



EMPOWERLOGIC

Your Logical Empowerment Solution

Broad Based Black Economic Empowerment Verification Certificate

Issued to

Mkhabela Huntley Adekeye Incorporated

Level 3 Contributor

Measured Entity

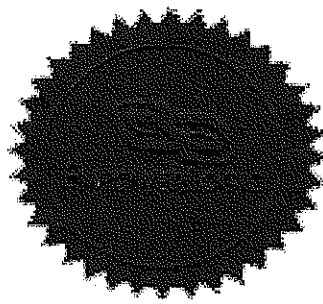
Company Name Mkhabela Huntley Adekeye Incorporated
Registration Number 2000/029792/21
VAT Number 4090192271
Address Unit A1, Building A, 1st Floor
 Rutherford Estate
 1 Scott Street
 Waverley, Sandton

BEE Status

BBBEE Status Level	Level 3
Element Levels	EO:Level 1; MC:Level 1; EE:Level 1; SD:Non-Compliant;
Black Ownership	100% Black Ownership; 45.65% Black Women Ownership
Value Adding Vendor	Yes
BEE Procurement Recognition	138%

Issue Date 2010/06/08
Expiry Date 2011/06/07
Certificate Number ELC1778QSEBB
Version Final
Applicable Scorecard Codes - QSE
Applicable BBBEE Codes QSE Codes Gazetted on 9 February 2007

BEE Procurement Recognition Levels		
Level	Qualification	%
1	≥ 100 Points	135%
2	≥ 85 but < 100	125%
3	≥ 75 but < 85	110%
4	≥ 65 but < 75	100%
5	≥ 55 but < 65	80%
6	≥ 45 but < 55	60%
7	≥ 40 but < 45	50%
8	≥ 30 but < 40	10%
Non-Compliant	<30	0%



EmpowerLogic (Pty) Ltd
 Reg. No. : 1995/000523/07
 BBBEE Verification Agency

ABVA
 Association of BEE Verification Agencies
 ABVA Member: AM0018

Per L Majija (B Comm, MBA)
 Member - Verification Committee

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SANAS Accredited



BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment. The objective of our verification is to verify the validity and accuracy of the BBBEE status represented by the measured entity. EmpowerLogic is not responsible for ensuring completeness of information provided to support the BBBEE status.

Codes - QSE Profile

Broad Based Black Economic Empowerment Score
Level 3 - 82.56%

Direct Empowerment
 106.29%

Human Resource Development
 58.84%

Indirect Empowerment
 N/A

Residual
 N/A

Ownership
 108%

Employment Equity
 108%

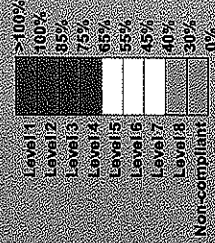
Preferential Procurement
 N/A

Socio-Economic Development
 N/A

Management Control
 104.57%

Skills Development
 9.67%

Enterprise Development
 N/A



Codes - QSE Scorecard

Objective	Indicator	Weight	Actual Value	Actual Base	Target	Result	Points
Objective : Ownership	Broad Based Black Economic Empowerment Contribution	175.0				82.56%	82.56
	Objective : Ownership	25.00	Selected			100.00%	27.00
	Exercisable Voting Rights by Black People	6.00	100.00%	100.00%	25.01%	100.00%	6.00
	Economic Interest to which Black People are entitled	9.00	100.00%	100.00%	25.00%	100.00%	9.00
	Ownership Fulfillment	1.00	Yes	Yes	Yes	100.00%	1.00
	A - Net Value	9.00	100.00%	100.00%	10.00%	100.00%	9.00
	B - EI using Normal Flow Through		100.00%	100.00%	25.00%	100.00%	
	Bonus Points						
	Economic Interest to which Black Women are entitled	2.00	45.65%	100.00%	10.00%	100.00%	2.00
	Involvement in the ownership by EOS, BBOS and Co-ops	1.00	0.00%	100.00%	10.00%	0.00%	-
Objective : Management Control	Management Control	25.00	Selected			104.57%	26.14
	Black Representation at Top Management Level	25.00	4.00	7	50.10%	100.00%	25.00
Objective : Employment Equity	Bonus Points						
	Black Women Representation at Top Management Level	2.00	1.00	7	25.00%	57.14%	1.14
Objective : Skills Development	Black Employees in Management using the Adjusted Recognition for Gender	25.00	Selected			100.00%	27.00
	Black Employees in Management using the Adjusted Recognition for Gender	15.00	7.20	11	40.00%	100.00%	15.00
	Black Employees using the Adjusted Recognition for Gender	10.00	11.50	15	60.00%	100.00%	10.00
	Bonus Points						
Objective : Skills Development	Meeting or exceeding all EAP targets above	2.00	2	2	100.00%	100.00%	2.00
	Skills Development	25.00	Selected			9.67%	2.42
Objective : Preferential Procurement	Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leivable Amount	25.00	13.257	6,854,291	2.00%	9.67%	2.42
	Weighted BEE Procurement Expenditure - All Suppliers	25.00	317,584		40.00%	0.00%	-
Objective : Enterprise Development	Enterprise Development	25.00	NOT Selected			0.00%	-
	Average Annual Value of all Enterprise Development Contributions as a % of Turnover	25.00	-	15,561,236	0.20%	0.00%	-
Objective : Socio-Economic Development	Socio-Economic Development	25.00	NOT Selected			0.00%	-
	Average Annual Value of all Socio-Economic Development Contributions as a % of Turnover	25.00	-	15,561,236	0.10%	0.00%	-