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**ERNEST GRUNEWALD**

*Message from the president,*

I am so privileged to have been elected to be the SARWA President for the year 2020.

24 years ago, my colleague found a rights of way association in America on the internet, he gave me the web address. I clicked on this web page and that is where it all started.

What a great journey you and I have had over the 24 years, I have learnt from you and our international rights of way related professionals.

Now we have another remarkably interesting phase of our profession and that is to cope with the COVID-19 virus and to carry out the work we have a passion for.

I am also so pleased that we managed to have our Annual Educational Conference in March of 2020 just before the lockdown started. Unfortunately, that seems to be the last event for 2020 where we as rights of way professionals could see each other eye to eye and build on our skills and friendship.

The Executive Committee of SARWA were supposed to have a "bosberaad" in April 2020 where the planning of events and budget for 2021 was to be strategized, but COVID-19 postponed this meeting to October 2020.

SARWA's Secretariat Lerato Mokgwathheng suggested that the Executive Committee should have their first virtual Executive Committee meeting in April 2020. We used Microsoft Teams for the meeting. The virtual meeting was a success the only downside is that we cannot see each other because the band width of our internet does not allow this to happen.

Two exciting actions were agreed to at the EXCO meeting in April and they are 1) SARWA will host a one day workshop in Cape Town in April 2021 and 2) Zoom meetings will be investigated to see if SARWA can host a virtual land & rights educational seminar in 2020.

Yes, this 2020 is unreal and we all must do things different. It is an amazing time where the whole world is standing still and then slowly starting up again. However, it seems to me that we will not be doing things in the same way as we have done it before.

As President myself and our International Director Viresh Singh were to represent SARWA at the international educational conference and executive meetings in June 2020 in Minnesota, America, but this has also been cancelled because of COVID-19. Instead we will have discussions with them via email and if required via an e-meeting platform.

I also attended a virtual seminar on the affect the lockdown has on rights of way in America. In summary their predicament is the same as ours. You can find more detail of this virtual seminar in this newsletter.

We are optimistic that our Community of Practice training session will still take place in October 2020. We will keep you informed on this one.



If you have any other great innovative ideas how we as right of way professionals can still build and share our skills and knowledge in this COVID-19 pandemic period, I will appreciate it if you can email it to [info@sarwa.co.za](mailto:info@sarwa.co.za)

Until our next communication I wish you a safe passage through this pandemic and please look after yourself, South Africa needs you.

Regards,

Ernest Grunewald

President

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## Navigating COVID-19 for the Right of Way Industry

April 1, 2020



### Presenters



**Brad Kuhn**  
Eminent Domain  
& Valuation  
Group Chair



**Bernadette Duran-Brown**  
Partner



**David Graeler**  
Partner



**Rick Rayl**  
Partner



**Artin Shaverdian**  
Partner



Dear members of the IRWA community:

It has been an extraordinary time, to say the least, to have begun as your new CEO just two months ago. Despite the challenges we currently face, I'm excited and optimistic about where the Association is headed in the months ahead.

Today I'm writing to make you all aware of some changes we've implemented at Headquarters in order to remain strong and financially resilient in the face of the current and unprecedented Covid-19 pandemic. Like many companies, the lock-down has dramatically impacted our revenue. We've taken steps to address both the revenue and costs sides as I'll discuss below.

After extensive consultation between staff, the IEC and members of the Professional Education Committee, we implemented two emergency, short-term pilot programs to allow and encourage instructors to teach classroom courses virtually, through an online video platform. This was necessitated as we watched our scheduled classroom courses get cancelled by the dozens each day when the bans on public gatherings began. These pilot programs, born of necessity, will nevertheless generate important data that will be helpful in determining the extent that virtual education will become a permanent option for our classes. We continue to address the core areas of need for our courses, such as the need for improved quality control and badly needed content updates, as our top priority in the meantime.

On the cost side, we've been forced to implement some difficult expense reduction measures. Staff is one of IRWA's greatest assets. It is also our largest fixed cost by far. Earlier this week I made the very difficult decision to address this challenge with a combination of a layoff and deep cuts in hours for the remaining staff. I'm sorry to inform everyone that today will be Daniel Stekol's final day on staff at IRWA. Daniel has been a key figure and a leader at the Association for 11 years. He has deep ties with many of you, and I hope you will join all of us at Headquarters in wishing him well as he enters the next chapter of his career. I had a relatively short opportunity to get to know and work with Daniel, but I was impressed with his passion for IRWA and greatly enjoyed our time together.

