



## From the CEO

Another year passes and I am pleased to report that it has been a successful one for the D&S Group. We have enjoyed satisfactory revenue growth and particularly good performances have been achieved by many units, though notably by **D&S Karen, D&S Meru, D&S Garissa, D&S Eldoret and D&S Kisumu**, HO departments **Pools** and **Business**

**Development** and subsidiary **D&S Uganda**. There have also been a number of important initiatives including completion of the new **D&S Coast HQ building**, good progress on the new **HO Canteen** and **Training School building**, the opening of no less than **eight new Branches** (bringing the total to 43), the innovative **iDayliff** concept and growth of the head count to nearly 600. We are a big organisation now!

An established year-end tradition is the **Business Unit performance awards** and I am delighted to congratulate Commended Units **HO ICT** where manager **Joab Mak'Ongul** and his team have provided D&S with a world-class ERP system, this year's important innovation being the **CRM system** and **HO Pools**, who under manager **Stephen**



Award winners pose with CEO Alec Davis and the executive team at the HO annual Christmas party.

**Muhia** this year have grown over 50% and also completed some excellent projects. **Business Unit of the Year** is awarded to **D&S Uganda** who have had a remarkable year in terms of growth and qualitative improvement. MD **Ephraim Mbugua**, Operations Director **Simon Batte** and the team do a great job and the award is most deserved, not only for the success of this year but in

recognition of many years of excellent work. I also congratulate the many **Employee of the Year Award** winners who are listed elsewhere. These are chosen by their peers, the most critical judges, and so the awards are always most deserved. I am very grateful to them all. I also must express my deep appreciation to all staff who work so hard to create D&S's success. There is an extraordinary culture of commitment and D&S staff are a group of exceptional people achieving great things.

Though I write this before Christmas by the time this Newsletter is published the Festive Season will be over and we'll be into the New Year. I therefore belatedly pass my best wishes to all D&S stakeholders for the season and also a successful and prosperous 2016.

## Partner Focus - RSM

**RSM** are D&S's Kenya auditors and tax advisors, the relatively recent relationship having been established in 2010. RSM is an international audit firm ranked no 7 globally in size and the local practice has evolved from **Ashvir & Co**, which was established in 2004 by current managing partner **Ashif Kassam** and **Azim Virjee**.

The firm has grown hugely in its relatively short existence and now has a staff of 140 operating from the Nairobi HQ as well as from offices in Mombasa, Kampala and Dar-es-Salaam. It has also won a number of prestigious awards and is recognised as an innovator in its field.

Another link is that **Simon Fisher**, the partner responsible for



CEO Alec Davis, Dep. CEO David Gatende and Finance Director George Mbugua pose with outgoing audit partner Simon Fisher and incoming partner Ranga Komanduri at D&S HO.

D&S with previous auditors PwC joined RSM in 2009 and has been the partner managing the D&S relationship since then. Simon has recently retired from his audit responsibilities and 2015 was his last year overseeing the D&S relationship, which together with his time at PwC concludes a twenty year association! Simon has been a great

support over this time and he will be missed; his replacement is **Ranga Komanduri** and D&S looks forward to developing a similar close relationship with him. Also of note is that RSM recently re-branded and moved closer to the international practice and is now a major player in the regional accounting industry. They are a great support to D&S and we look forward to further development of this important relationship.



# 2015 Christmas Celebrations



The tradition of the D&S Christmas celebrations is now well established and again this year parties were held across the Group's many locations. The Head Office party was attended by over 300 staff and included entertainment from live band Juma Tutu, comedians, staff acts, a quiz and even a tango demonstration! CEO **Alec Davis** also gave an address where he thanked staff for their efforts over the challenging but successful year and presented the various annual awards. The **Eastern Cluster** of branches grouped together at Ol-Pejeta Conservancy while **D&S Coast** celebrated at Mombasa Beach Hotel and the **Western Cluster** held local celebrations. Elsewhere in the Group **D&S Zambia** visited Lusaka Central Prison where they made a donation and later had dinner at Lusaka Grand Hotel, **D&S Uganda** enjoyed a day at Lake Side Adventure Park, **D&S Tanzania** went to Kunduchi Beach, **D&S Rwanda** went to Palast Rock Hotel and **D&S Juba** visited the Juba Orphanage and then lunched at Jebel Lodge.



