



# METANOIA RATINGS

Empowering through transformation

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## *Broad-Based Black Economic Empowerment Exempt Micro-Enterprise Verification Certificate*

### CUBIC BLUE HR SOLUTIONS (PTY) LTD

Certificate No: 01/B-BBEE: EME/070714/01

Registration No: 2010/000921/07  
VAT No: 41 40 25 58 39  
Head Office Location: 812 Hammets Crossing, Selbourne Road, Fourways, 2040  
Postal Address: PO Box 1770, Honeydew, 2040

Verification standard applied: B-BBEE Codes of Good Practice & relevant Sector Codes  
Issue of the rating applied: Section 9 of the B-BBEE Act 53 of 2003  
Scorecard applied: Exempt Micro Enterprise (EME) Scorecard  
Size of Enterprise: Exempt Micro Enterprise (<R5 million annual turnover)

Broad Based BEE status level: A level Four (4) Contributor to B-BBEE  
BEE procurement recognition level: 100%  
Black Ownership: 30.00%  
Black Woman Ownership: 5.60%  
Value Adding Supplier (Yes/ No) Yes

The independently reviewed financial statements of Cubic Blue HR Solutions (Pty) Ltd for the period ended 30 September 2013, contained the independent reviewer's report issued by Grant Thornton Chartered Accountants (SA) Registered Auditors who expressed an independent review level of assurance conclusion on 19 November 2013. According to those independently reviewed financial statements, turnover/income is reflected as R365 750 which is less than or equal to R 5 million. Based on the independently reviewed financial statements, in which independent reviewer's work is substantially less than in an audit, and certain additional procedures as we considered necessary, we determined the level of Black Ownership is at 30% and Black Women Ownership is at 5.60% and therefore, the measured entity deemed to be a Level 4.

We do not accept or assume responsibility to anyone other than Cubic Blue HR Solutions (Pty) Ltd, who engaged us, for our work, for this report, or for the conclusion we have reached.

Karine Kakoma CA (SA)  
B-BBEE Approved Registered Auditor No: 257688B  
B-BBEE Approved Registered Auditor

Date of issue: 07 July 2014  
Expiry date: 06 July 2015  
Period of validity: 12 months