Let me assure everyone that IRWA is financially healthy and sound. We want to keep it that way. By taking these steps now, we are working to fortify ourselves against the uncertainty of the unknown and help assure that future, deeper cuts will not be necessary.

I know that all of you face similar challenges, not only in your businesses, but individually. First and foremost, everyone at Headquarters wishes you the best for your health, and secondly, that you are able to weather the economic aspects of the storm precipitated by the virus.

Respectfully,

Charlie Nobles, CEO  
IRWA



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## SARWA 22<sup>nd</sup> Annual Education Conference in March 2020

Another successful SARWA conference attended by approximately 100 delegates at the CSIR International Convention Centre in Pretoria, RSA. Great informative and interesting presentations were presented and we thank all the speakers for their voluntary contribution towards education within the Right of Way industry. A special thanks as always to our loyal members and organizers. The conference was the last member gathering up to date, just prior the appearance of the totally unexpected Covid-19 pandemic. The corona virus certainly brought the world together against this deadly virus. We are looking forward to seeing all our members at the March 2021 Conference.





*"Program Director,  
Rudzani Ranwedzi"*



*"The SARWA*

*annual educational  
conference is where  
we meet old friends,  
make new friends,  
and together  
educate ourselves  
with the forever  
evolving right of  
way industry*

*p6*



## SPEAKER's **day1** at the SARWA 22<sup>nd</sup> Annual Education Conference in March 2020



Bishop Solomon Fhulufhedzani Lalamane  
**Motivational Speaker**



TCTA – Dr Thato Shale  
**Social Management in Water Infrastructure Projects**



SANRAL – Sboniso Dude  
**Right of Way Projects**



DEFF – Mohammad Essop  
**2014 NEMA EIA Regulations with its Amendments**



UNIQUECO – Adele Locker  
**Valuations of Land & Rights**





## SPEAKER's **day2** at the SARWA 22<sup>nd</sup> Annual Education Conference in March 2020



Gustav Fick & Brent Vernon

Drones for Land Rights; Mobile versus Static Scanning



NWU – Tiisetso John Rantlo

Retrospective Environmental Authorization in SA



Mr. Watt

Negotiations in the context of Expropriation and Evicting Unlawful Tenants



Randwater; Gail Andrews

Environmental Management Challenges



Munyadziwa Magoma

Heritage Impact Assessment Process





## Rights of Way Training Curriculum for 2020 COVID-19 Cancellations

Event	Location	Date	Closure	Cost
Course 213 (Conflict Management)	Gauteng	3 March 2020	21 February 2020	R2,500 Members R1,700
Annual Rights of Way Educational Conference	Gauteng	4 and 5 March 2020	21 February 2020	R4,000
Spatial Information / Map Reading Course	Gauteng	<del>26 and 27 May 2020</del>	<del>12 May 2020</del>	R5,000 Members R4,200
Servitude Valuation Course	Gauteng	Pending	Covid-19	R2,500 Members R1,700
Community of Practice / Rights of Way Training Session	Gauteng	Pending	Covid-19	R5,000 Members R4,200

SARWA is investigating online training events accommodating the above pending courses affected by the Covid-19 pandemic.

**Please send an email to [info@sarwa.co.za](mailto:info@sarwa.co.za) if interested to register for an online course for the event that you wish to attend.**

**Additional ONLINE courses can be held throughout the remaining of the year and in any Province if there is a demand. To initiate such an event the only criteria is that there must be a minimum of 10 attendants. Additional courses available in this way are:**

- Course 100SA – Principals of Land Acquisition
- Course 103 – Ethics in the Right of Way Profession

Registration closure dates are important please ensure you register timeously.

SARWA wishes you a continuous professional development by attending these informative events.

SARWA / Education

Ernest Grunewald (President and Chairman: Education Committee)

***“2020/1 Webinar workshop” ....***

1

**Course**

Land &amp; Rights Education Program

2

**Course 213**

Conflict Management

3

**Course 100SA**

Principles of Land Acquisition

4

**Course 103**

Ethics and Rights of Way

5

**Course**

Servitude Valuations &amp; Rights (Soon)

For more information, forward your enquiry to  
[info@sarwa.co.za](mailto:info@sarwa.co.za)

# who we are?



The South African Rights of Way Association (SARWA) is a professional member organization comprised of public service infrastructure land & rights practitioners. Since its inception as a not-for-profit association in 1998, SARWA served professionals who acquire, manage and transfer the land & rights needed for infrastructure. SARWA is also affiliated as a Regional Partner of the International Right of Way Association (IRWA) where together there are nearly 10,000 members that hail from over 15 countries around the world. These members are united by their profession and their commitment to pursuing training and professional development through courses, chapter meetings, seminars and the annual education conference.