## Dayliff Promotion

**Dayliff** is the name of D&S's own brand of products and over the past six years an extensive range of pumps has been introduced. They are now well established in the market with over 100,000 in reliable service, though on the occasion of the launch of some new products as well as the innovative **iDayliff monitoring and control concept**, a promotional cocktail was recently held at Serena Hotel. Graced by KEPSA Chair Amb. **Dennis Awori** as the Guest of Honour and attended by over 100 customers, there was a general consensus about the quality and value of the range and its suitability for local conditions. Already successful, there is no doubt that the popularity of Dayliff will continue to grow.



Guest of Honour Amb. Dennis Awori discusses the features of a Dayliff pump with Alec Davis and David Gatende.

## D&S Kiambu Opening

**D&S Kiambu** under energetic Branch Manager **Benson Kanyuru** recently held an opening ceremony and cocktail at the new premises in Kiambu town. The successful event, hosted by Directors **Dr MAS Waweru** and **Edward Davis**, who also has responsibility for the Nairobi cluster of branches, was attended by over 60 guests. Speeches were given by the Directors and key guests and then a feedback session was held after which a ribbon and cake cutting ceremony marked the official branch opening, which is already making a contribution to the local economy bringing the D&S range of solutions closer to those who need them.



Commercial Director Dr MAS Waweru, Branch Manager Benson Kanyuru, Bus. Dev. Director Edward Davis and Guest of Honour Mr. Muiruri of IndePTH cut the ribbon to officially open D&S Kiambu.



## Staff News

### Appointments



**Agnes Bwoya**



**Guyton Kayuba**



**Eunice Njuno**

D&S is pleased to welcome **Agnes Bwoya** (D&S Nakuru), **Guyton Kayuba** (D&S Kakamega) **Eunice Njuno** (HO Sales). They are all wished long and successful careers with the company.

### Commendations

Commendations were recently awarded to **Lena Muturi** and **Sylvester Ochieng** (HO Fabrication), **Joy Busolo** and **Elvis Khamala** (HO Water Treatment), **Martin Gwada** (HO Power Products), **David Ngari** (HO Solar) and **Nicholas Odera** (HO Sales NGO) for making exceptional efforts in executing their duties. Everyone's commitment is greatly appreciated.

### Births

Congratulations to **Edward Davis** (HO BD) and his wife Lorna on the arrival of their son Laszlo, **Mohamed Athman** (HO IT) and his wife Hafswah on the arrival of their daughter Emann, **Lazarus Omolo** (HO Field Service) and his wife Everlyne on the arrival of their daughter Gloria, **Anne Olang** (D&S Downtown) and her husband Andrew on the arrival of their daughter Azalea, **Kennedy Ojunge** (D&S Karen) and his wife Ann on the arrival of their son Andy and **Peter Ashiemi** (D&S Kisumu) and his wife Rose on the arrival of their son Ezra.

## Staff Profile - Beatrice Ndungu



**Beatrice Ndungu** is well known around the D&S Group as she fulfills the often thankless but nevertheless vital role of Credit Controller, with responsibility for regulating and managing the administration of credit at D&S Kenya.

Nairobi born Beatrice is highly educated having firstly attended St Michaels Primary School then Kabare Girls High before heading to Moi University where she obtained her Bachelors Degree. She also holds a Higher Diploma in Book Keeping as well as a Masters in Strategic Management and joined D&S direct from campus in 1999.

She first heard of D&S through a friend who was employed at the company and at first only sought work experience before being offered a job. Of D&S, she particularly enjoys the high standards and order although she would prefer not to have to struggle through morning traffic to get to her desk!

