



8 February 2023

Thank you for giving me this opportunity to present details to you about Go for Gold and our Education-to-Employment programme with the intention to add your company to the Go for Gold fold.

## Introduction

Go for Gold is an award-winning 'education-to-employment' public-private initiative, founded in 1999 and is a fully integrated, four-phased programme initiated by the construction sector. It was established in response to the critical shortage of candidates from disadvantaged communities entering the industry.

The Go for Gold programme is demand driven and depicts the efficacy and importance of multiple stakeholder engagement who share a common goal in youth development and economic transformation. We are endorsed by the Department of Education (secondary and tertiary institutions); 28 built environment companies; statutory bodies such as CETA, MBA, SAFCEC, SAICE, ECSA, SANRAL; industry training bodies such as the Academy of Construction Skills and Tjeka Training Academy.

Go for Gold provides scorecard strengthening opportunities because we are a registered NPO and PBO, offering SED and tax benefits by supporting students on our programme and aiding tangible transformation for the industry.

Our board embodies representation from the Department of Education and leaders of industry who ensure the Go for Gold programme is aligned with industry requirements.

The Go for Gold programme is Structured Programme recognised by the new Construction Codes and is designed as a skills development pipeline supporting academic advancement in STEM educations, assisting talented youth from disadvantaged communities who wish to pursue technical vocations in the built environment.

The programme in its entirety is centred on the premise that in order to create future skilled graduate professionals, who also possess the self-belief to succeed, requires long term investment where the whole child is developed – i.e. both academically and emotionally.

## Our vision

Go for Gold creates hope through the development of our youth who progress through an education to employment model and continue to impact positively on the morale, competence, infrastructure and employment rates of our country.

## Mission

Go for Gold, together with our partners, provides a gateway for disadvantaged learners to realise their full potential. They are transitioned through a values-based academic and life-skills programme, which enables them to gather work experience, to access a tertiary education and fully prepares them to play a constructive role in society as industrious graduate professionals in the built environment and related industries.

Registration Number: 2002/31311/08  
NPO Registration Number: 035-611-NPO  
Postal Address: P O Box 18526, Wynberg, 7827

Cape Town:  
Office: Ottery Youth Care Centre, Plantation Road, Ottery, 7800  
Phone (Office) 021 703 0395 Fax (Office) 086 685 7316

Johannesburg:  
Office: SAFCEC, 12 Skeen Boulevard, Bedfordview, 2007  
Phone: (Office) 011 450 0156 Mobile: +274 897 8335

## A four-phased approach



### PHASE ONE

- Weekly Maths and Science tuition to Grades 11 & 12 students
- Leadership Development & Computer Literacy Training
- Practical exposure to the built environment
- Partner companies showcase careers
- Ukhetho: Interviews with partner companies



### PHASE TWO

- Work experience year at Go for Gold partner companies
- Practical on-site exposure to technical careers
- Beneficiaries determine their course of study
- Go for Gold bridging classes in Maths & Science
- Go for Gold Leadership Development Training



### PHASE THREE

- Tertiary Studies
- Bursaries provided by partners for multiple years of study
- Return to sponsoring company for work-integrated learning
- New graduates



### PHASE FOUR

- Employment
- Work back bursaries
- Skilled human capital for the industry
- Mentor Go for Gold students in Phases 1, 2 & 3



*Education to Employment*



**GO FOR GOLD**

The programme consists of four closely integrated phases benefiting youth between the aged 17-23 years of age, from disadvantaged communities:-

