

# Tourism Amended COGP Generic Overall Scorecard



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

Element Weight	Element Weight	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?
<b>Ownership 100</b>								
27	Voting Rights	Exercisable Black Voting Rights	4.00	30.00%	30.07%	4.00	27.00	Yes
		Exercisable Black Women Voting Rights	2.00	15.00%	30.07%	2.00		
	Economic Interest	Economic interest - black people	4.00	30.00%	30.07%	4.00		
		Economic interest - black women	2.00	15.00%	30.07%	2.00		
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3.00	3.00%	30.07%	3.00		
New Entrants	Ownership by Black New Entrants	4.00	10.00%	30.07%	4.00			
	Net Equity Value	Net Equity Value	8.00	formula	1.00	8.00		
<b>Management Control 200</b>								
19	Board Participation	Exercisable Voting Rights of Black Board Members	2.00	50.00%	66.67%	2.00	19.06	
		Exercisable Voting Rights of Black Women Board Members	1.00	30.00%	66.67%	1.00		
	Executive Directors	Black Exec. Directors as a % of all Exec. Directors	2.00	50.00%	100.00%	2.00		
		Black Women Exec. Directors as a % of all Exec. Directors	1.00	30.00%	100.00%	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		
	Top Management	Black employees in Senior Management	0.00	60.00%	0.00%	0.00		
		Black Women employees in Senior Management	0.00	30.00%	0.00%	0.00		
	Middle Management	Black employees in Middle Management	2.00	75.00%	50.67%	1.35		
		Black Women employees in Middle Management	1.00	38.00%	32.24%	0.85		
	Junior Management	Black employees in Junior Management	1.00	80.00%	42.33%	0.53		
		Black Women employees in Junior Management	1.00	40.00%	40.00%	1.00		
	Disabled Employees	Black disabled employees	2.00	2.00%	3.53%	2.00		
Number of black disabled employees in excess of 2% target		2.00	1% over 2%	1.53%	2.00			
<b>Skills Development 300</b>								
20	Learning Programme Expenditure	Expenditure on Tourism Sector Learning Programmes for black people*	5.00	6.00%	5.61%	4.67	20.82	Yes
		Expenditure on Learning Programmes for disabled black people	3.00	0.30%	0.33%	3.00		
	Learnerships	Number of black previously employed learnerships - 18(1)	8.00	3.50%	3.38%	7.72		
	Unemployed Training	Number of black previously unemployed learnerships - 18(2)	4.00	3.00%	2.82%	3.77		
	Black People Absorbed	Number of black people absorbed at the end of Learnerships	5.00	100.00%	33.33%	1.67		
<b>Enterprise &amp; Supplier Development 400</b>								
40	Procurement Spend	BEE Procurement Spend with Empowering Suppliers	5.00	80.00%	58.39%	3.65	33.63	Yes
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3.00	15.00%	10.15%	2.03		
		Procurement Spend with suppliers qualifying as EMEs	4.00	15.00%	5.22%	1.39		
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9.00	40.00%	35.74%	8.04		
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4.00	12.00%	10.56%	3.52		
	Supplier Development	Supplier Development contributions	10.00	3.00%	3.91%	10.00		Yes
	Enterprise Development	Enterprise Development contributions and Sector specific Programmes	5.00	0.50%	0.65%	5.00		Yes
Enterprise Dev to Supplier Dev Graduation	Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	No	0.00			
	Job Creation	Created one or more jobs as a result of SD&ED initiatives	1.00	Yes	No	0.00		
<b>Socio-Economic Development 500</b>								
5	Contributions	Annual value of SED contributions	5.00	1.00%	2.10%	5.00	5.00	
	TOMSA Status	Status as TOMSA levy collector	3.00	Yes	No	0.00		
111	0		123				105.51	
111	YES Initiative	1.5 x YES Target and 5% Absorption	3.00	Yes	No	0.00	0.00	
111			126				105.51	

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

Comment:

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