Scorecard Scenario & Planning Tool

Name of Enterprise:	
Registration No:	
Financial Year End:	
Date Compiled:	
Status of Scorecard:	
Applicable:	

Notes:

Disclaimer: *This Scorecard format provided by Gestalt Growth Strategies (Pty) Ltd is for scenario and planning purposes only and is not an official Scorecard. Gestalt Growth Strategies (Pty) Ltd cannot be held liable nor take responsibility for the information captured on this Scorecard.*

Code	Criteria	Compliance Target Points	Compliance Target %	Actual Target	Achieved	Final Score
SPECIALISED GENERAL GENERIC		**Page 1**		**Scenario**		
SCORECARD ELEMENT: MANAGEMENT CONTROL						
4.1	**Board Participation:**					
4.1.1	Exercisable voting rights of black board members as a percentage of all board members	2	50%			
4.1.2	Exercisable voting rights of black female board members as a percentage of all board members	1	25%			
4.1.3	Black executive directors as a percentage of all executive directors	2	50%			
4.1.4	Black female executive directors as a percentage of all executive directors	1	25%			
4.2	**Other Executive Management:**					
4.2.1	Black executive management as a percentage of all executive management	2	60%			
4.2.2	Black female executive management as a percentage of all executive management	1	30%			
	Economic Management Subtotal	**9**				
4.3	**Senior Management:**					
4.3.1	Black employees in senior management as a percentage of all senior management	2	60%			
4.3.2	Black female employees in senior management as a percentage of all senior management.	1	30%			
4.4	**Middle Management:**					
4.4.1	Black employees in middle management as a percentage of all middle management	2	75%			
4.4.2	Black female employees in middle management as a percentage of all middle management	1	38%			
4.5	**Junior Management:**					
4.5.1	Black employees in junior management as a percentage of all junior management	2	88%			
4.5.2	Black female employees in junior management as a percentage of all junior management 1.	1	44%			
4.6	**Employees with disabilities:**					
4.6.1	Black employees with disabilities as a percentage of all employees	2	2%			
	Employment Equity Subtotal	**11**				
	Management Control Total	**20**				
SCORECARD ELEMENT: SKILLS DEVELOPMENT						
5.1.	**Skills Development Expenditure on any programme specified in the Learning Programme Matrix for black people as a percentage of the Leviable Amount**					
5.1.1	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	9	6%			
5.1.2	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount	4	0,3%			
5.2	**Learnerships, apprenticeships and internships**					
5.2.1	Number of black people participating in learnerships, apprenticeships and internships as a percentage of total employees	6	2.5%			
5.2.2	Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of number of employees	6	2.5%			
5.3	**Bonus Points**					
5.3.1	Number of black people absorbed by the Measured Entity and Industry at the end of the Learnership / apprenticeship or internship programme	5	100%			
	Skills Development Total	**30**				

We simplify black economic empowerment and compliance strategies that empower companies to reach a Level 1 for the smallest possible investment in the most effective way possible.

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SPECIALISED GENERAL GENERIC				**Page 1**	**Scenario**	
SCORECARD ELEMENT: ENTERPRISE AND SUPPLIER DEVELOPMENT						
6.1	**Preferential Procurement**					
6.1.1	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	80%			
6.1.2	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15%			
6.1.3	B-BBEE Procurement Spend from all Exempted Micro-Enterprise based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	15%			
6.1.4	B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	11	40%			
6.1.5	B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	12%			
6.1.6	**Bonus Points**					
6.1.6.1	B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned	2	2%			
	Preferential Procurement Subtotal	**32**				
6.2	**Supplier Development**					
6.2.1	Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	15	2% of (NPAT)			
6.3	**Enterprise Development**					
6.3.1	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target.	5	1% of (NPAT)			
6.4	**Bonus Points**					
6.4.1	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1				
6.4.2	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1				
	Enterprise and Supplier Development Subtotal	**22**				
	Enterprise and Supplier Development Total	**54**				
SCORECARD ELEMENT: SOCIO-ECONOMIC DEVELOPMENT						
7.	**Socio-Economic Development**					
7.1	Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT			
	Socio-Economic Development Total	**5**				
Total Scorecard		**109**				
Level Achieved						
Level Discounted						
Discounted Level						
Y.E.S. Adjusted Level						
Score needed to reach the next level						

Sub-Minimum Criteria Test	Impact
Ownership	
Skills Development	
Supplier Development	
Sub-Minimum Criteria Test Results	

Ownership	
Black Ownership	
Black Woman Ownership	

Shaping B-BBEE into your Competitive Advantage & Brand Edge.
We look forward to hearing from you for implementation