Fundamentally the programme undertakes:-

- a. **Senior High School extra-tuition in Maths and Science (Phase 1):-** Provide after-school tutoring in pure Mathematics, Physical Science and Computer skills to selected students during their Grade 11 and 12 school years;
- b. **Career guidance through internship 'gap' year (Phase 2):-** Before students enrol in university or college, we give students the opportunity to experience a variety of professions by completing an internship at a Go for Gold partner company, during which their interest and suitability for a particular field is determined;
- c. **Bridge the gap between school and university (Phase 2):-** We provide bridging courses in Maths and Science for Phase 2 students completing their internship year, to better prepare them for their tertiary studies;
- d. **Financial support for tertiary studies (Phase 3):-** We help secure bursaries for student tertiary studies from partners and external benefactors – i.e. engineering, quantity surveying, project management, etc.;
- e. **Guaranteed employment (Phase 4):-** We secure employment from sponsoring companies for graduate students, who then work back their bursary;
- f. **Encourage student mentors (Phases 1 to 3):-** We encourage alumni students to give-back by becoming Go for Gold mentors for new students;
- g. **Strong life-skills focus (Phases 1 to 3):-** Throughout the programme we guide and mentor students in order to create future employees who are self-confident, have high moral standards, a good work ethic and a desire to succeed.

## Our beneficiaries

Learners are selected from schools in areas with limited resources, that are categorised as under-resourced and characterized by poor results, under-qualified teachers, poor discipline and inadequate management. At these schools the teaching of Mathematics and Science is particularly problematic.

The two Go for Gold Phase 1 campuses in Cape Town serve the following communities:- Athlone, Bonteheuvel, Crossroads, Gugulethu, Heideveld, Manenberg, Nyanga, Philippi, Belhar, Bellville, Bishop Lavis, Cravenby, Delft, Elsies River, Mfuleni, Parow and Ravensmead.

The Go for Gold Phase 1 campus in Johannesburg serves communities within the Ekurhuleni Municipality:- Springs, KwaThema Springs; Tsakane, Benoni; Duduza, Kingsway, Daveyton.

In Port Elizabeth we work in collaboration with Unity in Africa to deliver the iGEMS programme to 16 beneficiaries from the Nelson Mandela Bay Municipality. They have adopted our 4-phase model for energy and motor vehicle industry most prevalent in Port Elizabeth.

## Our Partnerships

Go for Gold has established partnerships that have added to the success of the programme:

### Education partners:

- Department of Education
- University of Stellenbosch
- Cape Peninsula University of Technology
- University of Johannesburg
- University of Witwatersrand
- Tshwane University of Technology
- University of Pretoria
- Central University of Technology
- Vaal University of Technology
- UNISA
- Various FET Colleges
- Academy of Construction Skills
- Tjeka Training Academy
- Star Schools Programme
- Kutlwanong



### Construction Partners:

- Afrimat
- Amandla Construction
- Aveng
- Axsys
- Burger and Wallace
- Concor
- Danoher
- dhk Architects
- Grindrod Rail
- GVK Construction
- Haw & Inglis
- Hiload Construction
- iKusasa Rail
- Inani Construction
- Kantey & Templer
- Kew Maintenance
- Martin & East
- Mokwena Surfacing
- PERI Formworks
- Power Group
- R&N Master Builders
- Stefanutti Stocks
- Sutherland Engineering
- Terra Strata
- The Construction Company
- Triamic Construction
- Shar Civils
- Tuboseal

### Manufacturing Partners:

- Aerosud
- Bowler Packaging
- Metapipe
- Peninsula Drums

## Duplicity and Expansion

Go for Gold has run our programme in the Western Cape since 1999, seeing expansion to Gauteng in 2015 through the support of existing partners being willing to support our expansion in the province.

In 2015 another Maths and Science NPO in the Eastern Cape adopted our 4-phased programme as a pilot, creating skills development opportunities for students interested in the motor and energy-related industries in Port Elizabeth.

In fact, any industry requiring technical graduates could utilise the Go for Gold 4-phased model to harness interest in technical vocations specific to their industries by enticing future leaders for their industry while still at school; and support their academic advancement per phase beyond their matric year and until they graduate. Go for Gold would like to expand our programme to all South African provinces but our growth is of a strategic nature in that we need enough partner companies per region to receive our matriculant students for Phase 2.

Go for Gold's board have also authorised that the programme to extend to the various manufacturing disciplines and mining sectors in South Africa due to technical professionals eg. Engineers, needed in their industries.

