

HOUSE CA

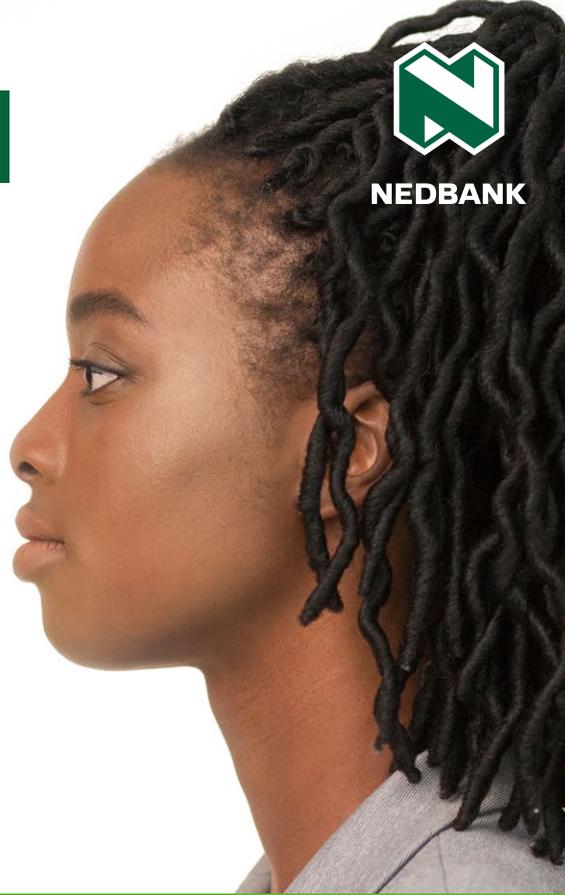
NEDBANK CA TRAINING PROGRAMME

TAKEOVER ADDITION



NEDBANK

**IT'S NOT JUST
THE BEST
WAY TO DO
YOUR
ARTICLES;
IT'S THE BEST
WAY TO MAKE
A DIFFERENCE!**



**CELEBRATING 23 YEARS
OF BEING THE DIFFERENCE
THAT IMPACTS OUR WORLD**

FEATURED THIS MONTH

- 01** Why Nedbank?
- 02** Your journey to becoming a CA(SA)
- 03** Women in the corporate world
- 04** CA Seminar Experience 2020
- 05** Fun word games - **PRIZES UP FOR GRABS!**



WHY NEDBANK?

Nedbank's world-class CA Training Programme offers **exceptional learning and developmental opportunities** and benefits outside of the South African Institute of Chartered Accountants (SAICA) framework.

Our trainees are afforded the opportunity to rotate across the bank during the course of their three years of articles. Our proven track record of high pass rates bears testimony to the support that they receive. Trainees are also encouraged to participate in, and avail themselves

for, roles in the various committees, and carry out events, **seminars and mentorship programmes.**

Furthermore, the programme is unique in that it affords you the ability to **choose your own rotations, thereby tailoring your articles to your own career goals.** Trainees can also apply for international rotations in Namibia and London. These rotations will challenge your adaptability, tenacity and business acumen, while providing strong support and invaluable mentorship.

