



CAMIRA

registered accountants & auditors

**Broad-Based Black Economic Empowerment
Verification Certificate**

York Recruitment (Pty) Ltd

Certificate No: EME A2141/16 September 2014

Registration No. 2014/106153/07

1 Villa Sole, Hawken Avenue, Boskruin, Randburg, Gauteng, 2125

Vat No.

4460266978

| | |
|---------------------------------------|---|
| Verification standard applied: | Codes of Good Practice on Black Economic Empowerment |
| Issue of the rating standard applied: | Section 9 of the B-BBEE Act 53 of 2003 |
| Scorecard Applied: | Exempt Micro Enterprise Scorecard |
| Size of Enterprise: | Exempt Micro Enterprise (<R5 million annual turnover) |

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|------------------------------------|----------------|
| Broad Based BEE status level: | Level 4 |
| BEE procurement recognition level: | 100% |
| Black Ownership: | 0% |
| Black Women Ownership: | 0% |
| Value Adding Supplier: | No |

Although the above mentioned is the current level of turnover/income and is closely related to the economic indicators, it may be more or less in future. Consequently, this Certificate does not serve as a guarantee that the income reflected will continue at the same levels. Where the entity is a start-up enterprise this EME Certificate is valid only for contracts with a single value of less than or equal to R5 million. Should the contract value being tendered for be higher than R5 million and less than R35 million, the EME will be required to submit a QSE Verification Certificate with any tender. For contracts over R35 million a B-BBEE Verification Certificate base on the generic Codes must be submitted.

We have performed the agreed upon procedures set out in Appendix A for the period ended 16 September 2014 in determining the turnover/income levels and have not performed an audit of the financial statements.

The unaudited financial statements of York Recruitment (Pty) Ltd for the period ended 16 September 2014 reflected an annual turnover/income less that or equal to R5 million / the company has not commence trading.

The entity is a start up enterprise and this Certificate is only valid for contracts with a single value of less that or equal to R5 million. Should the contract value be higher than R5 million please contact the auditor/accounting officer.

Marica Gerber
Registration Auditor Reg. No. 902384
Registered Auditor / Accounting Officer

323 Lynnwood Road, Menlo Park, 0081
Registered Auditor - registration attached

Independent Regulatory Board of Auditors

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|----------------------------|------------------------------|
| Date of Issue: | 16 September 2014 |
| Expiry Date: | 15 September 2015 |
| Period of validity: | 12 months |



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Procedures performed to verify completeness of Turnover / Income (less than or equal to R5 million R2.5 million (Tourism Sector) / R1.5 million (Construction Sector)) as declared by the EME for the year - accompany the EME Certificate where this circumstance applies. (Note: Registered Auditor responsible, to adapt as necessary to indicate actual procedures performed)

As the measured entity is neither audited nor independently reviewed we performed some or all of the following procedures to verify the accuracy, completeness, occurrence of revenue as shown in the financial statements:

1. Extracted a schedule of monthly revenue and performed an analytical review:
 - a. Compared with prior years and budgets, obtained explanations for management regarding unusual fluctuations;
 - b. Calculated and analyzed the gross profit percentages & obtained explanations from previous years of budgets;
2. Selected a sample of sales invoices and performed the following procedures:
 - a. Confirmed that invoiced prices are obtained from approved price lists or are authorised by management;
 - b. Selected a sample of signed delivery notes for good delivered or other proof of services provided & agreed to the relevant sales invoices recorded;
 - c. Re-performed calculations & additions on the invoices selected to determine their accuracy;
 - d. Re-performed castings & calculations of the sales journal (or in respect of cash sales, the sales column in the cash book and general ledger accounts);
 - e. Agreed the postings from the sales journal (or in respect of cash sales from the cashbook) to the _____

Currently the Tourism Sector Code allows for the maximum to be at R2.5 million and the Construction Sector at R1.5 million, rather than R5 million.
officer.

