

Detailed Generic Scorecard

ECONO BEE

	Points available	Target %
Ownership		
Exercisable Voting rights in the hands of black people	3	25%+1
Exercisable Voting rights in the hands of black women	2	10%
Economic Interest in the enterprise to which black people are entitled	4	25%
Economic Interest in the enterprise to which black women are entitled	2	10%
Economic Interest of specific black people	1	2.5%
Ownership Fulfillment	1	100%
Net Value	7	25%
<i>Bonus Points</i>		
<i>Involvement in the ownership of the enterprise of black new entrants</i>	2	10%
<i>Involvement in the ownership of the enterprise of black special groups</i>	1	10%
Total Ownership	20 + 3	
Management		
Board Members	3	50%
Executive Board Members	2	50%
Senior Top Management	3	40%
Other Top Management	2	40%
<i>Bonus point for Independent Board Members</i>	1	40%
Total Management	10 + 1	

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Employment Equity		
Black disabled employees	2	2%
Senior Management	5	43%
Middle Management	4	63%
Junior Management	4	68%
<i>Bonus points for exceeding EAP targets</i>	3	
Total Employment Equity	15 + 3	
Skills Development		
Skills Spend as a % of payroll	6	3%
Skills Spend on disabled black staff as a % of payroll	3	0.3%
No. of black learners as a % of all employees	6	5%
Total Skills Development	15	
Preferential Procurement		
Procurement from Suppliers based on BEE recognition levels	12	50%
Procurement from Suppliers who are EMEs or QSEs based on BEE recognition levels	3	10%
Procurement from Suppliers who are more than 50% black owned	3	9%
Procurement from Suppliers who are more than 30% black female owned	2	6%
Total Preferential Procurement	20	
Enterprise Development		
Spend on Enterprise Development Projects as a % of Net Profit after Tax	15	3%
Total Enterprise Development	15	

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Socio Economic Development		
Spend on Socio Economic Development Projects as a % of Net Profit after Tax	5	1%
Total Socio Economic Development	5	
Total Generic Scorecard	100 + 7	

Summary: A Generic (Large) company is defined as a company who has a turnover above R35 million. They must select all seven available elements making a total out of 100 points.

It is not essential to earn points in all seven elements – the effect of this will be a reduced number of points. Naturally it is best to earn more points although a management decision should be made to decide “how many points is enough”. With this in mind it is certainly a good idea to calculate the most effective areas to earn BEE points. This will ensure a high level and a cheaper cost to company.

The required tools: A Generic company will need to produce a BEE Scorecard (as above). It is ideal to attend a training session to understand the inner workings of a BEE Scorecard. The next step is to prepare an internal BEE Scorecard. This important step will guide one through the scorecard and help earn points in a systematic manner.

During the scorecard process one will need to collect/collate and organize all relevant documentation. Without suitable documentation a company will not be able to claim the points they deserve. It is also important to note that the use of a consultant is a very important step – an expert will guide you/advise you on best practices and help you achieve your BEE goals.

EconoBEE’s 10 Steps to BEE is an ideal process to follow as it incorporates all aspects of BEE into one simple easy to follow guide – details on www.econobee.co.za.

Contact EconoBEE for assistance.

Detailed QSE Scorecard

ECONO BEE

	Points available	Target %
Ownership		
Exercisable Voting rights in the hands of black people	6	25%+1
Economic Interest in the enterprise to which black people are entitled	9	25%
Ownership Fulfillment	1	100%
Net Value	9	25%
<i>Bonus Points</i>		
<i>Involvement in the ownership of the Enterprise by black women</i>	2	10%
<i>Involvement in the ownership of the enterprise of black special groups</i>	1	10%
Total Ownership	25 + 3	
Management		
Black representation at Top-manager level	25	50.1%
<i>Bonus Points</i>		
<i>Black women representation as Top-managers</i>	2	25%
Total Management	25 + 2	
Employment Equity		
Black employees who are management	15	40%
Black employees	10	60%
<i>Bonus points for exceeding EAP targets</i>	2	
Total Employment Equity	25 + 2	

Detailed QSE Scorecard

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Skills Development		
Adjusted Skills Development spend on black employees	25	2%
Total Skills Development	25	
Preferential Procurement		
Procurement from Suppliers based on BEE recognition levels	25	40%
Total Preferential Procurement	25	
Enterprise Development		
Spend on Enterprise Development Projects as a % of Net Profit after Tax	25	2%
Total Enterprise Development	25	
Socio Economic Development		
Spend on Socio Economic Development Projects as a % of Net Profit after Tax	25	1%
Total Socio Economic Development	25	
Total QSE Scorecard	175 + 7	

Summary: A QSE (Qualifying Small Enterprise) is defined as a company who has a turnover between R5 million and R35 million.

They are allowed to select the four highest of the seven available elements making a total out of 100 points.

By comparison a QSE has an easier scorecard and often will earn as much as 80% more points than a similar generic.

The required tools: A QSE will need to produce a BEE Scorecard (as above). It is ideal for a QSE to attend a training session to understand the inner workings of a BEE Scorecard. The next step for a QSE is to prepare their own internal BEE Scorecard. This important step will guide one through the scorecard and help earn points in a systematic manner. Contact EconoBEE for assistance.