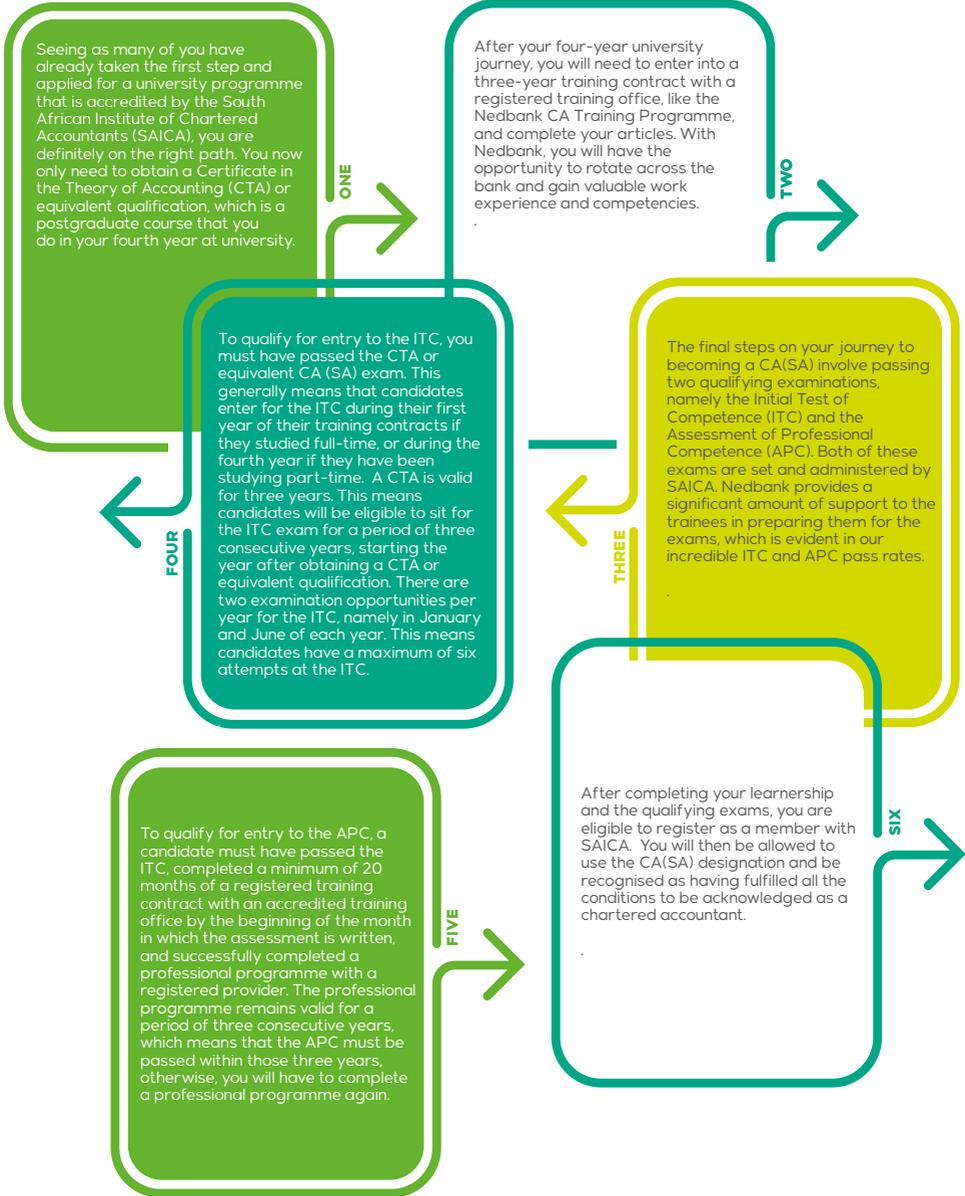
**JOIN THE NEDBANK
CA TRAINING PROGRAMME,
WHERE YOU CAN
BE THE DIFFERENCE THAT
IMPACTS OUR WORLD!**

DID YOU KNOW?

NEDBANK WAS THE
**FIRST BANK TO
OFFER A CA TRAINING
PROGRAMME.**



YOUR JOURNEY TO BECOMING A CA





BEHIND THE SCENES: RECRUITMENT

If you want to grow yourself, you will have to push yourself.

At Nedbank, we are all about achieving excellence while using our financial expertise to do good – in whatever that may be.

By doing your CA articles through Nedbank [training outside public practice (TOPP)], you get the opportunity to grow yourself outside of your financial expertise. Every year you have the opportunity to get involved in projects outside of valuations, credit papers and all the other interesting finance work. This year, I took the leap of heading up the Nedbank CA Training Programme Recruitment for 2021.

This task involves interviewing candidates, interacting with incredible young talent, being able to manage a team, planning the recruitment process from deciding what skills we are recruiting to the design of the interviews, and taking charge of a project.

We were lucky enough to host a cocktail evening in Cape Town before the Coronavirus pandemic sent the country into lockdown. We were able to pivot quickly and turn face-to-face interviews into online experiences and innovate creative ways of virtually interacting with candidates.