## Our invitation

There are 3 ways to partner with Go for Gold, a Level 1 BBBEE programme, namely:

1. Participating Partner
2. Go for Gold Supporter
3. SED Structured Programme Supporter

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Partnership Type	Participation Level	Cost	Benefit
<b>1. Participating Partner</b>	Partake in: <ul style="list-style-type: none"> <li>Sponsoring school-going students in Phase 1 (scholarships).</li> <li>Partake in Phase 1 activities such as the career jamboree to market your company to students and interview Grade 12s for Phase 2 placement at our Ukhetho.</li> <li>Host Phase 2 students at your company.</li> <li>Have your HR Manager attend quarterly HR Forum meetings.</li> <li>Provide bursaries for Phase 3 (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup> year tuition, books, accommodation and/or stipends).</li> <li>Employ students your company sponsored or bursared in Phase 4.</li> </ul>	Per Annum: <ul style="list-style-type: none"> <li>118 Phase 1 students: R25 000 per student for Grade 10, 11 or Grade 12 students;</li> <li>Phase 2: provide a monthly stipend</li> <li>Phase 3: bursary support as determined by your company.</li> </ul>	<ul style="list-style-type: none"> <li>Skills Development points – see pages 8 &amp; 9</li> <li>Start your pipeline of talented students interested in vocations within your company.</li> <li>Place Go for Gold Phase 2 students on Learnerships while at your company.</li> </ul>
<b>2. Go for Gold Supporter</b>	Partake in: <ul style="list-style-type: none"> <li>Sponsoring school-going students in Phase 1 (scholarships).</li> <li>Provide bursaries for Phase 3 (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup> year tuition, books, accommodation and/or stipends).</li> </ul>	Per Annum: <ul style="list-style-type: none"> <li>R25 000 for Phase 1</li> <li>Bursary as determined by your company</li> </ul>	<ul style="list-style-type: none"> <li>Skills Development points – see pages 8 &amp; 9</li> </ul>
<b>3. SED Structured Programme Supporter</b>	<ul style="list-style-type: none"> <li>Funding by means of a Grant or Donation to Go for Gold to deliver Maths and Science tuition and Leadership Development/Life Skills training in Phases 1 and 2 to deserving youth in the Western Cape and Gauteng regions.</li> </ul>	<ul style="list-style-type: none"> <li>As determined by your company</li> </ul>	<ul style="list-style-type: none"> <li>SED and Bonus points – see page 9</li> </ul>

All of the above are purely optional as each area of support may provide a unique opportunity to fulfil your company’s human capital, scorecard and/or community support objectives.

## Tax and B-BBEE sponsorship benefits to partnering companies

In our experience, our partner companies have sourced the funding to support our programme from two resources directly to positively impact on their BBBEE scorecard points; namely their corporate social investment budgets, and/or and their skills development budget. Each element offering various benefits to their companies while developing their human capital.

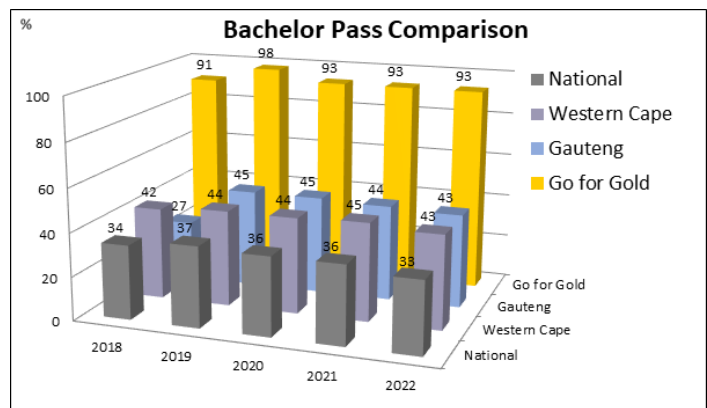
We are a registered NPO and PBO and we will provide tax receipts for all financial donations received.