Beatrice is a lady of faith and is blessed with toddler Hansel Zawadi. Aside from being a Mum, she spends most of her free time mentoring the youth and plans in future to give assistance to disadvantaged girls. Of life, she mentions that God is all you need and that life has a tendency to give you what you are looking for if you look hard enough. Her friends describe her as loyal and friendly and she describes herself as industrious which, if her performance in credit control is anything to go by, is certainly true.

## D&S Annual Awards

### Business Award

**Business Unit of the Year**  
**Commended Business Unit**  
**Commended Business Unit**

D&S Uganda  
HO Pools  
HO IT

### Employee Awards

**HO Commercial**  
**HO Finance**  
**HO Engineering**  
**HO Office**  
**HO Supply**  
**Nairobi Branches**  
**Eastern Branches**  
**Western Branches**  
**Coast Branches**  
**D&S Zambia**  
**D&S Tanzania**  
**D&S Uganda**  
**D&S Ethiopia**  
**D&S Rwanda**

Moses Kitheka  
Michael Kanyugi  
Edward Mwanzia  
Wamaiha Ndungi  
Peter Ngugi  
Benedict Kutu  
Leonard Njiru  
Boniface Terer  
James Abineri  
Theodore Kalumba  
Donald Milinde  
Innocent Mugabe  
Berhane Yohannes  
Innocent Dushimana

## Marriage



**Annette Wairoma** (D&S Westlands) and husband **Douglas** celebrated their wedding day in joyous style at a colourful ceremony at St. Nicholas Senior School. Pictured are the happy couple with friends from D&S bearing gifts.



# D&S Pictorial

## D&S Tanzania EBS Seminar



Deputy CEO David Gatende, D&S Tanzania MD Ben Munyao and D&S Arusha Manager Andrea Shangali recently hosted 55 contractors and private sector clients to a seminar focused on Power, Solar & Water Treatment products in Arusha town. Pictured are the team with Supply and Sewerage Authority Eng. Mohamed J Ismail.

## D&S Uganda National Water Gensets



Commended Business Unit of the Year D&S Uganda recently supplied a large tender of Dayliff gensets to the National Water & Sewerage Company in Kampala to fulfill some of their power requirements. Pictured are the National Water staff inspecting the consignment on delivery to their premises.

## D&S Ethiopia Contractors Luncheon



D&S Ethiopia along with Business Development manager Patrick Mufwoya recently hosted a successful training luncheon at the Harmony hotel in Addis Ababa. 60 contractors and consultants attended and the sessions focused on Water Treatment, Pools and the Dayliff range of products. Pictured is a seminar in session.

## Kwale County Pump Sets



D&S Malindi Branch Manager Aggrey Temoi and his team have supplied the largest pump set ever assembled by D&S to Kwale County, comprising two Grundfos CR120-7 with 75kW motors for local water distribution. Pictured are the inspection team during testing at D&S HO Technical.

## D&S HO Pedrollo Visit



Longstanding Pedrollo Export Manager Dr Moustapha Tounkhara has recently visited D&S markets including Kenya, Zambia and Tanzania. Pedrollo is D&S' largest supplier and D&S is Pedrollo's largest customer in Africa. Pictured is Moustapha with David Gatende, Product Specialist Stephen Njoroge and Alec Davis when he visited Nairobi.

## D&S Coast Team Building



D&S Coast under GM Mohamed Farook recently enjoyed an energetic team building day at Turtle Bay Beach Resort. Games included water polo and beach volley ball and the entire complement of over 50 staff joined in the fun. D&S Coast have had a busy year with a number of large projects successfully completed.

## D&S HO CIO Award



D&S HO ICT under the leadership of Joab Mak'ongul has been commended by CIO as being in the top 100 companies in the country for ICT in 2015. The organization recognizes innovation within ICT and pictured is Joab with CIO CEO East Africa Harry Hare being presented with a certificate of award at the prize giving in Naivasha.

## D&S Thika Enashipai Installation



A cross divisional team from D&S HO Water Treatment and D&S Thika successfully installed and commissioned Dayliff Water Treatment equipment, which included an RO plant, to process lake water for leading resort Enashipai in Naivasha. Pictured are the team with resort officials at the commissioning of the plant.