LFP GROUP

AGENTS OF TRANSFORMATION

OUR DIVISIONS

LFP STRATEGIC™ TRAINING PARTNER

LFP PERMANENT™ PLACEMENTS SOLUTIONS

BEE•Connex™ SA's biggest network of top BBBEE experts

BEE MANAGEMENT TOOL

LFP OUTSOURCED™ PAYROLL SOLUTIONS

LFP STRATEGIC™ B-BBEE CONSULTING

YES PROGRAMME™ MANAGEMENT IMPLEMENTATION

GAUTENG: 011 791 1602 | KWAZULU-NATAL: 031 941 1468 | WESTERN CAPE: 021 201 1134

info@lfpgroup.co.za | www.lfpgroup.co.za

A MESSAGE FROM OUR CEO

With more than a decade's experience in the education industry, I am passionate about the tangible difference that education and upskilling can make in enriching people's lives. I have witnessed societies fail to provide things for people to equally compete and I have seen the tragedy thereof.

This, along with the high unemployment rate in South Africa has forced us to become resilient and to find new innovative strategies. At a time like this, we invest in our people to kick-start the economy again. We look to new strategies, new means of growth and the upliftment of our workforce to help shape the future.

We know that Skills Development initiatives and BEE, if implemented correctly, can change the current status of our economy. By identifying this critical gap in the market, we at the LFP Group have dedicated our careers to making this transformation a reality.

We recognise that Government cannot do everything and that the private sector needs to take matters into our own hands. By partnering with corporates, we have trained more than 9 000 learners with an excess of 700 clients paying R120 million in stipends directly to learners in stipends or salaries; this has resulted in a 100% pass rate in their BEE verification audits, and this has a direct, positive impact on unemployment in South Africa.

Today, the LFP Group has set the tone for innovation in our sector and while technology changes and our company grows, the one thing that remains constant is our dedication to our clients – our family members. When a client joins LFP, they become a part of our family. They are treated with respect and transparency and as such, we offer them a compliant, comprehensive and reliable service based around their needs.

Complacency is not an option. We continue to develop new strategies, engineer new offerings and improve our processes to bolster the success of our clients and ultimately, drive value. We strive to keep recreating the industry and setting the benchmark.

As the late, great Nelson Mandela once said: "Education is the most powerful weapon which you can use to change the world." Through ongoing partnerships and unwavering passion, we continue to triumph. As much as we grow, is as much as we can make a difference.

We look forward to walking this journey with you.

Yours in Leadership, Focus and Passion (LFP),
Louis Pulzone

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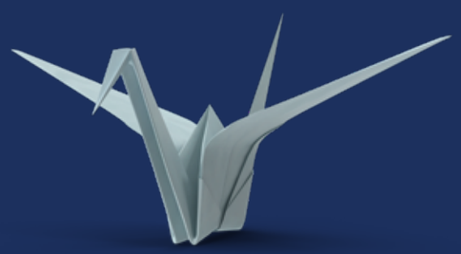
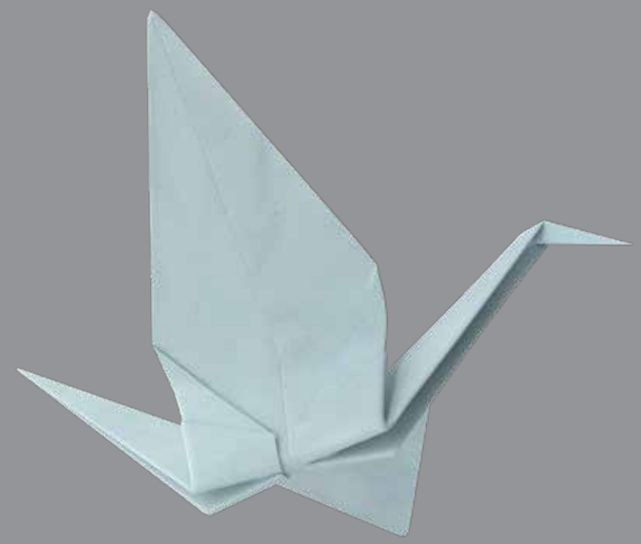
WHO IS LFP?

The LFP group is South Africa's leading provider of turnkey BEE aligned solutions. Over the years the LFP group has been instrumental in transforming the lives of thousands of South Africans and has produced several industry firsts.



DID YOU KNOW?

LFP Group is a level 1 B-BBEE Generic Company.



Our Firsts:

Free BEE Management Tool
The largest network of BEE professionals via BEE-Connex
Learnerships via off-site training
Our blended online training solution, LFP Campus
Compliant Payroll Solutions
Compliant Recruitment and Placement Solutions
Complete Project Relationship management
YES Programme implementation and management

LFP GROUP

DIRECTORS

LOUIS PULZONE,
CHIEF EXECUTIVE OFFICER

WERNER LAUBSCHER,
CHIEF OPERATING OFFICER

NTHABISENG PHOSHOKO,
COMMERCIAL DIRECTOR

CELESTE SMITH,
NATIONAL ETQA MANAGER

ANNELISE CLAASSENS,
NATIONAL FINANCIAL MANAGER

OLIVEA LOUW,
NATIONAL RECRUITMENT MANAGER

FRANCIS VAN NIEKERK,
NATIONAL TRAINING MANAGER

MICHELE JAGER,
NATIONAL OPERATIONS MANAGER

FRANCOIS PULZONE,
STRATEGIC PARTNERSHIPS
& SPONSORSHIPS MANAGER

NATIONAL MANAGERS

AJ JORDAAN,
KEY ACCOUNTS MANAGER

DEAN COOPER,
INFORMATION TECHNOLOGIES MANAGER

SAVATORI SOUTHGATE,
NEW BUSINESS DEVELOPMENT MANAGER
(WESTERN CAPE)

FADILIA KASIL,
CALL CENTRE MANAGER
(NATIONAL)

ANNETTE ARENDT,
NEW BUSINESS DEVELOPMENT MANAGER
(KZN & GAUTENG)

AGENTS OF TRANSFORMATION

Agents of Transformation: LFP Training (Pty) Ltd is a subsidiary of the LFP Group, and is the leading provider of BEE aligned turnkey skills development training in South Africa. LFP Training's SETA accredited learnerships are facilitated at our state of the art training academies nationally. Through the assistance of LFP Training, our learnerships allow companies to implement skills development training whilst gaining maximum BEE points, all a fraction of the usual cost of training. The team at LFP Training consists of various industry experts who, together, combine years of experience and a passion for transformation and education in making a difference.

LFP Training has trained more than 9 000 learners and has in excess of 700 clients paying R180 000 000,00 in stipends directly to learners, this has resulted in a 100% pass rate in BEE verification audits. Today, unemployed and employed, disabled and abled bodied individuals in all industries, are actively benefiting and contributing to society thanks to LFP Training's turnkey training solutions.

Our academies focus on core elements such as skills development, management control, as well as enterprise and supplier development, to ensure that substantial BEE points are gained and advanced through operational effectiveness. Our attentive recruitment and assessment team acquires a diverse range of individuals acting in accordance with the BEE codes.

As an accredited FET college and training provider, LFP Training's clients are eligible for the tax rebate incentive referred to in Section 12H of The Income Tax Act, Act No. 58 of 1962, as amended, which allows certain tax rebates in the sum of R80 000,00 per able bodied learners and the sum of R180 000,00 per disabled learner.

MICHELE JAGER,
NATIONAL OPERATIONS MANAGER

"The Operations division of LFP is defined by uniquely streamlined systems and processes that ensure the delivery of a degree of service excellence that exceeds expectations. It is as a matter of truth a finely tuned engine that delivers impressive output! The various teams responsible for each system and process have been selected based on their expertise and passion for servant leadership!"