This year was a first for the CA Training Programme in having to adapt to the Coronavirus. But with the help of the other exceptional trainees on the programme and a supportive programme management team, we were able to deliver a fantastic 2021 recruitment process.

Through the process I have gained confidence, developed my networking skills and improved my people management skills. I also learnt how to deal with unexpected challenges and how to delegate tasks.

The initiatives that Nedbank offers over and above the CA training, such as being the Head of Recruitment, give you the platform to create meaningful value and to build yourself into a CA for the future of not only South Africa, but the world.



Aimee te Riele *Head of the Recruitment Committee*



BEHIND THE SCENES: MARKETING

Marketing is an important tool in getting the word out on our unique programme and the numerous initiatives we have during the year to students in universities across the country.

This also includes hosting networking events, like the Meet and Greets, at our Johannesburg and Cape Town offices.

Being Head of the Marketing Committee has shaped the type of business leader I am and aspire to be. The support from the programme management, as well as the other trainees, makes it easy to excel at what you do and really push you to be the best that you can be.

The recent outbreak of the Coronavirus, which has completely changed the way we do things, ushered in a new normal – one where face-to-face events are forced to take a backseat, while virtual events take the driving seat. That is also the case with our programme and the Marketing Committee.

Our responsible marketing approach has allowed us to gain a better understanding of our target market, ie their new normal for studying from home, challenges and opportunities, in order to determine what would be beneficial for both the target market and the programme going forward.

— “ —
It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change. — ” —
Charles Darwin

To paraphrase Darwin, only those corporates that are responsive to change will survive. Our Marketing Committee managed to adapt to the new normal quickly and successfully and keep our presence in the market through our various initiatives at the universities, which were carried out virtually, and external initiatives, ie the virtual career fairs held by SAGEA. This is a testament to our ability to deal with change successfully.

We are now looking forward to hosting our first-ever virtual CA Seminar Experience (CASE) in the latter part of the year. CASE is an excellent opportunity for delegates to get more acquainted with the Nedbank brand, as well as the CA Training Programme, while providing exposure to TOPP articles through various financial-services-related activities. I urge you all to take this opportunity and apply.



Tshepo Mthombeni Head of the Marketing Committee



BEHIND THE SCENES: SOCIAL

If the last few months of social distancing, self-isolation and virtual connections have taught us anything, it would have to be that social connections and the human touch are irreplaceable.

This mantra of social connectivity and interactivity is pervasive throughout Nedbank, filtering down into the CA Training Programme.

By the trainees, for the trainees - the Social Committee is mandated to build culture and foster networks within the Specialist Training Programme, between both the quantitative graduates and CA trainees. The committee is tasked with driving and developing the social events to achieve strategic objectives taking place throughout the year. The events aim to ensure active participation and involvement of trainees on a consistent and regular basis, getting to know each other better and doing good for the community around us.

The new decade kicked off with a bang with all trainees taking a step out of the office for the annual weekend away and team-building excursion. The scenic Cradle of Humankind played host to what was a great weekend of laughing, dancing and exciting team-building activities. It is always impressive to see trainees dropping the suit and tie, and donning the dancing shoes, breaking it down to the beat of groovy tunes!

At the heart of Nedbank is our purpose of using our financial expertise to do good. To that end, the STP embarked on our annual corporate social responsibility (CSR) project. Backtrack to February 2020 and you would have seen the CA Training Programme getting down and dirty for a good cause, as we constructed a completely sustainable vegetable garden to support 1 000 pupils at a secondary school in Muldersdrift.

The advent of the Coronavirus and the imposed social distancing have prevented socialising in the way we are so accustomed to. However, the CA trainees remain as close as ever, leveraging the modern tech we are fortunate to have, to remain in contact and involved in each other's lives. Virtual teambuilds, quizzes and lockdown catchups have become regular events on the calendars. Whilst social distancing may have separated us, the familial bonds continue to grow closer.



