

# Tourism Amended COGP Generic Overall Scorecard



Overall Scorecard - FCM Travel Solutions (Pty) Ltd  
 Client Ref: FCMTS2020  
 File Version: FINAL

Verification Agency: GLP BBBEE (Proprietary) Limited  
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 Date Completed: Thursday, 20 August 2020  
 Technical Signatory: Joanna Pillay  
 Date Signed Off: Tuesday, 08 September 2020

FCM Travel Solutions (Pty) Ltd qualifies and is measured as a Generic Entity under the Amended Tourism Sector Code

Element Weight	Indicator	Element Weight	Target	Actual Score	Element Score	Min 40% achieved?	
27	Ownership 100	4.00	30.00%	30.07%	4.00	27.00	Yes
	Exercisable Black Voting Rights	2.00	15.00%	30.07%	2.00		
	Economic Interest	4.00	30.00%	30.07%	4.00		
	Economic interest - black people	2.00	15.00%	30.07%	2.00		
	Economic interest - black women	3.00	30.00%	30.07%	3.00		
	Economic interest - Black Designated Groups / Co-ops	4.00	10.00%	30.07%	4.00		
	New Entrants	8.00	formula	1.00	8.00		
	Net Equity Value	2.00	50.00%	50.00%	2.00	19.38	
19	Management Control 200	1.00	30.00%	60.00%	1.00		
	Exercisable Voting Rights of Black Board Members	2.00	50.00%	50.00%	2.00		
	Black Exec. Directors as a % of all Exec. Directors	1.00	50.00%	50.00%	1.00		
	Black Women Exec. Directors as a % of all Exec. Directors	1.00	30.00%	50.00%	1.00		
	Black Exec. Management as a % of Other Executive Management	4.00	60.00%	50.00%	3.33		
	Black Women Exec. Management as a % of Other Executive Management	2.00	30.00%	50.00%	2.00		
	Included under Top Management	0.00	60.00%	0.00%	0.00		
	Black employees in Middle Management	2.00	75.00%	59.83%	1.60		
	Black Women employees in Middle Management	1.00	38.00%	37.09%	0.98		
	Black employees in Junior Management	1.00	80.00%	37.94%	0.47		
	Black Women employees in Junior Management	1.00	40.00%	40.00%	1.00		
	Black disabled employees	2.00	2.00%	8.00%	2.00		
	Number of black disabled employees in excess of 2% target	2.00	1% over 2%	6.00%	2.00		
20	Skills Development 300	5.00	6.00%	5.82%	4.85	19.27	Yes
	Expenditure on Tourism Sector Learning Programmes for black people*	3.00	0.30%	0.84%	3.00		
	Expenditure on Learning Programmes for disabled black people	8.00	3.50%	3.40%	7.76		
	Number of black previously employed learnerships - 18(1)	4.00	3.00%	2.74%	3.65		
	Number of black previously unemployed learnerships - 18(2)	5.00	100.00%	0.00%	0.00		
	Number of black people absorbed at the end of learnerships	5.00	100.00%	0.00%	0.00		
40	Procurement Spend	5.00	80.00%	188.58%	5.00	35.71	Yes
	Procurement Spend with Empowering Suppliers	3.00	15.00%	42.14%	3.00		
	Procurement Spend with suppliers qualifying as EMEs	9.00	40.00%	126.53%	9.00		
	BEE Procurement Spend with Empowering Suppliers Min 51% black owned	4.00	12.00%	84.48%	4.00		
	Supplier Development contributions	10.00	3.00%	1.94%	6.47		Yes
	Enterprise Development contributions and Sector specific Programmes	5.00	0.50%	0.32%	3.24		Yes
	Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	Yes	1.00		
	Created one or more jobs as a result of SD&ED initiatives	1.00	Yes	No	0.00		
5	Contributions	5.00	1.00%	1.27%	5.00	5.00	
111	TOMSA Status	3.00	Yes	No	0.00	105.85	
111	YES Initiative	123	Yes	No	0.00	0.00	
	1.5x YES Target and 5% Absorption	125	Yes	No	0.00	0.00	
						106.35	
						106.35	

Note: This is not a BEE Certificate but is an indicative score for estimation purposes only.

Comment:

BEE Recognition Level	1	After Absorbtion & YES Enhancement
% Recognition	135%	1
Black Ownership Economic Interest %	30.07%	135%
Black Women Ownership Econ. Interest %	30.07%	30.07%
Modified Flow Through used in Ownership	No	No
Black Ownership Status per Amended COGP Definitions:		
- Measured Entity qualifies as 30% Black Woman Owned	Yes	Yes
Empowering Supplier Status	Yes	Yes
Designated Group Supplier	No	No

