

Broad-Based Black Economic Empowerment Verification Certificate

Certificate Number 01/B-BBEE:	EME / 445 / 06 / 2014
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Name of Measured Entity	:	<u>GAUTENG TALENT MANAGEMENT SOLUTIONS PROPRIETARY LIMITED</u>
Trading as	:	<u>GAUTENG TALENT MANAGEMENT SOLUTIONS</u>
Registration Number	:	<u>2007/012814/07</u>
VAT Number	:	<u>4060244227</u>
Head Office Location	:	<u>35 Villa Valencia</u>
		<u>c/o Anemoon Street and Monument Road</u>
		<u>Glen Marais Kempton Park</u> Code <u>1619</u>
		<u>P.O. Box 8122</u>
		<u>Edleen</u> Code <u>1625</u>
Verification Standard Applied	:	<u>Codes of Good Practice on Black Economic Empowerment</u>
Issue of the rating standard applied	:	<u>Section 9 of the B-BBEE Act 53 of 2003</u>
Scorecard applied	:	<u>Exempt Micro Enterprise Scorecard</u>
Size of the enterprise	:	<u>Exempt Micro Enterprise (<R5 million annual turnover)</u>
Broad Based BEE Status Level	:	<u>A level 3 Contributor to B-BBEE</u>
BEE Procurement recognition level	:	<u>110%</u>
Black Ownership	:	<u>51 %</u>
Black Women Ownership	:	<u>38 %</u>
Value Adding Supplier	:	<u>No</u>

Although the abovementioned is the current level of turnover/income and is closely related to the economic indicators, it may be more or less in future. Consequently, this Certificate does not serve as a guarantee that the income reflected will continue at the same levels. Where the entity is a start-up enterprise this EME Certificate is valid only for contracts with a single value of less than or equal to R10 million. Should the contract value being tendered for be higher than R5 million and less than R35 million, the EME will be required to submit a QSE Verification Certificate with any tender. For contracts over R35 million a B-BBEE Verification Certificate based on the Generic Codes must be submitted.

Based on our procedures, which do not constitute an audit or review, we have determined that the turnover/income is less than, or equal to R5 Million and that the level of Black Ownership/Black Women Ownership is as set out in this Certificate. We do not accept or assume responsibility to anyone other than the Directors, for our work, for this report, or the conclusion we have reached.

Signature



Date of Issue

26 June 2014

Registered Auditor

Anton Ferreira-CA(SA) RA

Expiry Date

25 June 2015

IRBA Registration No.

603341B

Validity Period

12 Months

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Directors: LB Roberts, R Stoltz, A Ferreira, E Rossouw, B Lombard