## Impact and success

### Go for Gold Bachelor Pass Results

To date, over **1000 students** have been admitted onto the Go for Gold programme and **more than 28 companies** have secured graduate professionals from disadvantaged communities. In addition:-

- In 2020, 2021 and 2022, 93% of our Grade 12 achieved Bachelor Passes despite the Covid-19 pandemic interrupting the school year.



- On average 80% of Phase 3 Go for Gold students complete their tertiary studies in the minimum period allowed;
- 100% of students secure job placement after they qualify;
- Two thirds of all graduates continue to work for their sponsoring companies after working back their bursaries.
- The life skills and leadership development training remains a major contributor to the success our Go for Gold programme as the students receive this training from Phase One onward. In later Phase's we utilise students who have undergone this training to be mentors to students in the earlier phases. The life skills and leadership development training has proved so successful that our partner companies are requesting that Go for Gold offer the same leadership development training to their non-Go for Gold interns and/or general workers.

## An award-winning programme

Go for Gold's Education to Employment model has been recognised both locally and internationally:-

- **BBQ Award Winner** – Karen Rademeyer, our Fundraising and Communications Manager was nominated and won the *Nedbank Group Limited Individual Transformation in Leadership Award* at this year's BBQ (Black Business Quarterly) Awards held at Emperor's Palace on 15 March 2019. Go for Gold is very proud to have a staff member who was recognised for her 17 years of service transforming the lives of young black South Africans.
- **2019 Extended Education Practitioner Training Programme (EEPTP) Finalist** – January 2019, 53 After School Practitioners from 34 organisations attended the Stellenbosch EEPTP Short Course. Our Phase 1 coordinator, Janelle Fielies was one of 5 finalists selected to take part in the Learning Tour in New York in September 2019.
- In October 2017, Go for Gold was invited to present our programme for "best practise" in skills development at the African Union conference called "**Africa Talks Jobs**" in Addis Ababa, Ethiopia. The conference was organised by NEPAD and fifty-five African states and the European Union attended. The conference was around the problematic disconnecting between career choices, skills development and high dropout rates or fail rates at Universities around the continent. The Go for Gold model was identified as a developmental pipeline that pre-empts conditions leading to tertiary failures, especially through our unique Phase 2 year in the Go for Gold programme. We were also congratulated on effective partnerships that help strengthen outcomes on our programme.
- September 2015 - recognised in the UCT GSB's Bertha Centre's **Education Innovator's Review** as innovative education programme
- March 2015 - Silver Award winner in the inaugural **Western Cape Ministerial Youth Excellence Awards**.
- 2014 - awarded an **Unashamedly Ethical** award in the category of Education, in recognition of our commitment and work in education for the people in the Western Cape.
- 2013 - recognised in the **McKinsey** Centre for Government's "*Education to Employment*" global report, as one of 100 initiatives from around the world, which are making the 'education to employment' model work. Go for Gold was the only African project to be mentioned in the report.
- 2005 - awarded an **Impumelelo Gold Award** for innovation in education.

## How we offer Enterprise and Supplier Development opportunities:

Ukhetha Investments (Pty) Ltd established in in 2017, is a wholly owned subsidiary of Go for Gold (RF) NPC - a South African Public Benefit Organization and Broad Based Ownership Scheme (owned by our beneficiaries on the programme). It was established as a for profit business to support the valuable work done by Go for Gold.

Ukhetha is a 100% black owned company providing an attractive option for Supplier Development and Enterprise Development support as part of the Broad-Based Black Economic Empowerment policy to advance economic transformation in South Africa.

Through a partnership with Go for Gold, Ukhetha Investments is a registered private investment company underwritten by accredited credit service providers and solely owned by Go for Gold beneficiaries.

Ukhetha Investments provides Leadership Development, Work Readiness and Life Skills training to companies' new young employees. Furthermore we offer recruitment services by finding and placing students within build

environment companies for work or scholarship/bursary support programmes.