"Further to the above and in support of managing the various client projects entrusted to us, we are privileged to have a custom designed Software System that manages the entire project and learner lifecycle from start to finish."

A typical Operations meeting is characterised by a group of individuals (the parts of the engine) flying off the handle and sometimes just at each other's throats. The passion and pride is so palpable that we often have to remind each other that we are sharing office space where clients and peers can not necessarily hear the context. A day in Operations is never long enough and often too long for all the experiences. Each client has a story and each member of the team is proud to be the custodian of the story and the unique solutions that we often have to craft. The wonder of the Operations team is the level of competition amongst us to come up with the most creative and industrious solution to every challenge.

We learn from each other and imitate each other's best traits – and that is what makes us a force to be reckoned with.

CELESTE SMITH,
NATIONAL ETQA MANAGER

"When you look at the engine of a car there are many parts that play an integral role in ensuring that the engine runs optimally. ETQA in a training environment is exactly that part that ensures the engine of a Clients BEE Skills Development project runs optimally and compliantly. People often use the words Enrolment, Uploading Assessment, Achievement, Moderation and the like loosely but these critical components ensure that from start to finish the project is a success. The processes followed in our ETQA Department are not only limited to the needs of our Clients but also to ensure that every learner receives the full benefit and recognition of entering onto a learnership with the aim of obtaining a full qualification. We believe that not only the ETQA department, but the entire LFP Group are true Agents of Transformation through the work that we do in transforming lives."

MOORE STEPHENS

Broad-Based Black Economic Empowerment Verification Certificate

In accordance with the Codes of Good Practice issued under Section 9(1) of the Broad-Based Black Economic Empowerment Act No 53 of 2003, as amended on 11 October 2013

This is to certify that

LFP TRAINING CONSULTANTS PROPRIETARY LIMITED

Company Address:	Cnr Aimee & Rabie Street, Fontainebleau, Randburg, 2194
Company Certificate No:	MS7229 – 181211 – 01
Company Registration No:	2013/043162/07
VAT Registration No:	4430265811

has a current overall Broad-Based BEE Status of

LEVEL 1

in terms of the GENERIC Scorecard and a Broad-Based BEE Weighting points level in respect of:

ELEMENT:	**ELEMENT WEIGHTING**	**SCORE**
Ownership:	25.00	25.00
Management Control:	19.00	11.83
Skills Development:	20.00	18.20
Enterprise and Supplier Development:	40.00	41.78
Socio-Economic Development:	5.00	5.00
Total:	**109.00**	**101.81**

Score Validation:	BEE Procurement Recognition:	135%
	Empowering Supplier:	Yes
	Black Owned:	30.00%
	Black Women Owned:	30.00%
	Designated Group Supplier:	No
	Discount Principal Applied:	No
	Y.E.S Initiative Applied:	No
	Financial Year-end Applied:	28 Feb 18

Period of Validity:	12 Months from Issue Date
Issue Date:	11 December 2018
Expiry Date:	10 December 2019

Ettiene Rossouw – Technical Signatory

Moore Stephens PR BEE Proprietary Limited

sanas BBBEE Verification Agency BVA217

Moore Stephens PR BEE Proprietary Limited Reg No 2016/387221/07 - Moore Stephens House, 18 Lakeview Crescent, Klairfontein Lake, Benoni, 1501
E: info@mshb-er.co.za, T: (0)11 421 8374, F: (0)11 421 5777, www.msbee-er.co.za

SERVICES SETA

THE SERVICES SECTOR EDUCATION AND TRAINING AUTHORITY

CERTIFICATE OF ACCREDITATION

This certifies that
LFP Training Consultants

is awarded full accreditation status as a provider of education and training in terms of the Skills Development Act of 1998 for Qualification/s and/or Unit Standard/s as specified per appendix

In terms of the Skills Development Act of 1998

10033
Accreditation Number

04 May 2017
Accreditation Date

01 June 2018
Date Issued

31 March 2020
Accreditation expiry date

Quality Assurance Senior Manager

CERTIFICATE NUMBER : 00000119

This Certificate is issued without alteration or erasure of any kind

Chief Executive Officer:
for and on behalf of SERVICES SETA

mictseta Media, Information and Communication Technologies Sector Education and Training Authority

Accelerating quality skills towards an information savvy society

19 November 2018

LFP TRAINING CONSULTANTS PTY LTD
96 Oxford Street
Ferndale
Randburg,
2194

Dear Sir/Madam

CONFIRMATION AND AWARD OF PROVISIONAL LEARNING PROGRAM APPROVAL TO LFP TRAINING CONSULTANTS PTY LTD: LEARNING PROGRAM APPROVAL NUMBER: LPA/00/2018/07/0045.

In terms of the ETQA Regulations No: R 1127 of 1998 of the SAQA Act 58 of 1995, the MICT Seta is granted the responsibility to accredit and quality assure constituent education and training providers that deliver education and training that falls within the primary focus of the MICT Seta.

On 16 November 2018, a final decision was taken to award the status of **PROVISIONAL LEARNING PROGRAM APPROVAL** to **LFP TRAINING CONSULTANTS PTY LTD** for Information Technology training from **19 November 2018** until **31 March 2020.**

ID	QUALIFICATION(S) TITLE	NQF LEVEL	CREDITS
49077	National Certificate: Information Technology: End User Computing	Level 3	130

The approved delivery site herein listed and attached in the final report is confirmed.

GAUTENG PROVINCE
96 Oxford Street Ferndale Randburg, 2194

The MICT Seta ETQA must be immediately notified of any changes with respect to the facilitator(s), assessor (s), moderator(s) and delivery site(s) and the respective contact details.

The MICT Seta congratulates **LFP TRAINING CONSULTANTS PTY LTD** on this momentous achievement.

A copy of the final report will be forwarded to you in due course.

Yours sincerely

ATHALIA MAABANE
Acting Senior Manager: ETQA

CHARLTON PHILISO
Acting Chief Executive Officer

Physical Address: Block 2, Level 3 West, Gallagher Estate, 19 Richards Drive, Midrand | **Postal Address:** P O Box 5585, Halfway House, 1685
Tel: (011) 207 2600/3 | Fax: (011) 805 6833 | Call **Centre:** (011) 207 2600

Board Members: Charlton Philiso **(Acting CEO)**, Clyde Mervin, Deliwe Rampa, Donald Liphoko, Gloria Khumalo, Marilyn Radebe, Matsebe Phasha, Ntombi Khumalo, Ntomboxolo Maheneza, Sihle Ngubane **(Chairperson)**, Sontaga Manthakga, Teboho Morobe, Thabo Mofokeng, Thamsanqa Mzileni, Ulandi Exner, Zamaswazi Phakathi..

LFP Training Consultants (PTY) LTD
96 Oxford Street
Ferndale
2194

Dear Kerryn Perks

Accreditation as a provider of education and training: Delivery and assessment

LFP Training Consultants (PTY) LTD
Provider Accreditation Number: BANK-LFPTr190108

This is to certify that LFP Training Consultants (PTY) LTD is accredited by the BANKSETA Education and Training Quality Assurance body to fulfill the functions of an Education and training provider as contemplated in Regulation 13 of the ETQA Regulations of 1998 for the Qualifications and/or Unit standards that are listed in the scope as a Training provider.

If the programmes being presented are qualifications based, it is your responsibility as a BANKSETA accredited training provider to ensure that, your design and development of learning material, delivery of training and/or assessment tools are aligned to current qualifications registered on the National Qualifications Framework, as per the SAQA website. Failure to do so will affect your provider accreditation status.