Chris Powels Head of the Social Committee



WOMEN IN THE CORPORATE WORLD

For much of history women have faced severe discrimination in male-dominated workplaces. However, in the current context as it relates to women's rights in the workplace, this era, this time in history is the best moment that ever existed for YOU as young woman to make a meaningful impact and contribution in the workplace.

YOU CURRENTLY HAVE AN AMAZING OPPORTUNITY TO DO THE FOLLOWING TWO THINGS:

To build an inspirational career in the context of a much fairer and more equal working environment for women.

To contribute actively to an even more equal working environment for women.

In my view, we, as women, have a deep responsibility to do both:

To use our flourishing careers to not only serve ourselves, but to passionately serve the cause of other women in the workplace.

As a woman in the corporate world, during my own personal career journey, the following things have helped me to not only thrive in my career journey but to also help other women to thrive too:

LET GO OF PERFECTIONISM!

Women at times overly indulge in 'compare and despair' when assessing themselves. People (or women) who set the pass mark at 100% will spend most of their lives feeling like failures. It's unrealistic and unattainable. Be fair, kind and empathetic to yourself.

TAKE SOME RISKS AND BE BRAVE!

Be aware of risk, however, do not spend your life hoping and planning to avoid it at all costs. This will limit your options and will heighten a fear of failing and will stop you from putting yourself forward.

Work very hard to make sure things work out right, rather than focusing on what might conceivably go wrong.



To build an inspirational career in the context of a much fairer and more equal working environment for women.





WOMEN IN THE CORPORATE WORLD

BE CONFIDENT!

Develop a very strong idea of who you are and what you bring to the work environment and make a deliberate decision to be more visible at work.

Tip: Think of a time when you were at your very best. Assess what happened and list every strength you demonstrated in that moment. These are your innate strengths, try using those strengths in every situation you face.



BE FIERCE IN YOUR SUPPORT OF OTHER WOMEN!

Build your personal support network with two groups of ambitious women: Ones that inspire you and leaders you can learn from. The next group should be ones that YOU can mentor; ones YOU can support and guide.



Transformation remains a strategic imperative at Nedbank. Nedbank continues to make strides in fulfilling their aspirations.



I AM PROUD TO BE PART OF AN ORGANISATION THAT IS COMMITTED TO GENDER EQUALITY.

Transformation remains a strategic imperative at Nedbank. Nedbank continues to make strides in fulfilling their aspiration to be a 'great place to work', bank and invest, underpinned by a key focus area: the advancement of women, which is a necessary step in building a workforce that better reflects the country's demographics.

Employment equity and importantly the advancement of women at Nedbank is not just a compliance matter, nor is it a burden. Rather, it is a necessary vehicle in driving a successful organisation through fairness, justice, equality and inclusion.



Lerato Mathibela Training Officer and Head of the CA Training Programme



CA SEMINAR EXPERIENCE

APPLY FOR THE NEDBANK CHARTERED ACCOUNTANT SEMINAR EXPERIENCE

IT'S NOT JUST THE BEST WAY TO DO YOUR ARTICLES IT'S THE BEST WAY TO MAKE A DIFFERENCE!

Be a #YoungDifferenceMaker



DISCOVER HOW YOU CAN BECOME A #YOUNGDIFFERENCEMAKER WITH THE NEDBANK CHARTERED ACCOUNTANT (CA) SEMINAR EXPERIENCE.

The Nedbank CA Training Programme invites you to attend its first-ever virtual CA Seminar Experience from 9 to 11 December 2020.

This is a career-defining three-day journey that will expose you to the exciting world of CA articles in the banking environment. This experience will redefine your CA journey and harness your potential to be a game-changing business leader.

Rethink your potential and make an informed decision about your future. Ensure that you are one of the 20 ambitious delegates who will experience virtually what the Nedbank CA Training Programme has to offer.

Go to www.nedbank.co.za/ca and discover what's in store for you. Check out our booklet to gain a deeper understanding of what our unique programme has to offer.



DON'T MISS OUT, APPLY NOW!

Applications open 20 July 2020. Applications close on 31 August 2020.

Visit our website at www.nedbank.co.za/ca and apply now. Questions can be directed to CA@Nedbank.co.za.

