

EMPOWERDEX

Economic Empowerment Rating Agency



Generic Scorecard Verification The IQ Business (Pty) Ltd

Registration Number: 2000/004691/07
Address: Block F Metropolitan Office Park, 82 Wessel Road, Rivonia 2191

Level Five Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	23.00	20.00	Total Score	62.64
Control	3.02	10.00	Procurement Recognition Level	80.00%
Employment Equity	2.77	15.00	Black Ownership	27.06%
Skills Development	1.31	15.00	Black Women Ownership	10.80%
Preferential Procurement	12.54	20.00	VAT Number	4400192920
Enterprise Development	15.00	15.00	Value Adding Enterprise	Yes
Socio-Economic Development	5.00	5.00	Expiry Date	26 May 2010

For EMPOWERDEX (Pty) Ltd

27 May 2009
Date

This rating certificate and the verification report are based on information provided to Empowerdex and represent's an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Codes of Good Practice.

THIS CERTIFICATE SHOULD BE READ IN CONJUNCTION WITH THE ENTIRE VERIFICATION REPORT

Empowerdex (Pty) Ltd Reg. 2001/027963/07
Directors: V Jack, CC Wu, B Khoosal,
D Nxumalo, L Ratsoma, J Stumbles.

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C e r t i f i c a t e



EMPOWERDEX

Economic Empowerment Rating Agency

Johannesburg

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The IQ Business (Pty) Ltd

Registration Number: 2000/004691/07

an EMPOWERDEX Generic Scorecard Verification

BBB

Level Five Contributor					
Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	23.00	20.00	Procurement Recognition Level	80.00%
Control	D	3.02	10.00	Black Ownership	27.06%
Employment Equity	E	2.77	15.00	Black Women Ownership	10.80%
Skills Development	F	1.31	15.00	VAT Number	4400192920
Preferential Procurement	B	12.54	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	27 May 2009
Socio-Economic Development	A	5.00	5.00	Expiry Date	26 May 2010
Overall Score	BBB	62.64	100.00	Operational Capacity	Unconstrained

For EMPOWERDEX (Pty) Ltd

27 May 2009

Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007) and interpreted using the Interpretive Guide (released 29 June 2007)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

THIS PAGE SHOULD BE READ IN CONJUNCTION WITH THE ENTIRE REPORT

Empowerdex (Pty) Ltd. Reg. 2001/027963/07

Directors: V Jack (CEO), C Wu (D-CEO), L Ratsoma (MD), B Khoosal, D Nxumalo, J Stumbles.



Executive Summary: Verification of The IQ Business (Pty) Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
BEE Ownership	A	BBB Department of Trade and Industry's Codes of Good Practice (Released February 2007) Level Five Contributor	Unconstrained Operational Capacity
BEE Management	D		
Employment Equity	E		
Skills Development	E		
Preferential Procurement	B		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Verified Level	Score
BEE Ownership:		23.00/20.00
Voting rights of black people:	27.06%	3.00
Voting rights of black women:	10.80%	2.00
Economic interest of black people:	27.06%	4.00
Economic interest of black women:	10.80%	2.00
Economic interest of designated groups:	0.00%	1.00
Black participants in employee ownership schemes:	0.00%	
Black beneficiaries of broad based ownership schemes:	10.29%	
Black participants in co-operatives:	0.00%	
Ownership fulfillment:	Yes	1.00
Net value:	27.06%	7.00
Bonus: black new entrant	21.81%	2.00
Bonus: black participants in broad based ownership scheme	10.29%	1.00
Management Control:		3.02/10.00
Black representation at board: (Adjusted for gender)	35.71%	2.14
Black representation of the executive directors: (Adjusted for gender)	16.67%	0.67
Black representation at senior top management: (Adjusted for gender)	0.00%	0.00
Black representation at other top management: (Adjusted for gender)	4.17%	0.21
Bonus points: (Black Independent Non-Executive Board Member)	0.00%	0.00
Employment Equity:		2.77/15.00
Total workforce analysed:	325	N/A
Employment equity report:	Yes	N/A
Black representation:	37.54%	N/A
Black female representation:	17.23%	N/A
Black disabled representation: (Adjusted for gender)	0.00%	0.00
Black representation at senior management: (Adjusted for gender) – below subminimum	12.93%	0.00
Black representation at middle management: (Adjusted for gender) – below subminimum	23.17%	0.00
Black representation at junior management: (Adjusted for gender)	47.17%	2.77
Bonus points for exceeding or meeting EAP targets:	No	0.00



Executive Summary: Verification of The IQ Business (Pty) Ltd

Detailed Indicators	Verified Level	Score
Skills Development:		1.31/15.00
Skills development spend on black people:	R1,046,520	N/A
Skills development spend on black females:	R336,620	N/A
Skills development plan submitted to:	ISEIT-SETA	N/A
Skills spend on black employees as a percentage of total leviabale amount: (Adjusted for gender)	0.65%	1.31
Skills spend on black disabled people as a percentage of total leviabale amount: (Adjusted for Gender)	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (Adjusted for gender)	0.00%	0.00
Preferential Procurement:		12.54/20.00
Preferential procurement policy:	No	N/A
Total expenditure:	R265,025,486	N/A
Procurement exclusions:	R199,196,385	N/A
Total measured spend:	R65,829,101	N/A
Total BEE procurement from all suppliers as a percentage of total measured spend:	48.19%	11.56
BEE procurement from QSE's and EME's as a percentage of total measured spend:	3.26%	0.98
BEE procurement from black owned suppliers as a percentage of total measured spend:	0.00%	0.00
BEE procurement from black women owned supplier as a percentage of total measured spend:	0.00%	0.00
Enterprise Development:		15.00/15.00
Enterprise development initiatives:	Yes	N/A
Cumulative recognition since:	01 July 2006	N/A
Enterprise development contributions as a percentage of net profit after tax:	5.93%	15.00
Socio Economic Development:		5.00/5.00
Socio economic development initiatives:	Yes	N/A
Cumulative recognition since:	01 July 2006	N/A
Socio economic development contributions as a percentage of net profit after tax:	6.87%	5.00
Total:		62.64/100.00

Analyst:

Motsamai Nteu

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