The period of accreditation is from 2019/01/08 to 2020/03/31. The period of accreditation is also subject to BANKSETA's license as a Sectoral Education and Training authority being renewed with DHET.

The BANKSETA wishes to congratulate LFP Training Consultants (PTY) LTD on this achievement.

Yours sincerely

Charmaine Janisch
Quality Management – Manager

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Chiselhurst, **East London**, 5247

TheBankSeta @TheBankSETA The BANKSETA The BANKSETA www.bankseta.org.za

ENABLING SKILLS DEVELOPMENT IN THE BANKING AND MICROFINANCE SECTOR

INVESTORS IN PEOPLE

TRANSFORMING & IMPROVING LIVES

LFP Group is South Africa's leading provider of turnkey BEE aligned transformation solutions. With over 9 000 learnerships and 700 clients, LFP Training has focused on assisting both the individual as well as our clients with personal transformation. One of LFP Training's focus points, is on transformation for disabled individuals. The LFP Group provides learnerships, placements and office payroll services to create true transformation for all South Africans.

LFP has a national footprint with more than:

180 STAFF, 700 CLIENTS & 9000 LEARNERSHIPS

BONGI

"The facilitators at LFP are one of the things that make this journey amazing. They are like family, guiding me and answering questions even if I asked the same question over and over again. It has been amazing meeting people from all walks of life, all types of people who accept you for who you are and help you believe in yourself and your personal success. I would recommend LFP to assist everyone in developing their dreams. I have my business plan and the skills to manage my dream coffee shop."

-Bongi

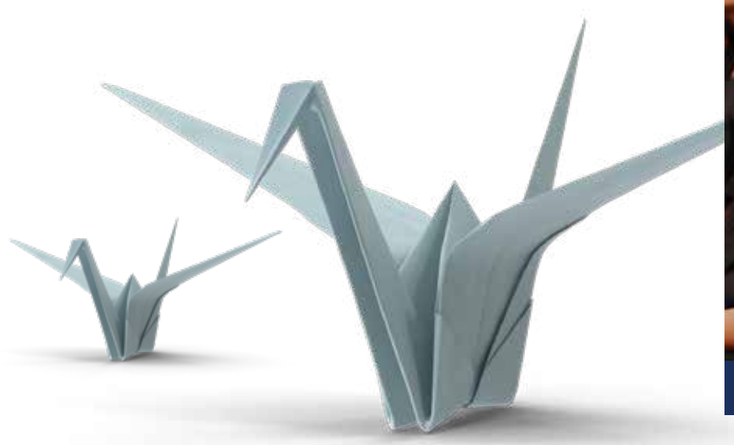
Having a personal dream to run a coffee shop, Bongi started his journey with the LFP family as a student. Bongi participated in a Business Practice Learnership, covering Project Management, Business Planning and Basic Accounting, which all assisted in empowering his dream to run a coffee shop. His 12-month learnership included a salary, facilitation and mentorship.

NTHABISENG

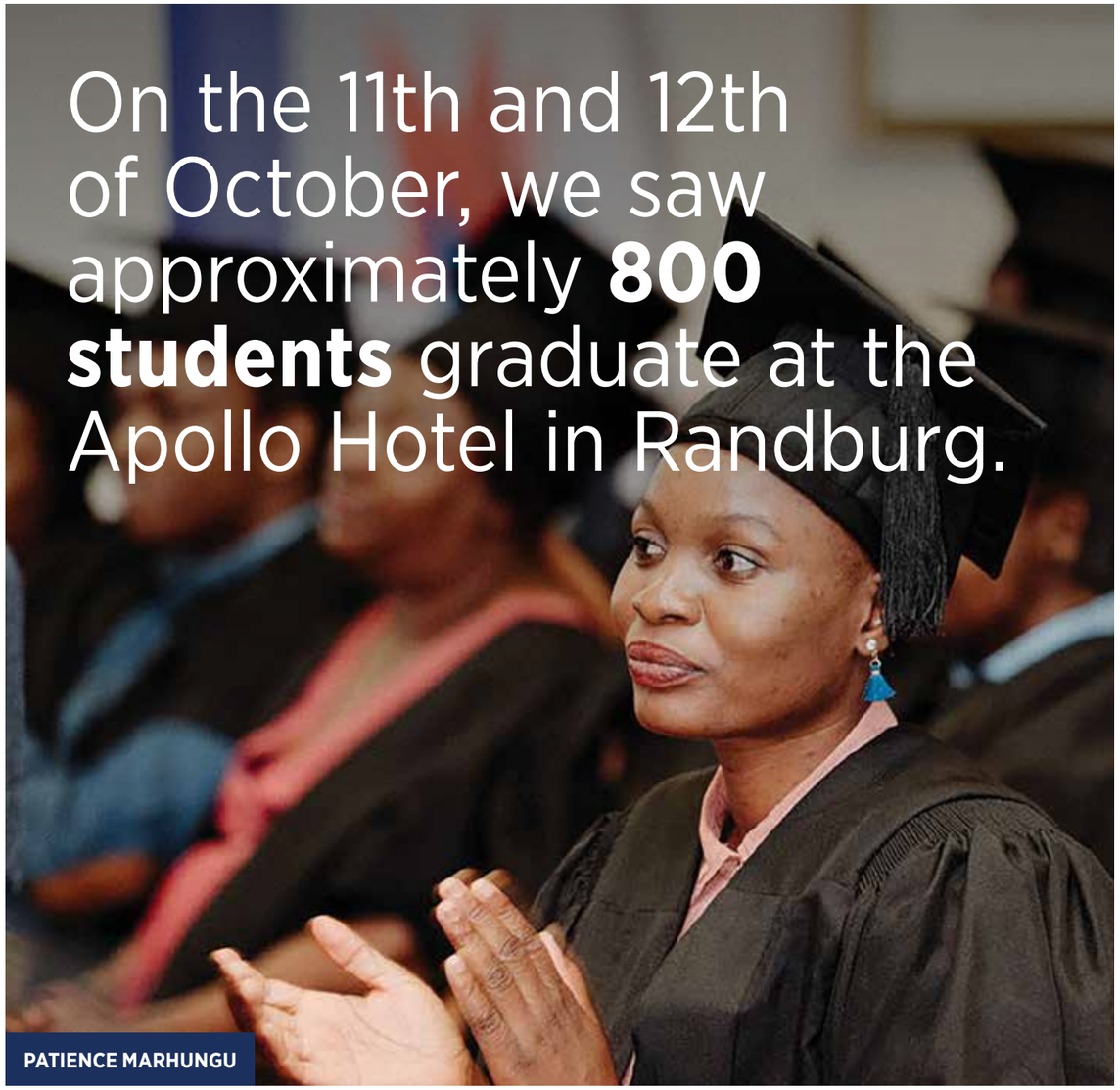
Nthabiseng began her personal transformation journey with the LFP family through an initial business learnership. After her success she became a facilitator at LFP and developed a real passion for transformation through learnerships. Today, Nthabiseng is a Commercial Director at LFP, she is responsible for Revenue Growth, Brand and Customer Relationship Management for learners and organizations.

"I am passionate about the transformation we bring to students, how we mentor, train and socialize with them through their own personal transformation. We make dreams a reality. This is real transformation for our students and our customers."

-Nthabiseng



On the 11th and 12th of October, we saw approximately **800 students** graduate at the Apollo Hotel in Randburg.



PATIENCE MARHUNGU

ZIKHONA MKHANYELWA

DANIEL MOFOKENG

THE TEAM POSING WITH THEIR MEDALS.

FRANCOIS AND JACOLIEN POSING WITH THE TEAM.

