

We spoke to Courage Silombela, Head of the Engineering, IT and Projects Department at NAC about his department and their role within the Namibia Airports Company.

The Engineering, IT and Projects Department is responsible for planning, designing, supervision and execution of capital and maintenance projects that fall under the NAC. The projects can range from construction of terminal buildings, to rehabilitation of runways including revamping of IT infrastructure. They are also responsible for investigating new cutting edge ideas that they need for the 'forever evolving' aviation industry.

The department has been part of the NAC since its inception, but it used to fall under Operations. In 2014 it was decentralised so that it could focus on Engineering and IT matters. Today it operates with 8 employees – 5 civil engineers and 1 electrical engineer as well as administration staff and IT technicians. Together all employees plan, design, construct, execute, supervise and maintain various projects.

When asked about short term goals Courage says: "These include the revamp of our IT infrastructure within the next 6 months; driving overdue projects to completion and developing a project management tool and implementing it within 6 months." Long term goals are as follows:

- Plan 5 years ahead to avoid collapse of the system
- Develop a fully-fledged in house team of aviation engineers
- Have competitive infra structure within the region and abroad
- Reduce construction / maintenance costs by using alternative materials and tools.
- Streamline maintenance activities to avoid costly delays

Lastly a message from Courage to his colleagues in the department and in NAC as a whole...

*The sky is not the Limit
but your attitude is the limit.*

(If others can do it why can't we do it better than them)

OUR HEADS AND THEIR DEPARTMENTS

Courage Silombela

Head of the Engineering, IT and Projects Department

How long have you been heading this department?

I have been heading this department for a little over a year, first on an acting capacity, and as from June 2015 on a full appointment.

Give us a short overview of your career at NAC?

Challenges! Challenges!

What are your qualifications?

• I hold a Master's Degree in Transportation Engineering from the Polytechnic of Namibia. I was the first graduate from the Polytechnic to hold such a qualification.

What is your recipe for success in your career?

- Prayer
- Hard work
- Determination
- Communication
- High Definition Thinking
- Continuous development

Who is Courage – when not at work – family, hobbies?

I have been happily married for 7 years to Sharon Nokukhanya Silombela. God blessed me with 2 daughters Krislea (Naledi) (6) and Kaitlyn (Dimakatso) (3) My hobbies include playing piano, basketball and tennis. I also collect rare coins and other currencies from different countries in the world.

Name one thing we do not know about you – and which you can/ wish to share?

I don't eat kapana, never did, never will.



Courage Silombela

HOSEA KUTAKO

Hosea Kutako International Airport awarded licence

In pursuit of airport safety and security and in conformity with the applicable civil aviation regulations, our Namibia Airports Company (NAC) was awarded with the aerodrome licence for Hosea Kutako International Airport (HKIA) by the Directorate of Civil Aviation (DCA). Under the Civil Aviation Act, an airport is licensed once it is in full conformity with the Namibia requirements on aerodrome licensing and operations as laid down in the Namibia Civil Aviation Regulations (NAMCARs).

During the months of May to July 2015, the DCA inspected HKIA for licensing purposes and the licence was awarded on 22 July 2015, confirming compliance to the equipment, technical facilities and services for the operations and maintenance of the airport requirements.



Anton Theart

Brand new fire and rescue response vehicle for HKIA

Anton Theart, Strategic Executive at HKIA thanked everyone who assisted in making the dream of a brand new fire and rescue response vehicle for HKIA come true. He says: “We will surely nurture this vehicle and look after it. Let us standardize and use this as an example for all our mayor airports.”

New scanners enhance security

New scanners have been installed at all our airports. Our company purchased 18 new and upgraded scanners from the USA. This is an investment of NAD 498 million. Courage Silombela advised that these new scanners were state-of-the-art and lived up to all new requirements while also being EU certified and TSA certified.



Ondangwa runway

The new project of widening the Ondangwa runway from 30 to 45 metres was completed recently and the runway was opened again – bigger and better – on 30 January 2015. By June 2016 this project should be done completely.