SARWA is a volunteer-driven organization comprised of multi-disciplined professionals employed by private industry and government departments such as:

**THE SARWA MANDATE**

"SARWA facilitate the networking of the different practitioners and disciplines involved in and associated with the acquisition of property rights."

"And promotes the development of its members through education and training. Undertakes the fair, ethical, transparent and professional conduct of its members"

**OUR VISION**

"To be known as the leading Lands & Rights educational and professional registration body in South Africa"

**AND MISSION**

- Utilize most recent national and international Lands & Rights material, updated for South African legislation, as learner material.
- Register learners on a national data base on several Lands & Rights Professional levels after successfully completing the prescribed courses and practical experience.
- Continue to launch educational courses and seminars throughout South Africa as a means to support continuous development of professionals in the Lands & Rights field.
- Provide a platform for networking with industry associated professionals. Develop programs for the recognition of prior learning.

**MEMBERS COMPOSITION**

- Environmental & Relocations
- Negotiators
- Asset Management
- Property Valuers
- Surveyors
- Legal

We are considered the unsurpassed source of land and rights educational programs, providing education and networking opportunities to differentiate our members in the professional marketplace.

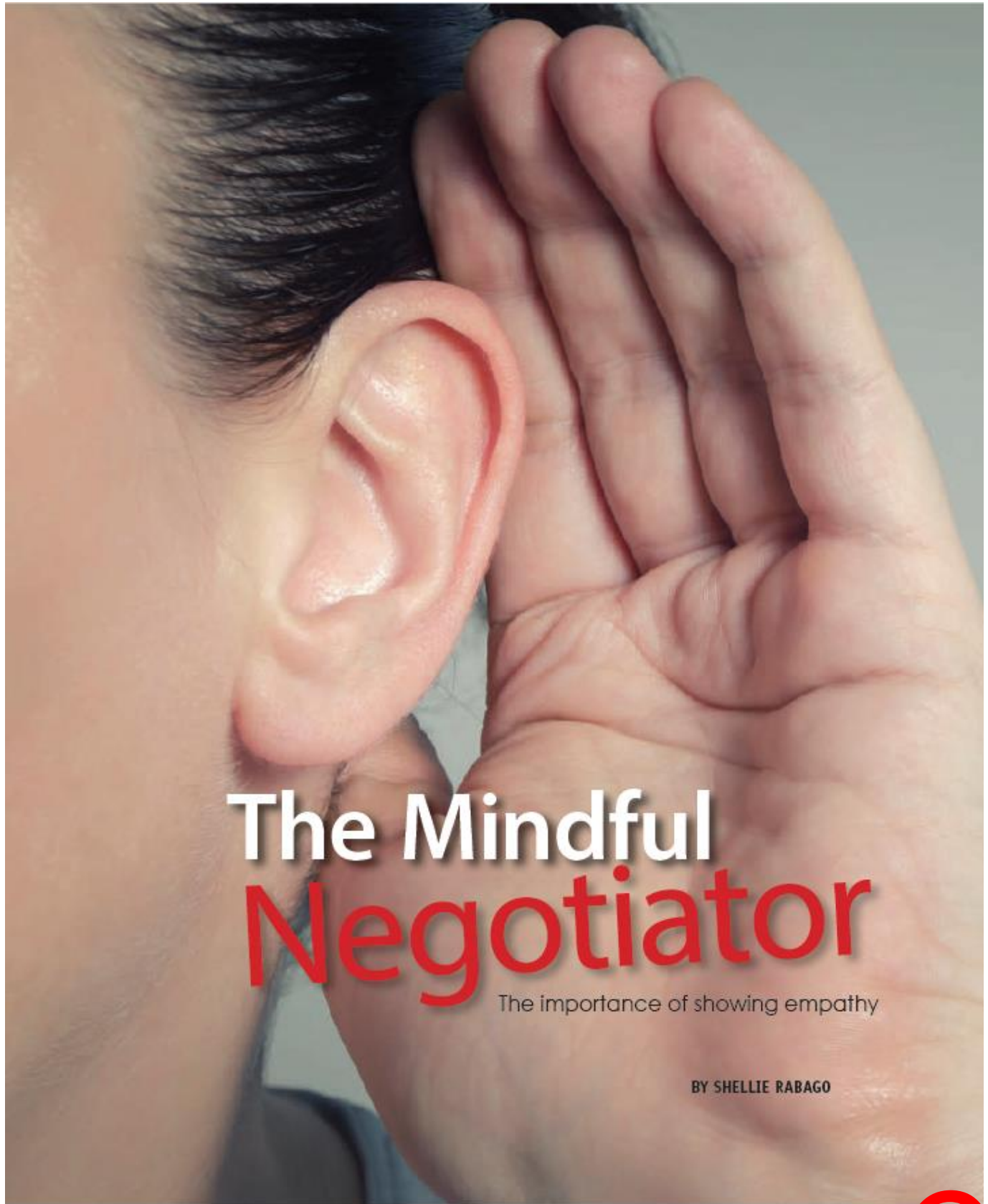
Our industry-specific education and advanced curriculum allows for professional continuous development training which covers Electricity Utilities, Public Departments, Oil & Gas Pipelines and Transportation. SARWA is in the process to be accredited by SAQA to create industry-wide recognition of our designations and certifications, and to elevate the role of right of way professionals by strengthening their industry relevance.