Recognising the importance of empowering the youths in our country, the LFP Group helped to make it possible for the SA Down Syndrome Swimming team to compete in the 8th Edition of the Down Syndrome World Swim Champs hosted in Toronto, Canada in 2018.

"We couldn't do it without the belief and support from our sponsors! We want to thank the LFP Group for their significant contribution in helping to make these athletes' dreams come true. The athletes, parents, coaches and sponsors put a lot of time and effort into ensuring that hard work translates into excellent results!" – South African Down Syndrome Swimming Team.

ANOTHER MEDAL FOR THE COLLECTION

SOCIAL CORPORATE INVESTMENT

LFP commemorated Madiba on Mandela Day 2018 by volunteering at two worthy causes in Randfontein, whilst striving to create a safe haven for children in Randfontein. LFP Training has further taken matters into its own hands in a unique venture with the Randfontein Children's Court. LFP Training has set up a 100% LFP Training owned Foundation which is lovingly referred to as the Fountain of Hope. This Foundation is attempting to preserve the stability of children within their family unit through professional counselling, care and education. The Foundation recognizes the social challenges that children and their families have to deal with on a daily basis, and the Fountain of Hope holistically addresses those issues through attempting to empower the family as a unit to create a caring environment.

THE LFP TEAM SITS DOWN FOR A PRESENTATION.

MINÉ SHOWING US HOW IT'S DONE.

LOUIS HANDS OVER DONATION

LFP SPONSORED SA'S DOWN SYNDROME SWIMMING TEAM

LFP is a proud sponsor of South Africa's Down Syndrome Swimming Team. Most recently sponsoring the Team at the 8th edition of the Down Syndrome World Swimming Championships, which took place in Canada.

The team made history – bringing home 3 gold, 8 silver and 7 bronze medals. What was even more exciting, was that our talented team of swimmers each broke an African record and further beat one junior world record and one masters world record. South Africa's team placed 7th overall. LFP received some great media exposure surrounding this event, which included Die Beeld, eNCA, Bizcommunity, Berea Mail, Rekord, SAFM and Network24.

OFF–SITE SIMULATOR

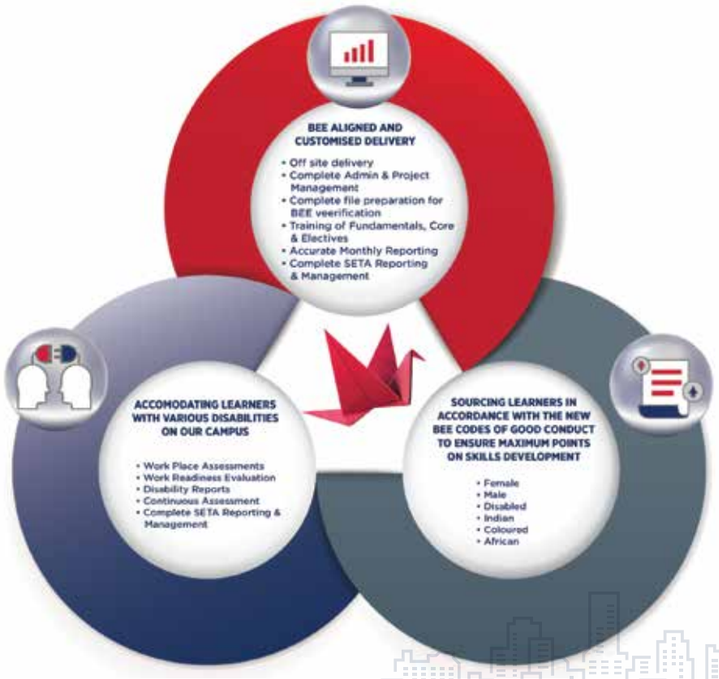
Off-site Simulator. The Skills Development simulator from LFP Training offers problem free learnerships in a simulated and controlled environment. This solution is specifically targeted at sub-sectors of the Skills Development element which forms part of our BEE codes of good practice. This initiative enables LFP Training to target the EAP (Economically Active Population) specifically as per our client's requirements, and also to recruit, in accordance with our client's needs, such as disabled learners and unemployed learners.

The simulator can be adapted to any industry and allows us to optimize client spend, by accessing relevant Government rebates and tailoring learnerships to suit the needs and objectives of our clients effectively, whilst simultaneously adhering to the BEE codes of good practice. Once again, LFP's training approach to our off-site simulator ensures maximum BEE points being awarded to our clients, with a minimum spend.

US ID	DESCRIPTION	NQF LEVEL	CREDITS
61755	GETC: Business Practice	1	121
67465	NC: Business Administration Services	3	120
50080	FETC: Generic Project Management	4	136
61595	FETC: Business Administration Services	4	140
59201	NC: Generic Management	5	162
49077	IT End User	3	130
61589	Banking	5	120
71490	Contact Centre	2	128
71489	Contact Centre	4	132
49648	New Venture Creation	2	138
66249	New Venture Creation	4	149
63409	Wholesale & Retail Operations	3	120

DID YOU KNOW?

The simulator can be adapted to any industry and allows us to optimise client spend by accessing relevant Government rebates and tailoring learnerships to suit needs and objectives, whilst simultaneously adhering to BEE best practice codes.

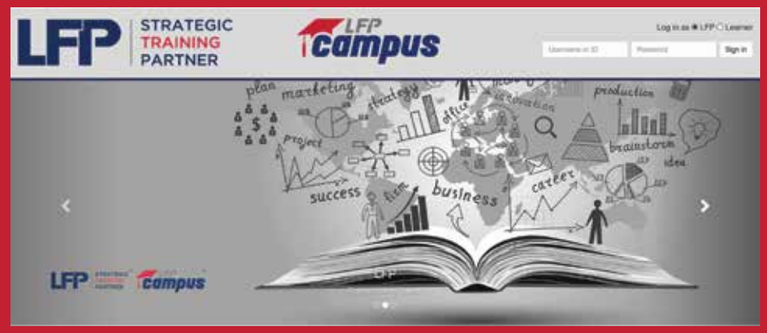


1

AN INDUSTRY FIRST

LFP campus

A blended online learning initiative, by LFP, that makes it possible for our clients to gain substantial points towards their Skills Development spend, which is in line with the BEE codes of good practice.



This popular offering avoids any waste of time and loss of productivity and allows the learner the necessary freedom, all thanks to this online offering by LFP, which can be undertaken by the learner outside of normal working hours.

LFP Training has not only aligned its online initiative to the BEE codes of good practice but has made it possible for clients to benefit from this at a fraction of the cost. At the same time allowing clients to benefit from Government initiatives such as tax rebates, youth subsidies and other grants.

Clients are now able to claim the salary of the enrolled employee for the full duration of the learnership program, without having to compromise on their businesses' operational requirements. Clients are further able to claim more than 500% through the relevant subsidies and rebates of their actual spend towards achieving their Skills Development target.

FRANCIS VAN NIEKERK,
NATIONAL TRAINING MANAGER

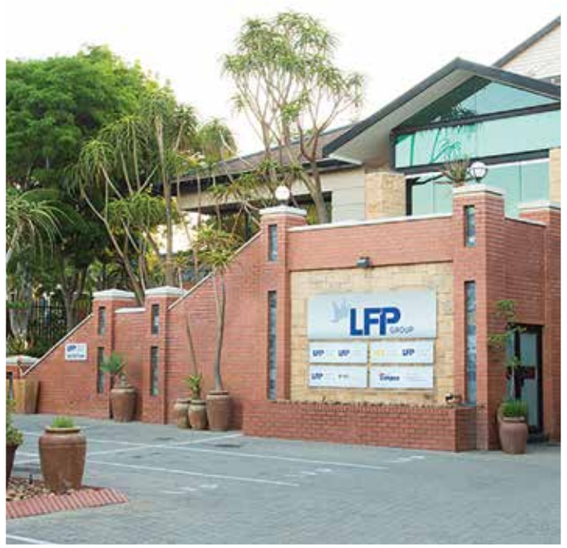
We strive to create a safe space for our learners, where they have freedom to learn and grow in a community of peers and campus management who accept them unconditionally."