Eros Fire station

After appointing a new contractor things are also moving forward with the new Eros fire station and it is envisaged that this project will be completed soon. The 'old' fire station, which was a temporary structure, will then be demolished.

The new fire station boasts with an inspection tower which will give our staff a view of at least 50% of the runway, a gym, board room, sleeping quarters, training room, kitchen, solar battery and generator and much more. This projects costs us around NAD 14 million and we are excited about it when completed.

Visit Sky view Restaurant

Eros Airport also now proudly features a new restaurant and bar, Skyview. This new facility is part of the O-Pensador Group and will offer breakfast, lunch and dinner. The new restaurant complements our existing smaller takeaway at Eros and is sure to brighten the experience of clients with a view of the airport and happenings on the tarmac.





Emergency drills – a priority at NAC airports

Fire and security personnel go through an emergency drill on a weekly basis to test the mental and physical fitness and endurance of all employees involved as well as readiness, response times and ability to follow instructions. “This includes the air traffic control tower, the information desk that has to make announcements and then of course the fire, safety and security personnel,” says Norman Pule, our Manager of Operations.



Norman added: “We must maintain NAC’s strategic priority number one at all times, which is the safety and security on all airports. Annex 14 of the International Civil Aviation organization dictates that our principal objective is to save lives. While testing our people we also ensure that all our equipment is put to maximum capacity so that we are ready at any given time.”

ONDANGWA RUNWAY

ONDANGWA RUNWAY OPEN FOR FLIGHT OPERATIONS

We proudly announced the opening of the runway at Ondangwa Airport with effect from Saturday, 30th January 2016. Flight operations at Ondangwa Airport commenced with the landing of Namibian national carrier, Air Namibia's flight SW 105 at 17h00 on the same day. The runway, constructed at a cost of N\$208 million, was temporarily closed for a period of six (6) weeks from 20 December 2015 to 29th January 2016 as a result of the commencement of Phase 1B of the runway rehabilitation process.

The runway rehabilitation project commenced on 16 March 2015 and expected completion was envisaged for July 2016. The Ondangwa Airport runway can now be upgraded from Category 3 C to Category 4 C and this in turn means that bigger aircrafts such as the Airbus A319 will be able to land there. The new runway has been widened to 45 meters and 2.987 kilometres in length.

CSR/ DONATIONS/ SPONSORSHIPS

Our company to make a difference through support of Dr Hage Geingob soccer cup

Our company has thrown their weight behind the Dr Hage Geingob soccer cup with an amount of NAD 500 000.00 for each of the two editions. This was the brain child of our CEO Tamer.



He says: "We are a Namibian company and football is a game loved by Namibians. When we were approached to support the Dr. Hage Geingob Cup in 2014, it was a fantastic opportunity for us to honour the legacy of His Excellency as well as support an initiative that goes a long way in nation-building. Football remains the number one sport of unity in our country and it is evident in the wide and wild celebrations of the success of the Brave Warriors, champions of COSAFA 2015.

The more competitions we have, the better for our footballers. We believe our investment in this social event is worthwhile and we relish the opportunity."



WE DONATE N\$ 300 000 TOWARDS TOURISM FAIR IN FRANCE



On 30 September 2015 we handed over an amount of N\$300 000 to the Ministry of Environment towards the Colmar SITV International Tourism and Travel Fair 2015 in France in November 2015 at which Namibia will be the guest of honor. Our CEO Tamer El-Kallawi: “The initiative undertaken by the NAC to contribute towards this notable event is a direct step towards building sustainable capacity, as it will be the foundation upon which the Namibian tourism industry will grow and contribute to the nation long after the event. We take cognisance of the reality that Namibia’s tourism industry depends on the support of various sectors and to that end we trust this donation will be a welcome aid for those who will benefit, directly or indirectly, from the summit.”