YOUR VIRTUAL NEDBANK CA SEMINAR EXPERIENCE WILL ENABLE YOU TO:

- connect with Nedbank's purpose, culture and values;
- interact with senior Nedbank executives, programme management and trainees currently in the CA Training Programme;
- gain insightful professional, leadership and personal branding skills; and
- be challenged by a wide range of relevant financial services activities that will elevate your business acumen.

Applicants must be in their final undergraduate year of a South African Institute of Chartered Accountants (SAICA)-accredited Bachelor of Accounting or equivalent, who are studying towards a CA(SA) qualification.

For more information and an opportunity to interact with current trainees join us for a live webinar on 19 August 2020 from 17:00-18:00. To register for the webinar visit [our website](#)

Disclaimer: Nedbank reserves the right, at any time and in its sole discretion, to change the number of participants of the Nedbank Virtual CA seminar. Nedbank may withdraw an invitation to participate in the Nedbank Virtual CA Seminar at any time and without giving reasons. Nedbank continues to comply with decisions taken by the relevant South African governmental departments and is committed to preventing the spread of the Covid-19 pandemic.

see money differently

NEDBANK



CA SEMINAR EXPERIENCE

In my second year at UJ, I discovered a banking vac programme hosted by one of the other big four banks and after attending that, it ignited a drive in me to do my articles at a bank – I had found my niche.

Before that, I was unaware that TOPP even existed. Subsequently, in my third year I was accepted to Nedbank's CASE and this was a career-defining moment for me. CASE gave me the opportunity to explore the vast possibilities of my career at an organisation that cares about the issues that I care about. Nedbank enables you to make a difference and have a positive impact, by developing your money expertise to positively influence individuals, businesses and society. This is where I can add real value and work for a greater good, with purpose.

One of the biggest drivers of my chosen CA path, was that I wanted to affect change wherever I went, and CASE showed me that Nedbank was exactly the place to do that. Nedbank looks for ways to develop impactful business leaders and after a week on CASE, I was a changed person. I learnt stellar leadership, business, interpersonal and communication skills and made friends along the way (some of who are now on the CA Training Programme with me).

The great thing about this experience and the programme is that it is predominantly driven

by the trainees. This allows you to interact and feel exactly what the actual programme culture is like and get a taste of what rotations are available, what working for Nedbank is like, etc.

This year, I am lucky enough to be co-leading CASE with a fellow first-year trainee and it has been such a privilege so far. The care, consideration and effort that go into creating the optimal experience for our delegates is second to none.

This year is our first-ever virtual CASE. This is a three-day journey that will expose you to the exciting world of doing your articles in a banking environment (TOPP) and harness your potential to be a game-changing business leader.

It's your turn to #bethedifference and become a #youngdifference maker. Apply for CASE before 31 August 2020, and do not miss out on this amazing opportunity!



Minyon Ferrero Co-lead for CASE 2020



CA SEMINAR EXPERIENCE REFLECTIONS

SOME OF THE FEEDBACK WE GOT FROM OUR 2019 CASE DELEGATES:

'It exceeded every expectation I had – a true insight into the world of banking and the culture of Nedbank. Thank you for the invaluable guidance, lessons and putting together a fun, challenging and powerful programme.'

'Fantastic, cannot describe in words how good it was. The execution, attention to detail, the effort put into the programme blew me away. I will take these experiences and lessons with me for the rest of my life. To describe it in one sentence: It was the experience of a lifetime.'

SOME OF THE FEEDBACK WE GOT FROM OUR CA TRAINEES:

'CASE is a week that pushes you to your limits in all shapes and forms. As mentioned by our 2019 CASE delegates: it is an experience of a lifetime. Having attended CASE in my final year of my undergraduate degree and then being a leader on the team in my first year at Nedbank, I was lucky enough to experience it twice! I truly left both weeks a different person and I would highly recommend all final-year graduates to apply.' – Joanna Taylor, CASE 2017

'CASE is really worth the hype it gets. I came to the seminar with millions of questions and uncertainties and left with not only an experience of a lifetime, but with knowledge and friendships that have helped me be the young business leader that I am today. CASE 2020? I would totally recommend!' – Tshepo Mthombeni, CASE 2017





CA SEMINAR EXPERIENCE WORD GAMES

THE NEDBANK CA TRAINING PROGRAMME IS GIVING AWAY AWESOME TAKEALOT PRIZE VOUCHERS TO STUDENTS WHO WISH TO PARTICIPATE IN OUR CASE WORD GAMES BELOW!