Our Supplier and Enterprise Development process presents multiple ways for companies to meet their scorecard point's objectives while empowering not only their organization through talent placement but the community at large. Ukhetha helps sustain and progressively transform company's supply chain while quantitatively reflecting the demographics of the community.

### **How we partner with other visionaries:**

Go for Gold appreciate partnering with benefactors who share the urgency to fulfil the African Sustainable Development Goals.

As of 2021, Go for Gold is welcoming companies from various manufacturing companies to join our programme and help us widen our technical offerings to talented youth interested in technical vocations.

We enjoy financial contributions from corporates, trusts and foundations who fund Go for Gold as they identify that our 4-phased programme is actively addressing the sought after sustainable development goals, which are to solve:

- Poor academic performance in Maths and Science in secondary and tertiary institutions;
- Lack of Skills Development opportunities;
- Youth Unemployment;
- Inequality, particularly in the exclusion of females in the workplace;
- Employment opportunities; and
- Poverty

Poor education, access to opportunities and unskilled youth are at the heart of the unemployment crisis for our youth in South Africa. Although most non-profits are doing exceptional work addressing certain areas of development, none are as all-encompassing as the Go for Gold model that concentrates all the developmental facets required for effective transformation in our country.

### **Conclusion**

We have enjoyed appealing for your support and we hope the Go for Gold programme mirrors your appreciation for projects that skill the youth through the provision of a supportive developmental and educational conduit that results in tangible opportunities, including tertiary qualifications and employment. The built environment desperately require skilled professionals<sup>1</sup> for their industry and by supporting initiatives like Go for Gold it will ultimately influence further job creation opportunities and benefit the South African economy at large.

In closing, thank you again for giving me this opportunity to present the Go for Gold programme to you and we hope to partner with you to support the economic development of South Africa, by unlocking the potential of more young people from disadvantaged communities and creating future engineers.

With sincere thanks



**Karen Rademeyer**  
**Fundraising and Communications Manager**  
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## ADDENDUM A: BBBEE Benefits to Companies

BBBEE requirements and verification differ for each company. Below is a summary of how Go for Gold partner companies have successfully connected to Go for Gold for BBBEE verified requirements prior. This in no way guarantees verification and each company must check their own BBBEE requirements and verification process. Go for Gold will assist where possible.

### Skills Development

Go for Gold Phase specific	Category	Weighting Points		Compliance Target		Go for Gold Notes
	<b>2.1.1 Skills Development Expenditure on any programme specified in the Learning Programme Matrix for black people as a percentage of the Leviable Amount</b>					
<u>Go for Gold Phases:</u> Educational Development Programme: Phase 1 Workplace learning internship: Phase 2 Higher Education: Phase 3 (CAT A-G)		C	BEP	C	BEP	Expenditure on bursaries given to Go for Gold students at school level and University level as well as company's internal training strategies utilised on Phase 2 students. Each company verification and need differs.
Phase 1, 2 or 3	2.1.1.1 Skills Development Expenditure on Black people as percentage of the Leviable Amount	4	7	3% (year 5)	3% (year 5)	
<p><i>This category operates in expenditure only. The target is 3% of your leviable amount of payroll. Each company SDL will be a different amount as it is calculated as 3% of the company's taxable earning of their payroll. (emp201 form). This expenditure can be spent on black people: employees and non-employees. (Black as per Empowerment Act 2003.) Training must be specified on the programme matrix. Go for Gold as a schooling programme can be claimed under Category A – with 50% spend on scholar bursaries. Furthermore, there is a 50% black female component to spend in category A-D. Training that is not specified falls under Category F &amp; G is limited to 35% of the targeted spend. Category E, however, is unlimited.</i></p> <p><i>Lastly: companies need to be aware that are a priority element companies must achieve a minimum of 40% of the total Weighting points or they will be discounted a level.</i></p>						
	<b>2.1.2 The proportion of Skills Development Expenditure on Black People by the Measured Entity using the Adjustment Recognition for Gender expended on the following categories of Black People:</b>					
		Weighting Points		Compliance Target		
		C	BEP	C	BEP	
Phase 1, 2 or 3	2.1.2.1 African People	2	2	% of EAP	% of EAP	Any spend on specifically African Go for Gold students –whether they be scholars, in Phase 2



