

EMPOWERDEX



Economic Empowerment Rating Agency

Johannesburg

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LaserCom
(Incorporating PaperGeni)
A division of
Bytes Technology Group South Africa (Pty) Ltd
Registration Number: 2003/027603/07
an EMPOWERDEX Generic Scorecard Verification Report

AAA

Level Two Contributor

Element	EMPOWERDEX Score	Target Score	B-BBEE Analysis	Results	
Ownership	A	22.83	20.00	Procurement Recognition Level	125.00%
Management & Control	B	6.23	10.00	Black Ownership	23.60%
Employment Equity	A	13.35	15.00	Black Women Ownership	10.40%
Skills Development	A	15.00	15.00	VAT Number	4860163387
Preferential Procurement	A	19.45	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	29 June 2010
Socio-Economic Development	A	5.00	5.00	Expiry Date	28 June 2011
Overall Score	AAA	96.86	100.00	Operational Capacity	Unconstrained

For EMPOWERDEX (Pty) Ltd

29 JUNE 2010

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%

Empowerdex (Pty) Ltd. Reg. 2001/027963/07
Directors: V Jack, C Wu, J Stumbles, L Ratsoma



Executive Summary: LaserCom

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

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Ownership:				
Verification date:				01 March 2009 – 28 February 2010
Voting rights of black people:	25.10%	3.00	23.60%	2.83
Voting rights of black women:	10.00%	2.00	10.40%	2.00
Economic interest of black people:	25.00%	4.00	25.80%	4.00
Economic interest of black women:	10.00%	2.00	11.30%	2.00
Economic interest of designated groups:	2.50%	1.00	21.90%	1.00
Black participants in employee ownership schemes:				
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:				
Ownership fulfillment:	Yes	1.00	Fulfilled	1.00
Net value:	25.00%	7.00	25.80%	7.00
Bonus: black new entrant	10.00%	2.00	18.70%	2.00
Bonus: black participants in schemes of ownership	10.00%	1.00	21.90%	1.00
TOTAL SCORE: OWNERSHIP	20.00		22.83	
Management & Control:				
Verification date:				01 March 2009 – 28 February 2010
Black representation at board: (adjusted for gender)	50.00%	3.00	50.00%	3.00
Black representation of the executive directors: (adjusted for gender)	50.00%	2.00	16.67%	0.67
Black representation at senior top management: (adjusted for gender)	40.00%	3.00	0.00%	0.00
Black representation at other top management: (adjusted for gender)	40.00%	2.00	31.25%	1.56
Bonus points: black independent non-executive directors	40.00%	1.00	100.00%	1.00
TOTAL SCORE: MANAGEMENT & CONTROL	10.00		6.23	
Employment Equity:				
Verification date:				01 March 2009 – 28 February 2010
Total permanent workforce analyzed:				354
Total permanent black employees:				299
Total permanent black female employees:				124
Black disabled representation : (adjusted for gender)	2.00%	2.00	4.67%	2.00
Black representation at senior management : (adjusted for gender)	43.00%	5.00	59.74%	5.00
Black representation at middle management: (adjusted for gender)	63.00%	4.00	46.15%	2.93
Black representation at junior management : (adjusted for gender)	68.00%	4.00	58.16%	3.42
Bonus Points: meeting or exceeding EAP targets, senior management	87.50%	1.00	11.11%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	87.50%	1.00	6.25%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	87.50%	1.00	51.52%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	15.00		13.35	



Executive Summary: LaserCom

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Skills Development:				
Latest Skills Development Plan submitted to:			ISETT SETA	
Skills development review period:			01 March 2009 – 28 February 2010	
Skills development spend on black staff:			R1,062,743	
Skills development spend on black female staff:			R638,982	
Skills development spend on black disabled staff:			R 436,949	
Skills spend on black staff as a percentage of leviabile amount: (adjusted for gender)	3.00%	6.00	5.01%	6.00
Skills spend on black disabled staff as a percentage of leviabile amount: (adjusted for gender)	0.30%	3.00	3.39%	3.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5.00%	6.00	6.17%	6.00
TOTAL SCORE: SKILLS DEVELOPMENT		15.00		15.00
Preferential Procurement:				
Preferential procurement policy:			Yes	
Financial period verified:			01 March 2009 – 28 February 2010	
Total expenditure:			R 212,268,383	
Procurement exclusions:			R 59,341,695	
Total measured procurement spend:			R 152,926,688	
Total BEE procurement as a percentage of total measured procurement spend:	50.00%	12.00	70.27%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10.00%	3.00	16.46%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9.00%	3.00	14.71%	3.00
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6.00%	2.00	4.34%	1.45
TOTAL SCORE: PREFERENTIAL PROCUREMENT		20.00		19.45
Enterprise Development:				
Enterprise development initiatives:			Yes	
Cumulative recognition period:			01 March 2008 – 28 February 2010	
Enterprise development as a percentage of NPAT:	3.00%	15.00	7.83%	15.00
TOTAL SCORE: ENTERPRISE DEVELOPMENT		15.00		15.00
Socio-Economic Development:				
Socio-economic development initiatives:			Yes	
Cumulative recognition period:			01 March 2008 – 28 February 2010	
Socio-economic development as a percentage of NPAT:	1.00%	5.00	1.02%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT		5.00		5.00
TOTAL SCORE:		100.00		96.86

Analyst:

Thato Masenya

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