RESEARCH BY INTERNS AND STUDENTS HIGHLIGHTED IN WARN REPORT TO NAC

Namibia Airports Company has supported the Wildlife and Aircraft Research project (WARN) with an amount of N\$ 115 000 for the period 2014 – 2015. This project started in 2008 as a Doctorate Research project of Morgan Hauptfleisch through NAC, the Centre for Environmental Management of the University of the Free State and the Southern African Institute for Environmental Assessment (SAIEA). Hauptfleisch: “The project is concerned with finding proactive measures to minimise the risk of aircraft-wildlife collisions (mostly but not limited to birds) at Namibian airports while considering the value of Namibian wildlife and birds. The project differs from most efforts to deal with the problem globally which focusses on reactive measures dealing with birds once they already pose a risk to aircraft.”



WARN worked closely with especially Hosea Kutako during this period, but also advised other NAC airports on reducing bird activity without necessarily having to kill them. This included encouraging better waste management in surrounding communities, finding new scaring mechanisms and monitoring. The generous NAC funding also made it possible for the best student from the previous internship to present WARN findings at the biannual World Birdstrike Association conference in Mexico.

NEWS FROM HUMAN RESOURCES

NAC TAKES STAFF ON BRAND AMBASSADOR JOURNEY

We recently got together a number of staff members for a brand ambassador symposium. The presentation as well as an airport tour at the Hosea Kutako International Airport was conducted by the Head of Corporate Communications, Mia Davids.



Norman Pule taking the participants through his presentation during the Brand Ambassador day

Mia said, that employees who were not on strategic level or in the marketing and communications department were often not sure what exactly was meant by corporate identity and how important this was to any company. “Corporate Identity is of tremendous importance to any organization as it defines the company and states exactly who they are, what they do and why they matter. To us at NAC identity is the most valuable element in the chain of things that we do as it defines our look, our way of communicating and our behaviour, which should be on the same professional level throughout the whole company.”

Staff comments included the fact that they were now more aware of the functions of corporate identity namely providing an organization with visibility and “recognisability; symbolisation of an organization for external stakeholders, and, hence, contributing to its



Mansueta, Elise and Aini attending the Brand Ambassador day

image and reputation; expressing structure of an organization to its external stakeholders. “I also learned that the internal function of corporate visual identity relates to employees’ identification with the organization as a whole and/or the specific departments we work for,” said Augustinus Kandjimi, Senior Administrative Officer: HKIA.



Resignations:

1. *Mr Olavi Hamwele SE: HR & Admin* 31/01/2016
2. *Mrs Kambozu VK Safety Officer* 31/01/2016
3. *Mr Bessinger CJ Fire & Rescue Officer* 31/01/2016
4. *Mr Matomola Cornelius Fire & Rescue Officer* 14/02/2016

Promotions:

1. *Ms Rebecca Titus Accountant Ondangwa Airport* 02/11/2015
2. *Mrs Elise Shaanika Legal Admin to Company Secretary*

New Appointments:

1. *Mrs Shiimi Klaudia Apron Officer WB* 07/09/2015
2. *Mr Mathias Mathias Apron Officer WB* 08/09/2015
3. *Mr Adolf Nailulu Electrical Workhand HKIA* 01/10/2015
4. *Mr Hanyanya Wilson Electronics Workhand HKIA* 01/10/2015
5. *Mr Hei-Gauseb Artisan Electrical* 17/09/2015
6. *Mr Eibeb Anthony Artisan Electrical* 28/09/2015
7. *Mr Kuwa Mikael Artisan Electrical* 12/10/2015
8. *Ms Muukua Raylene Apron Officer WB* 01/10/2015
9. *Mr David Julius Account Assistant-Assests Head Office* 01/10/2015
10. *Mr Sigopi Matheus Apron Officer Ondangwa* 01/10/2015
11. *Mrs Louw Johne Executive Secretary to the CEO Office* 16/10/2015
12. *Mr Ndevelo David Civil Artisan* 26/10/2015
13. *Mr Wanyanga Joseph Apron Officer Ondangwa Airport* 28/10/2015
14. *Mr Ashivudhi Naftal Civil Artisan* 07/12/2015
15. *Mr Saul Frans Civil Artisan* 07/12/2015
16. *Mr Ndimulunde Timoteus Equipment & Operator Driver* 01/01/2016