						learnerships or tertiary bursary holders.
<i>Companies who do not have a national footprint or conduct the majority of their operations in one province may make use of the provincial EAP. Male and Female African EAP will be added- and the adjustment for recognition of spend on black females will be taken into account to show your target.</i>						
Phase 1 Phase 3	2.1.2.4 Bursaries or Scholarships for Black People	2	4	15%	15	Spend on Go for Gold scholars and/or bursary students.
<i>Spend on bursaries and scholarships for any person of colour employees or non-employees. Category A states that scholarships for school going children does not exceed 50% of the targeted bursary spend. ARG included to 50%.</i>						
<b>2.1.3 Learnership, Apprenticeships, Internships and Professional Registration</b>						
		<b>Weighting Points</b>		<b>Compliance Target</b>		
		C	BEP	C	BEP	
Phase 1, 2, 3	2.1.3.1 Number of Black People participating in Category A, B, C or D learning programme as per the Learning Programme Matrix, as a percentage of the total number of Employees	3	4	2.5%	2.5%	The number of students you support with Go for Gold in Phase 1-3 (Phase 2 student will need to be placed on learnerships)
<i>Number of people for any person of colour, employees for non-employees who are part of any formalized learning programme as a percentage of the total employees in the organisation. Note the points for candidates registered with professional bodies will only apply to Go for Gold candidates who are also qualified employees.</i>						
<b>2.1.4 Mentorship</b>						
Phase 2,4	2.1.4.1 Implementation of an Approved and Verified Mentorship Programme (as per CSC300)	3		YES		Companies place Phase 2 students and newly qualified students on a verified mentorship programmes.
<b>2.1.5 Bonus points</b>						
Phase 1,2,3	2.1.5.1 : Percentage of Black People Absorbed by the Measured Entity at the end of the Category A, B, C, D learning programme	1		100%		Companies who provide long term contracts to students after studies, thereby absorbing student can claim bonus points.
<i>A company needs to be strategic on how they pay the learners who were on the learnership and how they place after competition of studies. Student stipends while on learnership can be claimed towards expenses.</i>						

*The Bonus Points for Mentorship and Professional Registration will only apply to qualified Go for Gold candidates as they become employees.*

## Socio Economic Development

Criteria	Weighting Points	Compliance Target	Go for Gold Notes
2.4.1 Annual value of all Qualifying Socio-Economic contributions by the Measured Entity as a percentage of the Target.	4	1,25% of NPAT	The full value of all SED contributions is recognised as our beneficiaries are 100% black as per the codes. (Minimum is 75%) however one cannot double count between skills development and socio-economic development, but the amount can be allocated accordingly at year end if need be.
2.4.2 The proportion of Qualifying Socio-Economic Contributions in 2.4.1 above spend on Communities with Limited Services	1	30% of Target in 2.4.1	The full value of SED contributions can be recognised as going towards Communities with Limited Services as Go for Gold schools and students are mostly in these areas- a letter and with link to STATSSA can be provided.
BONUS POINTS			
2.4.3 Annual value of contributions towards Structured SED Projects by the Measured Entity as percentage of the Target	1	1.25% of NPAT	
<p><i>Target based on the previous 3 years average NP after tax.</i></p> <p><i>Together with the ME, Go for Gold can put together a SED plan that links into our current projects in order to achieve the bonus points. Go for Gold is registered NPO, section 21 registered company with Section 18A tax exemption. All our beneficiaries are 100% black. CIPC Registration and a level 1 BBBEE certificate available on request.</i></p>			

