Introducing
Equity Pro Report

Ease your EE Reporting pain by using Equity Pro Report, a very affordable, newly launched, cutting edge Employment Equity software tool.

Equity Pro Report is a unique, web-based EE software product that facilitates:

- **The setting of *realistic* and *achievable* Employment Equity (EE) Goals for both B-BBEE and *EE* purposes.**

- **Allocation of your workforce into the correct EEA9 Levels.**

- **Completion of your EEA2 and EEA4 Reports for Submission to the DoL.**

Many companies grapple with the setting of EE Goals that will satisfy the "equitable representation" requirement of the EE Act and also result in a SA Black Goal for B-BBEE purposes. Are they the same or are they different? Can one set EE Targets for BEE purposes and at the same time EE Goals for EE purposes? How does one do this?

Furthermore, the setting of *realistic* and *achievable* EE Goals and Targets is extremely challenging and requires careful planning. It can be a complex and time-consuming task, ordinarily beyond the reach of most employers, and even EE and BEE consultants.

Equity Pro Report solves this headache as well as enabling you to complete your EEA2 and EEA4 Reports effortlessly all by yourself!

EQUITY PRO
EE Planning and Monitoring Made Simple

Equity Pro Report:

- Provides the user with a template for the entering into of relevant required employee details.

- Guides the user to allocate each employee into his/her correct EEA9 Occupational Level as per the EE Act and B-BBEE Codes of Good Practice requirements. ***Most employers find this to be a challenge.***

- Facilitates the:

  - Automatic sorting and conversion of the completed template into the required EEA2 ***Workforce Profile*** (also for persons with disabilities), ***Core and Support*** and EEA4 ***Income Differentials*** formats, per race, gender and level.

- Enables the:

  - Importation of the user's EEA2 Workforce Profile into **Equity Pro Report,** which automatically calculates and displays the user's BEE EE Score per level and its Total EE and Management Control (MC) Scores, as well as the applicable B-BBEE EE and MC Target and sub-minimums per EE level.

  - Setting of ***achievable*** Goals for each race and gender group and persons with disabilities (calculated automatically using formulas in the background). This is done in respect of each level, according to the "equitable representation" requirements of the EE Act, using the latest EAP or Matric demographic data, nationally or provincially, and sound Workforce Planning principles.

- Automatically calculates EE Targets for each year of the plan and allows the user to round these off where necessary.

- Exports the Workforce Profile, EE Goals so set and EE Targets (also for persons with disabilities), Core and Support and Income Differentials data for inclusion in the EEA2 and EEA4 Forms.

- Guides the user to complete the remainder of its EEA2 and EEA4 Reports for submission to the DoL.

Equity Pro Report Pricing structure

The prices below exclude VAT.

Company Size - No of Employees	Turnover	Annual Licence Fee
<50	N/A	R 3 500
51 – 150	N/A	R 4 500
151 - 300	N/A	R 6 500
>300	<R 1bn	R 8 500
>300	> R 1bn	R 10 500

How does Equity Pro Report work?

The user, upon payment of an Annual Licence Fee, accesses Equity Pro Report through the internet (Google Chrome, Firefox or Safari Browsers) by entering the User ID, User Name and Password provided upon payment. Once accessed, the user will follow the instructions in the User Manual and downloaded EEA2 and EEA4 Forms.

What is included in the price?

- Two hours online training on how to use Equity Pro Report and its EEA2 and EEA4 Reporting function.

- Online support with a turnaround time of 72 hours.

▶ **To order Equity Pro Report online CLICK HERE**

What will Equity Pro Report do for my organisation?

Equity Pro will:

- Ensure that your EE Numerical Goals
  - are aligned to your B-BBEE requirements.
  - are set, for each race and gender Group, in accordance with the "equitable representation" of the suitably qualified persons requirement of the EE Act.
  - are achievable.

- Reduce the risk of your organisation being fined the greater of R1.5m or 2% of turnover for not having an EE Plan that meets the "equitable representivity" requirements of the EE Act or not submitting an EE Report timeously once the EE Act Amendments are passed at the end of 2013 or early 2014.

- Facilitate and ease the completion of your EEA2 and EEA4 reports without the additional cost of using a consultant.

How can my organisation ensure that its EE Numerical Goals are in fact achieved?

From the Equity Pro Report Module, you can upgrade to other Equity Pro Modules in the *Equity Pro Lite Suite* with further functionalities such as:

- Managing the entire EE Goals process moving forward, so as to ensure that the Goals are achieved (**Equity Pro Report and Manage**).

- Selecting Sub-Pools per Level to accommodate the setting of Goals for positions that have different entry level requirements/qualifications in a Level and for which different (appropriate) Statistical Data Pools can be used in setting EE Goals (**Equity Pro Using Sub-Pools**).

- Managing your Workforce Planning and preparing your talent for positions that will become vacant, and that you will be able to identify (**Equity Pro Talent Preparation)**.

- All of the above (**Equity Pro Plus)**.

If your company is a larger multi-site organisation, you can use the Equity Pro Group Suite that:

- Has all of the above functionalities.

- Enables management of EE across your different sites/business units/regional offices/departments, using its **Divisional** and **Branch Modules**.

- Allows users to compare the aggregates of the data of the Branches and Divisions with the data of the Divisional and Group Modules.

The Annual Licence Fees of such upgrades and modules will be provided upon request.

For further information, please e-mail Mathe at mathe@eess.co.za