OUR PEOPLE

Lüderitz supervisor Sarel Baumgarten



Sarel Baumgarten

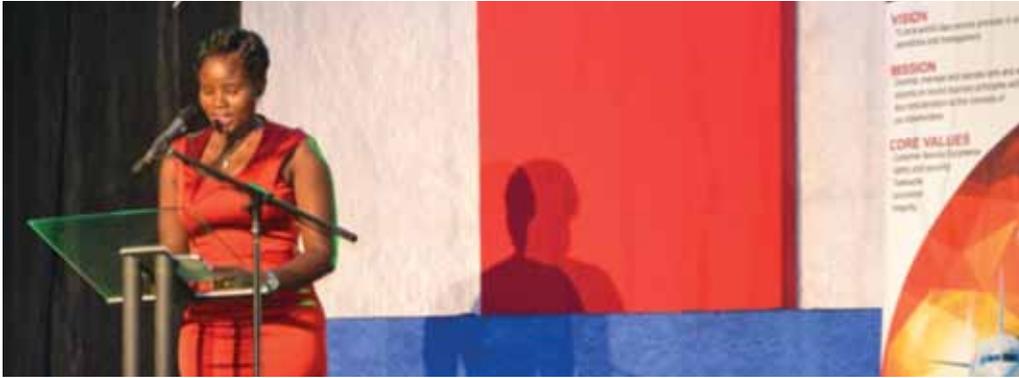
Sarel started his career in September 1991 as a Fire Officer at Hosea Kutako International Airport. In 1994 he became Senior Fire Officer and in 1995 a Leading Fire Officer. In March 2003 he was promoted to Airport Supervisor at Lüderitz Airport. Sarel has 24 years' experience in Aerodrome Operations.

About his current job: "As an Airport Supervisor my responsibilities are to ensure that the day-to-day operations comply with Civil Aviation and International Standards for Safety & Security, Facilitation, Apron Management, Runway-related hazard Management and Emergency planning. My team and I ensure that Airport Statistics and data are kept up to date, are reported in accordance with the provision of the Namibian Civil Aviation Regulations Part 139 and coordinate further reporting on actions aimed at maintenance standards. We further ensure efficient and effective airline and stakeholder management to enhance service delivery to the satisfaction of the Airport users."

Sarel has done numerous courses, including Fire & Rescue Training, Preliminary Fire Fighting Course, Basic Ambulance Attendant, several Safety Courses up to SAMTRACK etc. When looking back at his career Sarel says that there were a number of highlights. "These include the upgrading of the existing terminal building, new Fire Station, installation of runway lights that will enable night operations and erection of a new perimeter fence are some of the challenges and highlights over the years."

He hopes that every employee of NAC will be trained according to Civil Aviation and International Standards and wishes to contribute in such a way that all NAC Airports will be world-class service providers in airports operations in the near future.

NAC YEAR-END FUNCTION - 2015



NAC Board Chairperson, Ms Ndehala Lewis addressing staff at the 2015 Head Office Year End Function.



Strategic Executive: HR & Administration, Olavi Hamwele enjoying the party in the company of his beautiful daughter.



Loide and friend looking elegant.



Delight, Joshua and John having a good time.



Onni Nembia and her friend all dolled up.



Mr & Mrs Nicky Vatileni looking dashing in blue.



Blood donors save lives

Our blood transfusion service has once again called on all Namibians to donate blood as they are running low on reserves. Let us all come together and save a life – including your own.

Did you know that one whole blood donation, which takes approximately 45 minutes to an hour, can come to the rescue of as many as three patients? A single individual who donates whole blood starting at 17 years old every 56 days until they reach 76 will have potentially saved more than 1,000 lives.

While the health benefits of recipients who receive blood transfusions are clear, altruistic blood donors too, can reap the benefits.