## SARWA aim at making a difference in

- the quality standards and ethics throughout the industry and around the globe
- representing projects, landowner and taxpayer to ensure that landowners are treated fairly, equitably and uniformly while completing projects on time and within the budget constraints
- enhancing the quality of lives in the communities we work in, with better and more accessible transportation, energy and utility systems.

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**For more information please visit [ww.sarwa.co.za](http://ww.sarwa.co.za) and REGISTER**



# The Mindful Negotiator

The importance of showing empathy

BY SHELLIE RABAGO





shelly rabago

**F**or larger corporations, it's pretty much always about the amount of the offer. There's no emotional connection to the property – it's a business deal just like any other. It's a different situation for the elderly couple who has lived in their home for over 50 years. They have an emotional connection to their property and as a negotiator, I have to be understanding of the situation and show empathy. Essentially, I have to be mindful.

I have been in situations where landowners have gotten angry with me and other situations where landowners have done nothing but cry. Whether the emotion is that of anger or tears, as a mindful negotiator it is important that I remember to have understanding for the tears and that I do not become reactive to the anger.

Saying I am a "mindful negotiator" isn't just a way to make my job sound flashier than it is. Mindfulness is an important component of being good at my job. Every aspect of negotiating can be improved by being more mindful.

#### **What is Mindfulness?**

Mindfulness is the rudimentary human ability to be fully present, aware of where you are and what is going on around you, and not being overly reactive or overwhelmed by it.

**I**'m always excited to get a new project. Although I realize it means that I will be crazy busy for the next few months, it also means I have the opportunity to meet an eclectic group of people I wouldn't typically get the chance to encounter. Over the past several years I have worked with many large corporations, families and even a few famous people. Convincing owners to sell their property to a condemning agency, even if it's a partial amount of it, is not an easy task – especially if they have occupied the property for decades or raised their children there and every square foot embraces a special memory.

Or as Jon Kabat-Zinn put it, "Mindfulness means paying attention in a particular way: on purpose, in the present moment, and nonjudgmentally." In practice, it means being grounded in the moment instead of in our thoughts. It means seeing what is happening right now for what it really is as opposed to our stories of what we think it is. It means letting go of preconceived notions.

#### **Key Factors of a Mindful Negotiator**

I often meet people who tell me they would love to do my job or that it must be a great job. While I must agree that it is a great job, not everyone who can communicate and speak well can become a mindful negotiator. Yes, excellent communication skills are an essential trait for a negotiator, but there are a lot of factors that come together to make a negotiator mindful.

Be Present Being present sounds easy, right? But how many of us are really in the moment when we are meeting with a landowner? Are we not thinking about our next meeting and the status report that is already overdue? Are we not trying to remember everything that needs to be asked and what's the next thing we need to say?

Do we have a desire to check our phone? Being present means putting that phone away and focusing solely on the meeting with your landowner. You cannot just be there in the situation and half-heartedly involved because you are distracted. When you feel your mind wandering someplace else, make it a point to bring your attention back. Look into the eyes of the person you are talking to. Try to pick up on more detail. For instance, how do they present themselves or what kind of movements are they making? Staying curious will help you stay present.

