

BBBEE ASSESSMENT REPORT

Qualifying Small Enterprise (QSE)

Name of Measured Entity		The Financial Planning Institute of South Africa						
Registration Number:		2004/028055/08		Date of Assessment		11 December 2009		
Black Ownership	0.0%		BEE VERIFICATION AGENCY CC <small>157 Voortrekker Rd, PAROW 7500 (P.O. Box 46, PAROW 7499) Tel: 021 950-1811 Fax: 021 950-9950 Call Centre: 0800 722 222 E-mail: info@beeverification.com Website: www.beever.co.za</small> Our System is Honest			Black Women Ownership		0.0%
BBBEE Score	62.80		BBBEE Level		Level 5			
			Value-Adding Enterprise		Yes			

Category	BEE Elements	Weighting	Indicators	Weighting Points	Compliance Target	Compliance Achieved	Points Achieved	
Direct Empowerment	Ownership						0.00	
	5							
	Voting Rights	25	Exercisable voting rights in the hands of Black people		6	25% + 1 vote	0.00%	0.00
	Economic Interest		Economic interest of Black people		9	25%	0.00%	0.00
	Realisation Points		Ownership Fulfilment		1	No	0.00	0.00
	Ownership Bonus	3	Net Value		9	No	0.00	0.00
			Involvement in the Ownership of the Enterprise by Black Women		2	10%	0.00%	0.00
			Involvement in the Ownership of the Enterprise of Black Participants: 1. in Employee Ownership Schemes; 2. of Broad Based Ownership schemes; or 3. Co-operatives.		1	10%	0.00%	0.00
	Management Control						0.00	
	6							
Top Management	25	Black Top Management		25	50.1%	0.00%	0.00	
Management Control Bonus	2	Black Women in Top Management		2	25%	0.00%	0.00	
Human Resource Empowerment	Employment Equity						18.74	
	2							
	Employment Equity	25	Black employees in all other Management as a percentage of all other Management using the Adjusted Recognition for Gender		15	40%	28.57%	10.71
			Black employees as a percentage of all employees using the Adjusted Recognition for Gender		10	60%	48.18%	8.03
	EE Bonus	2	Exceeding EAP Targets in EE Categories Above		2			0.00
	Skills Development						14.23	
3								
Skills Development Expenditure	25	Skills Development Expenditure on Learning Programmes for Black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender		25	2%	1.14%	14.23	
Indirect Empowerment	Preferential Procurement						4.83	
	4							
	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%	7.72%	4.83
	Enterprise Development						0.00	
	7							
	Enterprise Development	25	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target		25	2%	0.00%	0.00
Socio-Economic Development						25.00		
1								
Socio-Economic Development	25	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target		25	1%	102.52%	25.00	