To me that means that we are considerate to each learners disability and personality. We try by all means to consider them as people with needs, joys and feelings first. We take our responsibility as educators very seriously and we focus on holistic development.

Although it takes time to connect with each learner on a first-name basis, we respect and cherish these interactions. There are days when we complete our administration functions after hours because we simply do not have the heart to not spend those extra 12 minutes listening to each student.

Being a learner at an LFP Campus is a privilege from the point-of-view that a real and realistic workplace is simulated at expected and unexpected times. Campus Management and Staff hold themselves and their charges accountable to the highest standards. At an LFP Campus, no two days are the same. We create learning experiences out of each non-life-threatening incident. And we strive to do this in a fun way, assisting participants to use and re-create these experiences in their day-to-day lives. Even our housekeeping staff feels it is their duty to educate. Fun gets the job done.

OUR STATE OF THE ART FACILITIES



IME
JST LOVE

LFP Cafe

FP Café

PLACEMENTS

LFP PERMANENT™ PLACEMENTS SOLUTIONS

Let our team of trained recruiting professionals take care of all your staffing requirements.

Adding to our portfolio is LFP Permanent Placement Solutions, a specialised recruitment company. Our company specialises in recruiting staff for permanent positions for disabled individuals.

With a clear understanding of our clients' needs and objectives, LFP Permanent Placement Solutions has a proven track record with a project completion rate of 97%, with the remaining 3% being attributed to various unforeseen circumstances such as project shutdowns, serious health issues or relocation.

Our attentive team of trained experts' sources talent in line with your company's B-BBEE scale and we predominantly recruit in the fields of administration, healthcare, technology, retail and start up businesses.

03%

The remaining 3% attributed to unforeseen circumstances such as project shutdowns, health issues, relocation etc.

97% PROJECT COMPLETION RATE

700 CLIENTS | 9000 LEARNERS

OLIVEA LOUW,
NATIONAL RECRUITMENT MANAGER

LFP Recruitment Department : Architects of hope and opportunity

Recruitment division definitely gets to witness the average South African differently from disabled and unemployed. To us they are not just "disabled" and "unemployed" they are people who enrich our lives in that we are reminded daily of our own privileges. We recruit and enrol these special individuals as our small contribution to the bigger South African picture with an aim of assisting them in improving not only their lives but that of their families.

When we see our learners enter all nervous and scared and we are able to assist them and give them hope, it is the greatest feeling.

LFP OUTSOURCED™ PAYROLL SOLUTIONS

Outsourced Payroll. Our administrative team can take care of your stipend and payroll requirements.

THANKS TO OUR COMPREHENSIVE OUTSOURCED PAYROLL SOLUTION.

LFP Group provides more than just Skills Development training, in addition to learnerships, we pride ourselves in being able to provide our clients with a full turnkey solution. LFP will attend to the recruitment, training, facilitation and all other requirements for your learners. We can also attend to all your outsourced payroll requirements. Let our dedicated and trained administration team handle the day to day payroll management of your:

1. LEARNERS' STIPENDS
2. TEMPORARY EMPLOYEES
3. PERMANENT EMPLOYEES

01
Reduce payroll administration costs and queries

02
Salary packages and benefits calculated upfront

03
Reduce costs relating to updates of payroll systems and training of payroll personnel

04
Eliminate the internal payroll function

05
More time to focus on strategic areas of your business such as recruitment and staff performance that has a direct impact on your bottom line

06
Payslips are managed electronically

07
Legal defensibility from a legislative compliance perspective

08
100% compliance on all statutory requirements

09
Reporting supporting various elements of the business

BEE

Obtaining a Broad-Based Black Economic Empowerment (B-BBEE) certificate for your company may seem like a tedious task, but it doesn't have to be. A certificate can give you an edge over competitors and open a whole new arena for the growth in your business, and it might be much easier to acquire the certificate than you think.

B-BBEE policies are set out in the B-BBEE Act, Act No. 53 of 2003, as amended, and is further reiterated by the Codes of Good Practice (which was last revised in 2015). In terms of this legislation, it is not compulsory for any business to obtain a B-BBEE certificate, it is an entirely voluntary process. What are the benefits of obtaining a B-BBEE certificate particularly for Qualifying Small Enterprises (QSEs)? A QSE is a company that has an annual turnover of between R10 million and R50 million.

One of the biggest benefits of having a B-BBEE certificate is being able to conduct business with Government departments on a national, provincial and municipal level, as well as other public entities, including State-owned enterprises. A valid certificate allows your business to be able to tender for government contracts, and the higher the level of your certificate, the better your chances of being the successful bidder. There are eight levels of B-BBEE compliance, with Level 1 being the highest and most desirable level.

BEE CONTRIBUTION LEVEL	OLD SCORECARD POINTS	REVISED SCORECARD POINTS	PROCUREMENT RECOGNITION	INTERPRETATION
1	100 or above	100 or above	135%	R1 = R1,35 claimable
2	85 50 99.99	95 to 99.99	125%	R1 = R1,25 claimable
3	75 to 84.99	90 to 94.99	110%	R1 = R1,10 claimable
4	65 to 74.99	80 to 89.99	100%	R1 = R1,00 claimable
5	55 to 64.99	75 to 79.99	80%	R1 = R0,80 claimable
6	45 to 54.99	70 to 74.99	60%	R1 = R0,60 claimable
7	40 to 44.99	55 to 69.99	50%	R1 = R0,50 claimable
8	30 to 39.99	40 to 543.99	10%	R1 = R0,10 claimable
Non Compliant	<30	>40	0%	R1 = R0,00 claimable

The LFP Group and its subsidiaries pride themselves on being the industry leader and leading by example. LFP steadfastly believes that corporate governance and corporate compliance is a keystone for its success and long term sustainability. One of the core initiatives of LFP, is to ensure that all of its legal entities conform to the multiple statutory and regulatory frameworks, which apply to each entity, in its specific sectoral industry. LFP works closely with its external corporate legal team, which includes an Advocate admitted in the High Court of South Africa, who continuously monitors and evaluates the multitude of compliance obligations relevant to LFP. LFP further has its eye firmly on the future and to streamline its compliance programme, LFP will employ an in house admitted Attorney from May 2019, to oversee all its compliance functions, in addition, they will work in conjunction with LFP's external legal team, on a daily basis. LFP is registered with SETA and through this accreditation provides expert and sustainable Skills Development programmes to its clients. The benefit to any client by entering into a strategic partnership with LFP, is that the client has peace-of-mind knowing that all legal compliance issues have been expertly dealt with.