### **Listen to “what” is Being Said**

Effective communication begins with the fundamental skill of listening. The majority of good speakers are not reliable listeners. One great way to be more mindful of others is to listen well and not with the intention of merely replying. It is a natural response for humans to be automatically thinking about what we want to say next when someone else is speaking. While it is natural, it's not something we should be led by. If you notice yourself doing this, it is a good idea to slow down, take a breath, and redirect your thoughts and attention back to what the speaker is saying.

This then communicates to your landowner that not only do you hear what is being said, but that you are genuinely interested. Often, when people are talking to us we feel that it is necessary to offer advice. However, most of the time people just want to be heard and are not actually looking for advice or solutions. By offering advice we often, without even realizing it, make the conversation about us and the speaker can end up feeling unheard. Try asking questions of your landowner when they are upset instead of offering advice or talking about your own experiences.

### **Have Empathy**

We live in a self-dominated world with self-promotion made easier by various social media outlets. It's no surprise then that we tend to view life through our own experiences and belief systems. Having empathy means that you can understand a situation from another person's point of view.

To better understand the people I work with, I often remind myself how much I love my home and how I would feel if someone approached me about an involuntary acquisition, and how I may react. Empathy is one of the most important factors that make an agent a mindful negotiator. You have to be willing to understand that the landowner may want to share the stories about the life of their property and this will also help them to unwind their emotional attachment to the property.

If you take the time to really think about these things, you can really make a difference. Humans tend to gravitate towards those who they feel understand them. It's impossible to understand someone else if you make everything about you.

### **Don't Take Yourself So Seriously**

One of the most important parts of being mindful is not just being aware of what is going on, but also accepting it in a non-judgmental manner. This applies not just to the empathy we extend others, but also ourselves.

A big part of this means understanding that we're not so different from anyone else. Whether it's the powerful CEO or the elderly couple who need extra time and help from other family members to decipher what is going on.

We are all just doing the best we can, and all of us have our own stories going on in our heads. That means that if your landowner is late for a meeting or keeps changing their mind about what they want or gets angry at you because they blame you for their predicament, the first thing to do is to remember to take a breath and smile. Better still, think of something funny that really makes you laugh. While we might already feel the anger bubbling up inside us, it's important not to react too quickly and remember that laughter is often times the best medicine for this.

We must remember not to take ourselves too seriously, and often times other people's reactions to us are more about other things that are maybe going on in their lives and not necessarily about us personally. In doing so, our actions are thought out, rather than reactionary.

### **Meditation Really Works**

One of the most popular ways of practicing mindfulness is through sitting meditation. A common practice is to sit still for a set amount of time—say, 10 minutes—and use an anchor to focus on (typically the breath).

The goal is to notice when our mind is wandering and to bring it back to the anchor time and time again. Sitting meditation is just one form of mindfulness practice. The goal of these practices is to bring mindfulness into our daily lives—whether we are working or spending time with friends or family.

### **In Summary**

I feel that practicing these elements of mindfulness has made me better at my job. While these tips seem simple, it might take some practice to make them a habit. As with anything else, the more you practice, the more natural it will become.

**O**riginally from the South Coast of England, Shellie is currently working towards a master's degree in psychology at Capella University. She has worked for Universal Field Services for over five years and is currently Lead Negotiator and Condemnation Coordinator of the Dallas, TX Office. When not working or studying, Shellie likes to travel and learn about different cultures and traditions.

**End**

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#### **THE SARWA MANDATE**

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#### **MEMBERS COMPOSITION**







small talk,

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## Website

Amidst the covid-19 pandemic, our website administrator Gareth Bester has given SARWA a two-month debt relief on monthly website maintenance.

The board SARWA members accept the generous gesture with great appreciation.

## Golf day 2020

Suggestions are welcomed this year for an annual SARWA golf day. As the covid-19 pandemic might not allow such an event, perhaps an online gaming session could work?



## EXCO Bosberaad for 2021 in Cape Town

The EXCO board have decided to move their annual Bosberaad to Cape Town, part of an initiative offering a seminar for Western Cape based SARWA members.

## EXCO plan a seminar for 2021 in Cape Town

Part of the decision made having the 2021 Bosberaad in Cape Town, the board decided to offer a seminar to our Western Cape based members. Keep an eye out for the next newsletter as well as events on the website. Development on the Servitude Valuation & Land Rights Course will be a hot topic of interest.

