

MasMa Consulting

Postnet Suite No. 226
Private Bag 25723
Monument Park 0105

Tel: 083 326 4909
Fax: 086 618 7191

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To Whom It May Concern:

Black Economic Empowerment – AO&A Recruitment

AO&A Recruitment is committed to Broad-Based Black Economic Empowerment and is in the process of implementing a **Broad-based BEE** solution and MasMa Consulting has been contracted to facilitate the process.

AO&A Recruitment will be complying on a broad based basis and will be submitting a rating to Empowerdex within the third quarter of 2008. As AO&A Recruitment is considered to be a Qualifying Small Enterprise (QSE) as per definition of the DTI Codes of Good Practice gazetted on 9 February 2007, they will be measured against the QSE B-BBEE requirements and issued with a QSE Rating Certificate.

AO&A Recruitment is committed to grow their BEE solution over an acceptable period of time and will keep all clients updated on their progress of compliance.

MasMa Company Profile

MasMa Consulting came about four years ago as a result of Client demand requesting a relationship with an independent partner who was prepared to diversify offerings to accommodate their requirements in meeting their strategic objectives.

As a result of this MasMa Consulting offers consulting in Employment Equity, Skills Development, Job Profiling, Skills Profiling and e-Learning and integrates all of these into the applicable components of Broad-Based Black Economic Empowerment (B-BBEE). MasMa Consulting works with its Clients in developing a B-BBEE solution or strategy that best fits their goals and which becomes an integral part of their daily operations.

Clients who have benefited from this relationship include Emerald Casino Resort, AFHCO Holdings, Boogertman and Partners, Snyman de Jager Attorneys, and CTI to name a few.

Yours Sincerely,

Mike Pitsillis
Director