

Verwysings | Reference: Eleanor Jansen van Vuuren



**Labour Law, BEE & Skills
for business**

PRETORIA KANTOOR | OFFICE Roban Sentrum | Roban Centre Grondvloer | Ground Floor Erasmusstraat 178 | 178 Erasmus Street Meyerspark 0184

PostNet Suite 152 Privaatsak X844 | Private Bag X844 Silverton 0127

Tel: 012 810 2073

Fax: 012 803 4985

E-pos | E-mail: madelein@seesa.co.za

Unofficial BBBEE Scorecard of:

Name of Business: **F MENGE PRESENTATIONS & SIGN MANUFACTURERS (PTY) LTD**
"Measured Entity"

Registration Number: **1978/04195/07**

Physical Address: **2A, VUYESILE MINI STREET, BETHAL**

Date: **13 MAY 2011**

Qualifying Small Enterprise in terms of the Codes of Good Practice issued in terms of section 9 of the Broad Based Black Economic Empowerment Act, 53 of 2003.

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PRETORIA HEAD OFFICE: Roban Centre, Ground Floor, 178 Erasmus Street, Meyerspark, 0184

Name of Enterprise: SEESA (Pty) Ltd | **Registration Number:** 2008/015270/07 | **VAT Registration Number:** 4400252823
Directors: B.D. Oostendurp | P.D. Voges | C.J. Badenhorst | U. Botha | **Non-Executive:** B.R. Topham

OWNERSHIP:

Indicator	Weighting	Compliance Target	Actual Level	Sub Total	Total
1. Voting Rights Exercisable Voting Rights in the Enterprise in the hands of black people.	6	25% + 1 vote	The business has opted not to be rated on this element.		
2. Economic Interest Economic Interest of Black people in the Enterprise	9	25%			
3. Realisation Points 3.1 Ownership Fulfilment	1				
3.2 Net Value	9				
4. Bonus Points 4.1 Involvement in the ownership of the Enterprise by Black women	2	10%			
4.2 Involvement in the ownership of the enterprise by black participants in Employee Ownership Schemes, Co-operatives or Broad Based Ownership Schemes	1	10%			
OWNERSHIP TOTAL					

MANAGEMENT & CONTROL:

Indicator	Weighting	Compliance Target	Actual Level	Sub Total	Total
1. Black Representation at Top Management Level	25	50,1%	The business has opted not to be rated on this element.		
2. Bonus Points: Black Women Representation as Top Management	2	25%			
MANAGEMENT & CONTROL TOTAL					

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EMPLOYMENT EQUITY:

Indicator	Weighting	Compliance Target		Actual Level	Sub Total	Total
		Years 0 – 5	Years 6 – 10			
1. Black Employees of the Measured Entity who are management as a percentage of all management adjusted using the Adjusted Recognition for Gender.	15	40%	60%		41.66%	6.25%
2. Black Employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender.	10	60%	70%	44.12%	73.53%	7.35%
3. Bonus Points for meeting or exceeding the EAP targets in each category above.	2					0%
EMPLOYMENT EQUITY TOTAL						13.6%

SKILLS DEVELOPMENT:

Indicator	Weighting	Compliance Target	Actual Level	Sub Total	Total
Adjusted Skills Development spend on learning programmes for black employees as a percentage of Leivable Amount.	25	2%	The business has opted not to be rated on this element.		
SKILLS DEVELOPMENT TOTAL					

PREFERENTIAL PROCUREMENT:

Indicator	Weighting	Compliance Target		Actual Level	Sub Total	Total
		Years 0 – 5	Years 6 – 10			
BEE Procurement spend from all suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	25	40%	50%		41.76%	10.44%
PREFERENTIAL PROCUREMENT TOTAL						10.44%

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ENTERPRISE DEVELOPMENT:

Indicator	Weighting	Compliance Target	Actual Level	Sub Total	Total
Average Annual value of all qualifying contributions made by the measured entity as a percentage of the target.	25	2% of NPAT		100%	25%
ENTERPRISE DEVELOPMENT TOTAL					25%

SOCIO ECONOMIC DEVELOPMENT:

Indicator	Weighting	Compliance Target	Actual Level	Sub Total	Total
Average Annual value of all Socio Economic Development Contributions and Approved Socio Economic Development Contributions made by the measured entity.	25	1% of NPAT		100%	25%
SOCIO ECONOMIC DEVELOPMENT TOTAL					25%

74.04%

Total of 4 elected elements:

EMPLOYMENT EQUITY

PREFERENTIAL PROCUREMENT

ENTERPRISE DEVELOPMENT

SOCIO ECONOMIC DEVELOPMENT

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I (Initials and surname) hereby declare that (business name) has chosen to be verified on the above BBB-EE elements and are accordingly therefore claiming the points issued.

The measured entity is unofficially deemed as a **Level 4 Contributor**.

Signed: (contact person/ business representative)

Date:

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