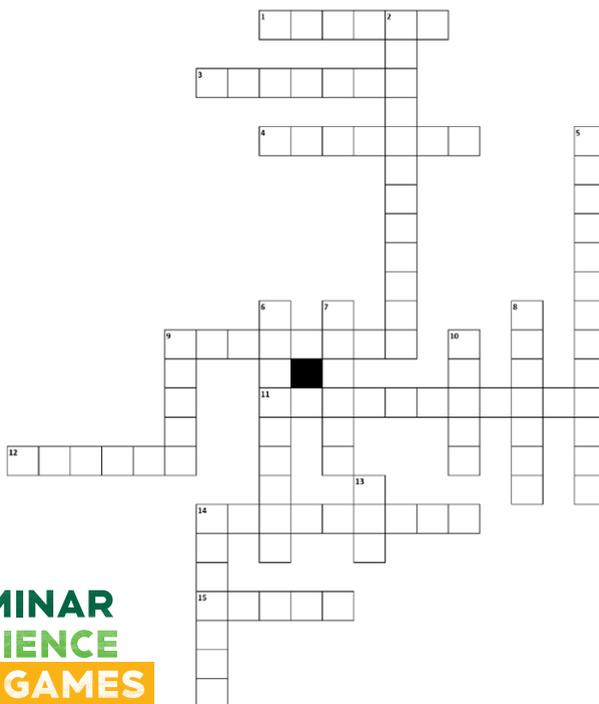
The Nedbank CA Training Programme reserves the right to not allocate prize vouchers in the event that no correct responses are received.

To enter:
complete both the sudoku and crossword puzzle below; and

email your completed and correct responses in PDF form to ca@nedbank.co.za, with your subject line 'HouseCA_CASE2020'.

Closing date for submissions is 31 August 2020. Winners will be contacted directly with regard to claiming their prize vouchers.

				3				9
					5		6	
					7	5		8
		6						
3	2					6		
				8			5	4
	3			5				
8	1		9	4	3			
9					8			



CA SEMINAR EXPERIENCE WORD GAMES

ACROSS

1. By attending CASE you can have a sneak peek of Nedbank's _____, brand and _____. (word 2)
3. Training _____Public Practice.
4. How will this year's CASE be presented?
9. During CASE we will equip you with skills to be a _____ leader.
11. To apply submit your CV and the _____ form.
12. Nedbank's culture is _____ (word 2).
14. CASE will require you to _____ your thinking.
15. CASE will be happening over a _____-day period.

DOWN

2. While on CASE you can interact with Nedbank _____.
5. Nedbank wants their clients to see money _____.
6. Nedbank is in the _____ services industry.
7. Nedbank's culture is _____ (word 1).
8. CASE stands for: CA _____ experience.
9. Nedbank is led by our CEO Michael _____.
10. Nedbank took top honours at the 19th Annual Top Empowerment Awards last night by scooping the _____. (word 2)
13. Nedbank took top honours at the 19th Annual Top Empowerment Awards last night by scooping the _____. (word 1)
14. By attending CASE you can have a sneak peek of Nedbank's _____, brand and _____. (word 1)



A BIG THANK YOU TO HOUSE CA

House CA has helped the Nedbank CA Training Programme reach hundreds of undergraduate BCom Accounting Science students at the University of Pretoria.

Thank you for presenting a platform for students to chart their journey and engage with potential future employers.

For more information on the Nedbank CA Training Programme, please visit www.nedbank.co.za/ca.

Enquiries can be sent to ca@nedbank.co.za.

Nedbank 135 Rivonia Campus
135 Rivonia Road Sandown Sandton 2196 South Africa
PO Box 1144 Johannesburg 2000 South Africa



NEDBANK