## **Supplier Development (Ukhetha Investments: owned by G4G beneficiaries)**

Criteria	Weighting Points		Compliance Target		Notes
	C	BEP	C	BEP	
<b>2.2 Supplier Development Programmes</b>	C	BEP	C	BEP	
2.2.1 Compliant Supplier and Contractor Development Programmes	5	4	Ann. CSC 400 (C)	Ann. CSC 400 (C)	Ukhetha Investments is a Compliant Supplier meeting the necessary qualifying factors. Programme evidence must be create together with the ME as per the terms in Annexure CSC 400 (C)
<i>Depending on the client and the ME annual revenue during the measured period, the NUMBER of suppliers the ME needs to support may increase. As Ukhetha Investments is a new small company, larger ME will need to support more than 1 supplier development programme.</i>					
<b>2.3 Supplier Development Contributions</b>					
2.2.1 Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of the Target	8	4	3% of NPAT	3% of NPAT	Get 80%-100% of spend recognised though loans and other related contributions. Develop Ukhetha Investments, a Black Owned recruitment and training company

### Enterprise and Supplier Development Notes

#### 1. Loans and Related Contributions

<i>Interest-Free Loan with no security requirements supporting Supplier Development</i>	<i>Outstanding Loan Amount</i>	<i>80%</i>
<i>Standard Loan to Supplier Development Beneficiaries</i>	<i>Outstanding Loan Amount</i>	<i>60%</i>
<i>Lower Interest Rate</i>	<i>Outstanding Loan Amount</i>	<i>Prime Rate – Actual Rate</i>

#### 2. Grant and Related Contributions

*Contributions to Ukhetha Investments will receive the following recognition.*

<i>Grand Contribution</i>	<i>Full Grant Amount</i>	<i>100%</i>
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#### Example:

*Company makes Net Profit After Tax (3yr ave)= R 10 million*

*Therefore 3 % NPAT = R300 000.00*

*If you achieved this NPAT every year for 3 years, you have to spend R900 000.00. Loan of R375 000 (no interest) to Ukhetha for 3 years– End of period get loan returned. Your company saved R900 000.00*

**Ownership (Ukhetha Investments: owned by G4G beneficiaries)**

Indicator	Description	Contractor		BEP		NOTES
		W	T	W	T	
<b>2.1 Voting Rights</b>	2.1.1 Exercisable Voting Rights in the Entity in the hands of Black People	4.5	35%	5.5	35%	<i>For full points a company needs to have 25% of voting shares plus 1 point in the hands of Black people. As Ukhetha is a Black Owned company, any shares owned by Ukhetha will be counted toward this target</i>
	2.1.2 Exercisable Voting Rights in the Entity in the hands of Black women.	2	14%	2	10%	<i>Voting share in the hands of black women can be counted twice for the above target and this one. For the full points 10-14%% of shares must be in the hands of black women. Ukhetha is 45-50% black women owned and therefore about ½ of share held by Ukhetha can be counted towards this target.</i>
<i>Ukhetha is a Black Owned company - if the shares owned by Ukhetha Investments include voting rights them the above points apply. New companies start at a slightly lower T, but by year 4 need to show full T.</i>						
<b>2.2 Economic Interest</b>	2.2.1 Economic Interest in the Entity to which Black People are entitled.	4.5	35%	5.5	35%	<i>For full points a company needs to have 35% of their shares belong to black people. Any shares held by Ukhetha can be counted towards this target.</i>
	2.2.2 Economic Interest in the Entity to which Black women are entitled.	2	14%	2	14%	<i>Share in the hands of black women can be counted twice for the above target and this one. For the full points 10% of shares must be in the hands of black women. Ukhetha is 45-50% black women owned and therefore about ½ of share held by Ukhetha can be counted towards this target.</i>
	2.2.3 Economic Interest of any of the following Black natural people in the Measured Entity:					
	2.2.3.3 Black People in Broad- Based Ownership Schemes	3	12%	3	6%	<i>As Ukhetha is owned by a Black BBOS any shares held by Ukhetha can be counted toward the targeted 3%. Furthermore as Go for Gold is a BBOS it too could hold shares. Any shares held by either Ukhetha or Go for Gold can be counted towards this target.</i>
2.2.4 Black New Entrants	5	5%	5	6%	<i>Both Go for Gold and Ukhetha Investments meet the requirements of a new entrant. Furthermore as a BBOS the shareholders are changing annually and therefore new entrants can be counted towards these points on an annual basis</i>	

