

BEESCORE
knowing what counts



hereby certifies that

OVEREND OUTSOURCE CC

Of: 50 9TH Street, Parkmore, 2196

Reg No: 2002/046267/23

VAT No: 4470202013

BEE Status:	Level 3	BEE Recognition:	110%
Black Ownership:	Not Assessed	BEE Category:	QSE
Black Women Ownership:	Not Assessed	Value added supplier:	YES

Element	Weighting	Achieved
Ownership	25	-
Management	25	-
Employment Equity	25	27.00
Skills Development	25	20.55
Preferential Procurement	25	25.00
Enterprise Development	25	-
Socio-economic Development	25	7.27
TOTAL – selecting 4 out of 7 elements ('-' Not Assessed)	100	79.82



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Issue Date : 22 March 2011

Expiry Date : 21 March 2012

Technical Signatory

BEESCORE (Pty) Ltd

This BEE Certificate is issued in accordance with the final BEE Codes (800-807) of Good Practice gazetted on 09th February 2007. The measured entity has provided documentation as proof of compliance when claiming each point against the Qualifying Small Enterprise BEE Scorecard. BEESCORE (Pty) Ltd retains copies of all documents presented and has issued this certificate in their place. BEESCORE (Pty) Ltd shall retain ownership of the BEE Certificate. Should BEESCORE (Pty) Ltd in its sole discretion adjudge that the measured entity is misusing the BEE Certificate, BEESCORE (Pty) Ltd reserves the right to immediately withdraw the BEE Certificate and the measured entity shall, upon written request by BEESCORE (Pty) Ltd forthwith return the BEE Certificate.



BEESCORE (Pty) Ltd

Reg: 2001/02097/1/07 ABVA Membership No.: AM00056

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BEE VERIFICATION REPORT

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QUALIFYING SMALL ENTERPRISE (QSE) SCORECARD

Measured Enterprise	Overend Outsource cc	Physical Location	Parkmore
Registration Number	2002/046267/23	Certificate Number	BS 140311

BEE Element	Weighting	Indicator	Indicator Weighting	Target (Years 1-5)	Actual %	Bonus	Total Score
Equity Ownership	25	Exercisable Voting Rights in the Enterprise in the hands of black people	6	25% + 1 vote	0%	0.00	0.00
		Economic Interest of black people in the Enterprise	9	25%	0%	0.00	
		Ownership fulfilment	1	Shares fully paid for		0.00	
		Current Equity Interest	9	25%	0%	0.00	
		Bonus Points: Involvement of black women and broad based ownership schemes	2+1	10%	0%	0.00	
Management Control	25	Black representation at Top Management Level	25	50.10%	0%	0.00	0.00
		Bonus points: Black women representation at Top Management level	2	25%	0%	0.00	
Employment Equity	25	Black employees who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	15	40%	70%	15.00	27.00
		Black employees as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	60%	80%	10.00	
		Bonus point for meeting or exceeding the EAP targets in each category above	2	87.5%	100% 100%	1.00 1.00	
Skills Development	25	Adjusted skills development spend on Learning Programmes for Black employees as a percentage of leviabile amount	25	2% of payroll	1.64%	20.55	20.55
Preferential Procurement	25	BEE Procurement spend from all suppliers based on the BEE Procurement Recognition levels as a percentage of Total Measured Procurement Spend	25	40%	61.97%	25.00	25.00



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QUALIFYING SMALL ENTERPRISE (QSE) SCORECARD

Measured Enterprise	Overend Outsource cc	Physical Location	Parkmore
Registration Number	2002/046267/23	Certificate Number	BS 140311

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-4)	Actual %	Score	Total Score
Enterprise Development	25	Average Annual value of Qualifying Contributions made by the measured entity as a percentage of NPAT (Net Profit After Taxes)	25	2%	0%	0.00	0.00
Socio-Economic Development	25	Average Annual value of Socio-Economic Development contributions and approved Socio-Economic Development contributions made by the measured entity as a percentage of NPAT	25	1% NPAT	0.29%	7.27	7.27

Total	79.82
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FINAL SCORE (Selecting 4 out of 7)	79.82
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STATUS	Level 3
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BEE Status	BEE Points	BEE Recognition
Level One	≥100 points	135.00%
Level Two	≥85 but <100	125.00%
Level Three	≥75 but <85	110.00%
Level Four	≥65 but <75	100.00%
Level Five	≥55 but <65	80.00%
Level Six	≥45 but <55	60.00%
Level Seven	≥40 but <45	50.00%
Level Eight	≥30 but <40	10.00%
Non Compliant	<30	0.00%