So as to constantly ensure LFP's legal compliance, specific emphasis is placed, but not limited to the following legislation and regulations:

LFP LEGAL COMPLIANCE CHECK LIST

- **The Consumer Protection Act 68 of 2008;**
- **The Copyright Act 98 of 1979;**
- **The Constitution of the Republic of South Africa Act 106 of 1996;**
- **The Labour Relations Act 66 of 1995;**
- **The Occupational Health and Safety Act 85 of 1993;**
- **The Promotion of Access to Information Act 2 of 2000;**
- **The Basic Conditions of Employment Act 95 of 1997;**
- **The Skills Development Act 97 of 1998;**
- **The Skills Development Levies Act 9 of 1999;**
- **The Unemployment Insurance Act 63 of 2001;**
- **The Employment Equity Act 55 of 1998;**
- **The Electronic Communications Act 36 of 2005;**
- **The Electronic Communications and Transactions Act 25 of 2002;**
- **The Income Tax Act 58 of 1962;**
- **The National Credit Act 34 of 2005;**
- **The Value Added Tax Act 89 of 1991;**
- **The Companies Act 71 of 2008;**
- **The Protection of Personal Information Act 4 of 2013;**
- **The Trust Property Control Act 31 of 1998;**
- **The King IV Report on Corporate Governance for South Africa 2016;**
- **The Competition Act 89 of 1998;**
- **The Broad-Based Black Economic Empowerment Act 53 of 2003;**
- **The B BBEE Codes of Good Practice 2013.**

HUMAN RESOURCES COMPLIANCE

Despite the significant difference between the employment relationship and learnerships, we have to be conscious of the regulations dealing with Sectoral Determinations,which states that: learnerships impose certain "employment" requirements onto the host/lead employer and the training provider. Our off site solution implies that the learner is in fact hosted at the LFP Campuses for the duration of their theoretical and practical training. Our Campus management and training infrastructure therefore accommodates the learner for the full duration of the learnership program, which in turn includes dealing with all performance and conduct related matters.

The hassle-free solution offered by LFP Training includes a dedicated Campus HR and IR service that manages the relationship requirements imposed by legislation on behalf of our clients. Dedicated specialists manage this function as we are fully aware of the status of the "employment" relationship and what such a relationship entails.

Therefore LFP Training manage HR and IR on behalf of our client ("the employer") whilst remaining sensitive to the fact that our interventions always have to carry the approval of the client and be aligned to all applicable legislation and policy of our client when dealing with the learner.

THE COMPARISON BETWEEN THE BASIC CONDITIONS OF EMPLOYMENT ACT AND SECTORAL DETERMINATION 5: LEARNERSHIPS

(Employee compared to Learner compliance)

LABOUR RELATED ISSUE:	WHAT IS AN EMPLOYEE OFFERED:	WHAT IS A LEARNER OFFERED:
Working hours regulated	✓	✓
Payslips and payslip information	✓	✓
Deductions and other acts of remuneration	✓	✓
UIF deductions	✓	✓
COIDA coverage	✓	✓
Maternity leave	✓	✓
Public holidays	✓	✓
Annual, Sick and Family Responsibility leave	✓	✓
Contracts of employment	✓	✓

RESPONSIBILITY	CHECKLIST
Sending you an EMP201 to add onto your current EMP201	
Has the provider set up a payroll in the name of the Client in order to process accordingly	
Deductions for UIF	
Managing and processing your learner annual leave provision	
Managing your Sick leave and Family Responsibility leave provisions	
Managing any unpaid days and deducting accordingly	
Providing a legally compliant payslip timeously to the learner in the name of the Client	
Where the provider is hosting the learner, are they managing the HR/IR process	
Providing DOL compliant contracts of employment	

OUR TEAM ATTENDING THE TOP EMPOWERMENT AWARDS 2018.

NTHABISENG IS ECSTATIC ABOUT OUR AWARD.

NTHABISENG AND ZANELLE STRIKE A POSE.

BEE·Connex

SA's biggest network of top BBBEE experts

HOW IT WORKS... SIMPLE

01 Download the App (BEE-Connex).

02 Register your company's details.

03 Tell us what your BEE needs are.

04 Get connected to the most suitable supplier.

05 Receive updates throughout the process.

A first of its kind application is now changing the way in which we do business in South Africa in the BEE industry!

BEE-Connex cuts to the chase by assisting you in not wasting any search time, while we deliver exactly what we promised Hassle-free BEE!

Gain access to the biggest network of top B-BBEE experts in the country, matched to your specific needs and requirements at the touch of a button.

Benefits of BEE-Connex

- Access to expert B-BBEE Consultants
- Verification Agencies
- Partnership with leading Skills Development Service Providers
- Access to YES Programme benefits
- Access to the countries only free BEE Management Tool

JOY OKEKE

Honestly, we live in a world where things are moving so fast with regard to business and time is always limited. BEE is often seen as a difficult, timeous and costly endeavour for businesses in this country. Sometimes clients don't even know where to start. It doesn't have to be like that. I have personally seen how people's perceptions change around this when they get in touch with us at BEE-Connex. All of a sudden, clients are connected with expert consultants in the field, meetings are arranged, and the client now has a solid game plan in managing their BEE for the coming measurement period.

It can be that simple and I believe that is where the value in BEE-Connex lies.

We have an online, web-based platform that allows our clients to sign-up to our services. You can select the various BEE-related services such as consulting, verification, SED etc and one of our strategists will contact you to discuss your needs. The same goes for our mobile application.

FREE!

BEE MANAGEMENT TOOL

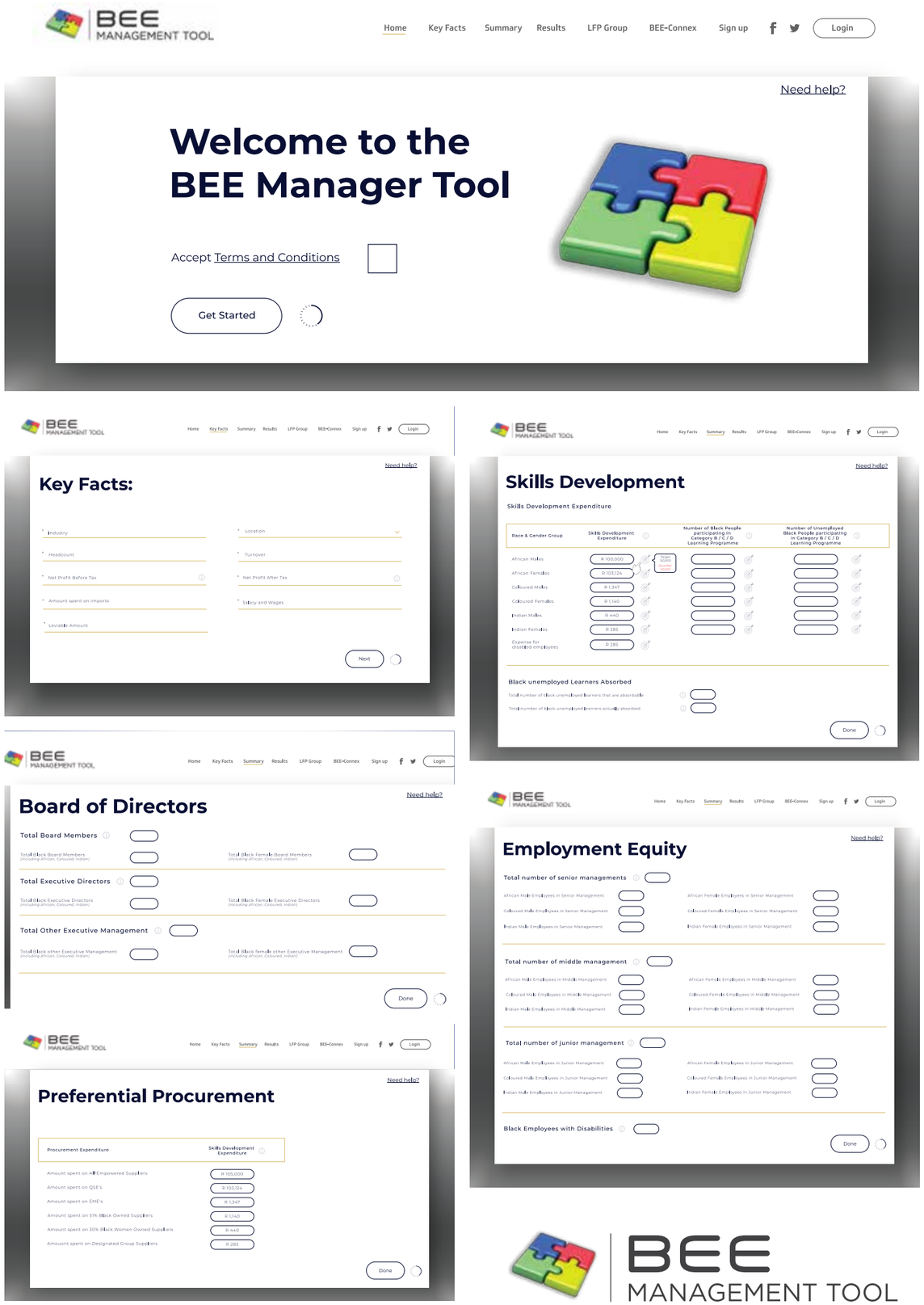
You can now calculate and manage your company's BEE points with South Africa's only free BEE Management Tool available on the LFP Group and BEE-Connex website. With access to the country's only free BEE scorecard calculator tool, you can now experience a unique and comprehensive service that allows you to fully analyse your company's scorecard, calculate your current points and plan your company's BEE future requirements.