Preserves Cardiovascular Health

Blood viscosity is known to be a unifying factor for the risk of cardiovascular disease. How thick and sticky your blood is and how much friction your blood creates through the blood vessels can determine how much damage is done to the cells lining your arteries. You can reduce your blood viscosity by donating blood on a regular basis, which eliminates the iron that may possibly oxidize in your blood. An increase in oxidative stress can be damaging to your cardiovascular system.

Blood donation reduces the risk of heart attacks and strokes, too.

The removal of oxidative iron from the body through blood donations means less iron oxidation and reduced cardiovascular diseases.

Reduces the Risk of Cancer

The reduction of iron stores and iron in the body while giving blood can reduce the risk of cancer. Iron has been thought of to increase free-radical damage in the body and has been linked to an increased risk of cancer and aging, says a study published in the Journal of the National Cancer Institute. Researchers followed 1,200 people split into groups of two over the course of 4 ½ years. One group reduced their iron stores by blood donations twice a year, whereas the other group did not make any changes. The results of the study showed that the group of blood donors had lower iron levels, and a lower risk of cancer and mortality.

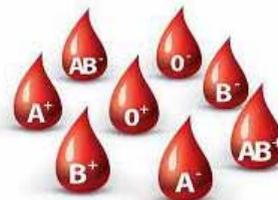
Burns Calories

People burn approximately 650 calories per donation of one pint of blood, according to the University of California, San Diego. A donor who regularly donates blood can lose a significant amount of weight, but it should not be thought of as a weight loss plan by any means.

Provides a Free Blood Analysis

Upon donation, donors are tested for syphilis, HIV, hepatitis, and other diseases. Testing indicates whether or not you are eligible to donate based on what is found in your bloodstream.

Let us do our part – and save a life.
Donate blood today.



Vienna, Bacon & Sweetcorn Pie

ingredients

- 250g Diced Bacon or Lean Diced Bacon
- 300 g Smoked Viennas, sliced
- 15 ml olive oil
- 15 ml butter
- 1 small onion, chopped
- 2 carrots, peeled and roughly chopped
- 2 sticks celery, finely sliced
- 45 ml flour
- 420 ml milk
- salt and freshly ground black pepper
- pinch paprika
- 400 g puff pastry, defrosted
- 1 egg, beaten
- handful thyme leaves, fresh
- 2 sweet mielies, kernels cut off

method

Preheat oven to 200°C.

In a large pot place oil and butter, sauté onion for 2 - 3 min then add and cook diced bacon for 2 - 3 min.

Add carrots, celery and thyme and cook over gentle heat for 4 - 5 min, stir in sweetcorn and Vienna slices.

Turn heat up a little and add the flour, keep stirring for about a min before removing from the heat and add milk.

Return to heat and cook whilst stirring for a further min or two. Season to taste and add a little milk if necessary.

Pour into an appropriately sized pie dish.

Egg wash the rim of your dish, drape over the rolled pastry and trim the edges with a knife.

Egg wash the top and cook in the centre of the oven for 10 min, reduce temperature to 200°C and bake a further 15 min or until golden on top.

Options:

Stir in a tablespoon of sweet chilli sauce for extra bite. This can be made as individual pies.

Filling can be made the day before and refrigerated.



Serves 4
recipe compliments
of Eskort.

<http://www.food24.com/Recipes-and-Menus/Try-Delicious/Vienna-bacon-and-sweetcorn-pie-20150709>



JOKE OF THE MONTH

Pre-flight exercise

At the airport for a business trip, Maureen settled down to wait for the boarding announcement at Gate 35. Then she heard the voice on the public address system saying, 'We apologise for the inconvenience, but BOAC Flight 937 will board from Gate 41.'

Maureen picked up her luggage and carried it over to Gate 41. Not ten minutes later the public address voice told her that Flight 937 would in fact be boarding from Gate 35.

So, again, Maureen gathered her carry-on luggage and returned to the original gate. Just as she was settling down, the public address voice spoke again, 'We would like to thank all passengers for participating in BOAC's physical fitness programme.'



We look forward to receiving great tips and tricks from our staff - these are your pages and we would like you to populate them with tips, recipes, customer service tips, health tips and the like.



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