## EXCO first and last meeting for 2020...

The EXCO board started off in January 2020 planning for the annual SARWA Educational Conference, as well as other educational events and the annual Bosberaad. The Covid-19 pandemic lockdown in March 2020 placed a hold on all activities. Meetings were moved to MS-Teams and Zoom. This might be the trend forward and set new possibilities for meetings within EXCO.





## 2020/1 EXCO Education Plan for Webinars

With the Covid-19 pandemic changing the social events environment, the education committee steered by Ernest Grunewald and Lourens Nel work towards offering MS-teams and or Zoom driven webinars. The first and last SARWA social event for 2020 was the SARWA 22<sup>nd</sup> Annual Educational Conference. And the C213 – Conflict of Management workshop in March 2020 prior lockdown. The workshop was presented by former SARWA president Oupa Mashabela and considered a huge success. During this course, participants learned how effective conflict management can open doors to healthier workplace relationships and more productive working relationships with both property owners as well as the general public.

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### Freedom Day 27 April 2020,

Our first Freedom Day since 1994, within a “lockdown” period caused by the Covid-19 pandemic. A global appearance which have equivalent to internet, literally brought the global world together. President Ramaphosa on Monday (23/03) announced the lockdown in South Africa for 21 days from March 26 to April 16, 2020, to contain the spread of the coronavirus.

Apr 9, 2020 - **President Cyril Ramaphosa** implement the extension of Coronavirus COVID-19 **lockdown** to the end of **April**. “My Fellow South Africans, ... And yet, faced with such daunting challenges, you, the people of South Africa, have responded with remarkable patience and courage. You have respected the **lockdown** and largely observed the regulations. This was the beginning of a period written in the history of the world and South Africa, to be archived for our nations to come. An experience first to us, and perhaps not the last”. But our President dealt with it in the way of right which earned South Africa a global respect. Some might agree or disagree with the measures been taken, but there were no right or wrong this time. It was another time in history which brought each and every South African together. It became more than 100 days counting still....

small talk,

### Our condolences to,

Within the SARWA community, the reality and effect caused by the Covid-19 pandemic certainly are real.

We as EXCO board want to share our condolences to our members, colleagues and social networks who have experienced and or lost a close family member, friend, client to this invisible visible threat to humankind globally.

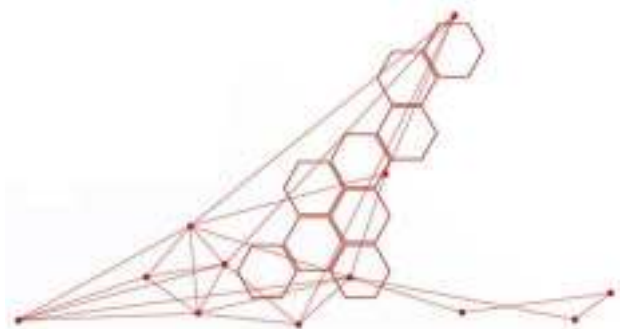


# SARWA Community of Practice 2020

With the appearance of the Covid-19 pandemic, most of our educational workshop venues for the year will have to be cancelled. The educational committee will have to consider options such as webinars. For 2020 arrangements will be made to investigate webinar workshops, which enable transborder education nationally to SARWA members, aimed at growing towards Cape Town, Durban and Port Elizabeth perhaps.

The Covid-19 certainly have created a new world and culture of online interaction. It is more cost effective and make it possible for more members able to attend, as well as a safer environment. SARWA realize the pandemic will be a major factor to be made provision for during 2020 and possible 2021. The COP chairs work on suggestions and new ideas, how we could bring SARWA to our member's in a more affordable manner.

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## THE COMPOSITION OF THE EXCO BOARD

- 1. President
- 2. Vice-President
- 3. Treasurer
- 4. Secretarial
- 5. International Director
- 6. CEO/Co-opt
- 7. Marketing Manager
- 8. Community of Practice Chair



## ACADEMIC INSTITUTIONS

"Working with appropriate faculties and institutions of higher learning offer educational support to our members to support students in the academic sector. The education portfolio accordingly develop the ability and develop student packages for the Association."



## REGULATIONS GOVERNING THE RIGHT OF WAY ACTIVITIES

"All existing and new regulations governing the operation of the right of way profession and related to the industry regulatory framework."