BYRON LAZARIDES

What value do you think a BEE-Management tool adds:

Firstly, it's the first free BEE-management tool out there. We really wanted to give people and businesses full access to a tool like this with no strings attached. It's available to clients and consultants alike and makes a difference in an overall better understanding of BEE for everyone. Everyone will have free access to scenario planning, reporting under each element and many, many more features. You can download verification documents, handle multiple companies and have access to supplier databases. In my opinion, one of the best features we are implementing, is the ability of the tool to work out the most cost-effective ways to improve levels or reach a set target. We are excited to introduce this BEE-Management tool that truly brings transformation to reality.

Log onto the BEE Management Tool by visiting
www.bee-connex.co.za/manager



BEE MANAGEMENT TOOL

YES creates new opportunities

The LFP Group, supports the Youth Employment Services (YES) Programme. We recognise the critical role that our youth play in shaping the economy, our country and our future. Sadly, a staggering six-million youth, aged between 18 – 34 remain unemployed, and this is the main reason that LFP is coming to the fore. We are driven by innovation, we have the experience and with the best practice methodologies, we are striving to create a South Africa that can provide more opportunities for our youth, through education and Skills Development initiatives.

6 000 000
youth aged between 18 – 34 remain unemployed
- help us to create a future for all the youths in South Africa.

OUR STUDENTS CELEBRATE THEIR GRADUATION.

1 x B-BBEE level up
Achieve YES Target

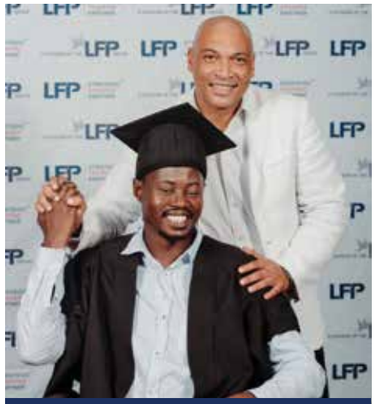
1 x B-BBEE level up
+ 3 points
Achieve 1.5 times YES Target

2 x B-BBEE levels up
Double YES Target

The YES B-BBEE Benefit can be claimed at your financial year-end with the help of your verification agency.
Note: To qualify, your company must also achieve an average score of at least a 50% across your entity's 3 priority elements (Ownership, ESD, SD)

A DIVISION OF THE LFP GROUP

GRADUATION



BONGANI

FADILIA KASIL | KOKETSO

FADILIA KASIL | JOSEPH CARRIN

BONGIWE MYENI

FRANCOIS PULZONE AND FIRST TECHNOLOGY REPRESENTATIVE

PORTIA DHLAMINI

ZANDILE MDHLULI

MUSA E. ZULU | JACOLIEN BOTHA

CHRISTINE MASHIYA | THOBILE MBATHA | PHILASANDE POSWA

RAVI GOVENDER

NTHABISENG PHOSHOKO

SPONSORSHIPS

LFP Training is an associate sponsor of the DHL Stormers and DHL Western Province teams. Western Province Rugby is honoured to be associated with a company such as LFP , who do such important work in the skills development of the South African workforce. The ethos and discipline of skills development tie in with the values of Western Province Rugby, making LFP a great fit for our teams and stakeholders.

The passion of the DHL Newlands Faithful for our teams, shows how rugby has the power to bring people together, which is closely aligned with the LFP brand.

Western Province Rugby looks forward to standing together with the LFP Group as valued associate sponsors.

MICHAEL DE VRIES, STRATEGIC COMMUNICATIONS OFFICER.

Cell C
TITLE SPONSOR OF THE SHARKS
THE SHARKS

"The new partnership between The Sharks and LFP brings together two innovative companies who believe in setting the benchmark in their respective fields. Community is a key value for The Sharks and the work that LFP do in uplifting people within the community makes this association even more meaningful. We look forward to a long and mutually beneficial partnership based on excellence and growth",

THE SHARKS COO, EDUARD COETZEE.

A LETTER FROM LOOD DE JAGER, CAPTAIN OF THE VODACOM BULLS

LFP AND THE #BULLSFAMILY... A STRIVING FOR EXCELLENCE!

As a Vodacom Bulls player, I have to often remind myself that being part of this team and being able to play this beautiful game is a massive honor and privilege... let's put it down to a little boy caught in a dream. I'm willing to bet that the rest of the team probably have the same emotions.

We get the opportunity to live out this dream because of the amazing fans that embark on this journey with us, and experience all the emotions as well. The boys and I get to do this on a daily basis because of the people that believe
in us and empower us... People like our amazing sponsors and partners, that put their money and efforts where their mouths are.

A great relationship with a sponsor is built on many factors, and even though there are guys upstairs in the offices at Loftus that handle that for us, it's always important for the boys and I to find similarities and links so that we can also believe in those brands.

The LFP group have been part of the #BullsFamily for a little over a year now, and yet it seems like they have been with us so much longer. They are a company that thrives on excellence, with a massive focus on training and development. As a team we have the same focus. Excellence is no doubt a key focus for us as well, and it's something that every player works day in and day out to achieve.

LFP have built systems and programmes to help their clientele with training and development, which they have honed and perfected over the years... another similarity close to home for us.

I would like to take this opportunity to say a massive thank you to all the staff at LFP that work tirelessly behind the scenes not only for us at the Bulls, but also for their splendid efforts in uplifting this beautiful country. We look forward to walking a long road ahead together and achieving excellence, both in their training rooms and on our rugby fields.

YOURS IN RUGBY
LOOD DE JAGER
CAPTAIN, VODACOM BULLS

SWINGING OUR WAY OUT OF 2018 WITH LOADS OF STAFF AWARDS AND ACCOLADES:

XOLISWA MDLULI WON OVERALL EMPLOYEE OF THE YEAR.

It was certainly a night of glitz and glamour with tops and flappers, as LFP Group celebrated and honoured our deserving staff at the Great Gatsby: A Year of Greatness and Glam banquet dinner held at the Thaba Eco Hotel.

