

BEESCORE
knowing what counts



hereby certifies that

ADELE OBERHOLZER & ASSOCIATES CC
T/A AO & A RECRUITMENT

Of: 11 Via Road, Villa Torino, 66 Cumberland Avenue, Bryanston, 2021
Reg No: 2002/031473/23 Vat No: 4750201610

B-BBEE Status: Level 4 B-BBEE Recognition: 100%
Black Ownership: Not Assessed B-BBEE Category: DTi - QSE
Black Women Ownership: Not Assessed Value added supplier: NO
(For B-BBEE procurement, clients of this company can claim 100% of their purchases)

| Element | Weighting | Achieved |
|--|------------|--------------|
| Ownership | 25 | - |
| Management | 25 | - |
| Employment Equity | 25 | 21.42 |
| Skills Development | 25 | - |
| Preferential Procurement | 25 | 19.81 |
| Enterprise Development | 25 | - |
| Socio-economic Development | 25 | 25.00 |
| TOTAL - selecting 3 out of 7 elements | 100 | 66.23 |

Technical Signatory
BEESCORE (Pty) Ltd

Issue Date: 26 June 2013
Expiry Date: 25 June 2014

This B-BBEE Certificate is issued in accordance with the final B-BBEE Codes (800-807) of Good Practice gazetted on 09th February 2007. The measured entity has provided documentation as proof of compliance when claiming each point against the Qualifying Small Enterprise B-BBEE Scorecard. BEESCORE (Pty) Ltd retains copies of all documents presented and has issued this certificate in their place. BEESCORE (Pty) Ltd shall retain ownership of the B-BBEE Certificate. Should BEESCORE (Pty) Ltd in its sole discretion adjudge that the measured entity is misusing the BEE Certificate, BEESCORE (Pty) Ltd reserves the right to immediately withdraw the B-BBEE Certificate and the measured entity shall, upon written request by BEESCORE (Pty) Ltd forthwith return the B-BBEE Certificate.