## EDUCATIONAL COURSES OFFERED BY SARWA & IRWA

"SARWA offer courses which ensure all members understand the purpose of the association, to conduct and provide. These courses are developed by the Education Committee which is linked to the unique South African industry, structure, subculture and market demand. With emphasis on benefits and accreditation points where applicable."



## IRWA AND/OR INTERNATIONAL VISITS

"Standards and feedback from international visits on behalf of SARWA are coordinated with members to enhance the value added to the Association. Current and future IRWA representatives (Council members) given by members. The International Director and the SARWA platform to showcase milestones and achievements reached through the Association's partnership with IRWA and any other regional Right of Way Association."

## 2020 sponsors

### SASOL Secunda Boardroom for Bosberaad



SARWA thank Jacques du Plessis and SASOL for availing their boardroom facility to the SARWA EXCO Board in February 2020.

### RAND WATER



We thank RAND WATER and Viresh Singh for availing their facilities on several occasions for EXCO Board meetings. These facilities along with finicalities sponsored by other group organizations within the Right of Way Industry is a great cost saving benefit to our members. None of this goes unnoticed and is greatly appreciated.

### Annual Calendars by TRANSNET



Annually TRANSNET sponsors SARWA with branded calendars, which are much appreciated by SARWA members and the EXCO Board Members. We also from the EXCO Board Members want to thank Ernest and Suz Grunewald for gaining this sponsorship by TRANSNET.

### Membership Support



ESKOM by far support SARWA with the most members listed. SAWAR EXCO Board thank ESKOM for this continuous support. The entire of South Africa acknowledge ESKOM have great challenges to overcome, but as professionals and citizens, everyone are aware of the commitment ESKOM make towards change. ESKOM, along with other organizations participating, have always been supportive towards the educational part of their staff and members to SARWA, aiming at resolving the great demand for sustainable electricity in South Africa.

### Uniqueco Property Valuers



Thank you to Dada Erasmus-Nel, Pr.Val (Mass Appraisal), from Uniqueco Property Valuers, keeping the SARWA Facebook page live and updated as well as following other industries within the Right of Way Profession. Thank you for the support with this issue of the SARWA 1<sup>st</sup> Edition 2020 Newsletter. Uniqueco Property Valuers have four professionals voluntary participating in various SARWA tasks. Uniqueco have sponsored Facebook marketing and social boosting costs. As well as the design of a new profile brochure design for SARWA.



## Administrational news 2019



Thank you for **Suz Grunewald**, SARWA administrative support.

### EXCO Board meetings set for 2020:

Meeting 1	MS Teams	30/04/2020
Meeting 2	MS Teams	10/07/2020
Meeting 3	MS Teams	18/09/2020
Meeting 4 (Bosberaad)	Bele-Bela (Mabula)	29&30/10/2020
Meeting 5	Venue Pending	22/01/2021

*"A special thanks to **Ig** and **Rina** van Rooyen, always assisting Suz Grunewald at admin and SARWA with financial administration and conference registrations".*



Left, former SARWA president **Viresh Singh** delivering his report, and below, 2020 SARWA president **Ernest Grunewald** discuss the way forward for 2020/1





## Advertising packages available for 2020/1

Send enquiry to [info@sarwa.co.za](mailto:info@sarwa.co.za) for more information



### Platinum Advertising

- ✓ 22<sup>nd</sup> SARWA Conference Exhibition Stand
- ✓ 22<sup>nd</sup> SARWA Conference Program Logo Display
- ✓ SARWA Annual Newsletter (2 Editions)
- ✓ COP Workshop Exhibition Stand
- ✓ COP Workshop Program Logo Display
- ✓ SARWA Website Advert Page
- ✓ Exhibition at SARWA Annual Golf Day



### Gold Advertising

- ✓ 22<sup>nd</sup> SARWA Conference Exhibition Stand **(Either)**
- ✓ 22<sup>nd</sup> SARWA Conference Program Logo Display
- ✓ SARWA Annual Newsletter (2 Editions)
- ✓ SARWA Website Advert Page
- ✓ Exhibition at SARWA Annual Golf Day **(Or)**



### Diamond Advertising

- ✓ 22<sup>nd</sup> SARWA Conference Program Logo Display
- ✓ SARWA Annual Newsletter (2 Editions)
- ✓ SARWA Website Advert Page



info@sarwa.co.za



www.sarwa.co.za