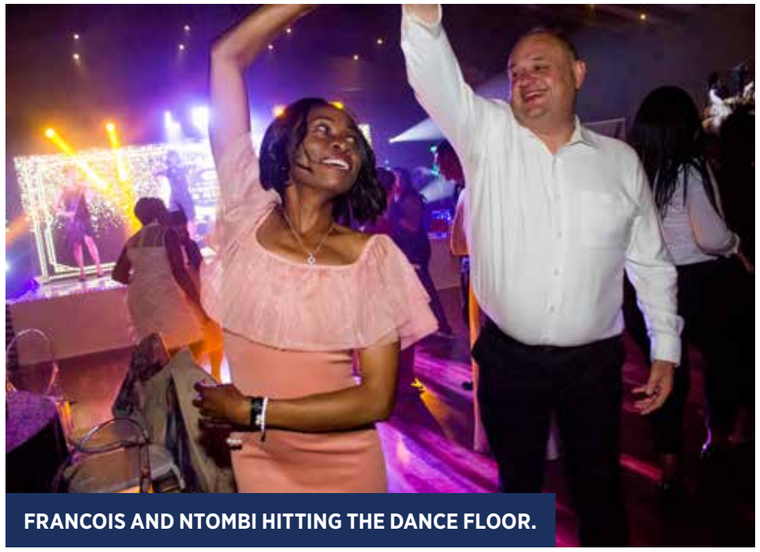
With 11 staff being recognised and awarded for their hard work and amazing contribution for the last year, the evening was hosted by Werner Laubscher, the Group's Chief Operations Officer. In his annual note to staff, LFP Group CEO Louis Pulzone, reiterated the values of our Group and the importance of being a family supporting each other as we work towards the goals of LFP Group.

The evening's entertainment included popular all girl-group the Muses as well as a photobooth to capture great moments to remember.

WELCOME 2019

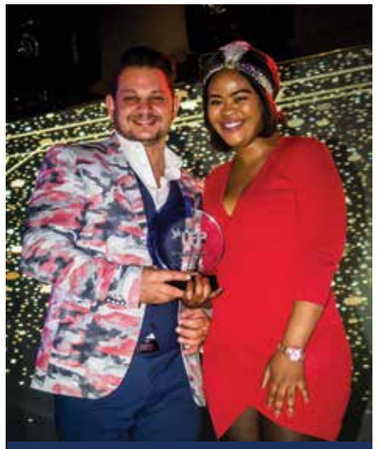
What a special event and what a proud moment to honour and acknowledge those employees who excelled and surpassed expectations during 2018 to help build LFP into the market leader it is. We often see these events as simply a year end function but when we consider the significant impact recognition has for performers from their colleagues and peers, you realise the motivation factor is enormous.

WERNER LAUBSCHER,
COO



FRANCOIS AND NTOMBI HITTING THE DANCE FLOOR.

LOUIS GIVES AN INSPIRING SPEECH.



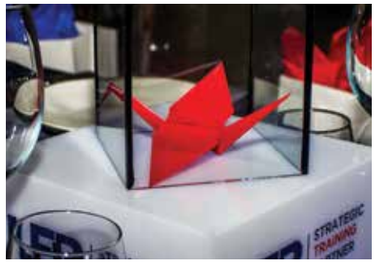
LOUIS HANDS OVER EMPLOYEE OF THE YEAR AWARD TO XOLISWA.

NTHABISENG HANDS WERNER HIS LEADERSHIP AWARD.

BYRON AND OLIVEA SHARING A DANCE.

NTHABISENG HANDS MINÉ HER MOST IMPROVED AWARD

TAKING CAPE TOWN BY STORM IN JUNE 2018 WITH A CLIENT ENTERTAINMENT EVENT TO BE REMEMBERED. THE EVENING EVENT WAS HOSTED AND ATTENDED BY VARIOUS PROSPECTIVE CLIENTS AND ASSOCIATES OF THE LFP GROUP.



CLIENT EVENT

PROUD SPONSOR OF:

vodacom · BULLS · Cell C THE SHARKS · STORMERS DHL · 25 YEARS SASA-II

OUR PRESENCE IN THE MEDIA

BDlive · SABC · BBC · Achiever · kykNET · Leadership · CNN · financialmail · Beeld · 702 · Ontbytsake · Sunday Times · JSE MAGAZINE · RSG DIS DIE EEN · BusinessDay · SuperSport World of Champions · news24 · NETWERK24 · sky news · TOP EMPOWERMENT · Mail&Guardian · IOL · Moneyweb · Times LIVE · Entrepreneur · EWN EYEWITNESS NEWS

LFP IN THE MEDIA

REFERENCE

First Technology
INVESTMENTS (PTY) LTD

Head Office:
26 Augrabies Road, Waterfall Park
Bekker Road, Midrand
P.O. Box 76014, Wendywood, 2144
Tel. (011) 790 4400

14 September 2018

TO WHOM IT MAY CONCERN

RE: LFP GROUP HOLDINGS // FIRST TECHNOLOGY GROUP

1. The above matter refers.
2. First Technology Investments (Pty) Ltd (hereinafter referred to as the "First Technology Group") have had the immense pleasure of using the services of LFP Group Holdings for the past 3 (three) years to manage and roll-out a number of First Technology Group learnership programmes for disabled individuals.
3. LFP Group Holdings have an in depth knowledge of the skills development industry and have exceeded our expectations in providing a professional, efficient and exemplary service to our organisation.
4. We freely recommend LFP Group Holdings to any organisation wishing to roll out any skills development initiative, as their contribution to the marginalised within our society is far reaching and life changing.
5. LFP Group Holdings have earned the trust and respect of the First Technology Group and we would endorse them without the slightest hesitation.
6. We look forward to continuing our successful relationship with LFP Group Holdings and changing many more lives.

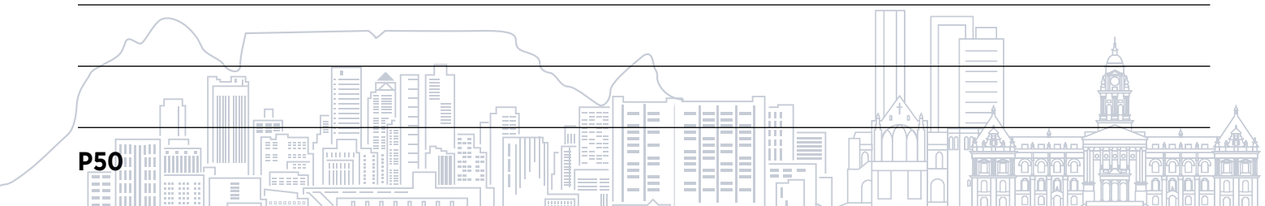
Yours faithfully

Yuraisha Mari
Head of Group Legal
yuraisham@firsttech.co.za
+27 11 790 4564

Registration Number: 1998/019350/07
Directors: A Sharp, V Pillay, N Rauff, Y Mari

NOTES:

NOTES:



THANK YOU FOR SHARING YOUR COMPANY'S BEE REQUIREMENTS WITH US.

We want to commend you for taking a step towards helping to make a tangible difference in our country.

We strongly believe that Skills Development is still the most crucial and impactful element on the scorecard to help reduce the staggering unemployment rate and provide equal opportunities for all! BEE is designed to create and pass-on success, and what better to do so than through education and training?

The LFP Group prides itself on being Agents of Transformation. We are evoking conversation and we have big goals. We are flexible in our approach and we can customise our offerings - whenever and wherever needed, whilst keeping legalisation and your objectives top-of-mind.

We have helped companies around the country to make a difference in the lives of those who can't do so for themselves. When you join LFP, you join a family. As such, we promise you dedicated service, reliability and a legally compliant, transparent service offering.

Every action counts towards creating the country that we can be proud of.

We look forward to walking this journey with you,

Yours in Leadership, Focus and Passion,
Team LFP