<b>2.3 Realisation Points</b>	2.3.1 Net Value	6	Refer to Annexe CSC100 (E)	4	Refer to Annexe CSC100 (E)	<i>Ukhetha shares held can contribute towards NVR- there is a formula that needs to be utilised to calculate the points. Please refer to the Annexe C in the Gazette DTI Codes.</i>
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*New companies start at a slightly lower T, but by year 4 need to show full T.*

*Ukhetha and Go for Gold can be used towards the targets necessary to obtain the bonus points in the same manner at above. If the shares are owned by Ukhetha Investments are not voting shares; they can still be used towards for points awarded under Economic Interest.*

## **ADDENDUM B: Benefit Maximization of Phase 2 Go for Gold Employee**

### **1) Employee Tax Incentive**

As per the Employment Tax Incentive Bill of 2013, employees not older than 29 qualify and the remuneration of the employees are tax deductible as pursuant to the table below:

<i>Monthly Remuneration</i>	<i>Employment Tax Incentive per month during the first 12 months of employment of the qualifying employee</i>	<i>Employment Tax Incentive per month during the next 12 months of employment of the qualifying employee</i>
<i>R 0 - R2 000</i>	<i>50% of Monthly Remuneration</i>	<i>25% of Monthly Remuneration</i>
<i>R 2 000 - R4 000</i>	<i>1 000</i>	<i>500</i>
<i>R 4 000 - R6 000</i>	<i>Formula: R1 000 – (0.5 x (Monthly Remuneration – R4 000))</i>	<i>Formula: R500 – (0.25 x (Monthly Remuneration – R4 000))</i>

Example: R6000 remuneration per month

$R1000 - (0.5 \times (R6000 - R4000)) = \mathbf{R2000 \text{ per month Tax Saving / R24 000 per year}}$

### **2) Learnership Benefits**

Several Built Environment and Engineering related learnerships are available to employer for their employees. Placing a Go for Gold Phase 2 student on a learnership is highly beneficial.

- a) SARS Learnership Allowance: *“An annual and completion allowance of R40 000 may be claimed by the taxpayer for learnerships NQF qualification form levels 1-6, and R20 000 for learnerships NQF qualification form levels 7-10. The deduction claimable for disabled learners is R60 000 or R50 000 for both annual and completion allowances.*

*Where a learnership is terminated before a period of 12 full months the employer will be entitled to a pro rata portion of the annual allowance, regardless of the reason for the termination of the learnership. The completion allowance for a learnership of 24 months or more will be based on the number of consecutive 12 months periods completed x the above annual allowance amount.”*

Example:  $R40\ 000 \times 28\%$  (company tax levy) = **R11 200 per year/ R933 Tax saving per month**

- b) Skills Development Points: *“Skills Development Expenditure on the learning Programmes specified in the Learning programme Matrix for black people as a percentage of Leviable Amount”*

Example: Assume Leviable amount is R10million. 3% = R300 000 that must be spend a year. If you place a Phase 2 student on a learnership ALL costs spent on the student on learnership namely salary, cost of learnership, others costs can be used against this necessary spend.

### **Conclusion:**

***Assuming Cost of Learnership is R25 000 per learner with a salary of R72 000 per year.***

- Ultimately your cost per year on a student is only R61 800***
- But get your recognition of spend for per student is R97 000!***
- Thus you maximize your necessary spend for Skills Development;***
- All while having a trained dedicated focused employee (who has been groomed by Go for Gold for industry and is receiving free Math, Science and Leadership Development bridging classes,) working for your company with high earning and future potential!***