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EDEN AFRICA MANAGEMENT CONSULTANTS

### PROFILE OF SERVICE AND TERMS

**Eden Africa Management Consultants specialises in helping our clients to acquire black professionals.**

Our focus is on black professionals who can add value to companies and we use a methodology that is original and creative.

**Since 1989 Eden Africa has gained considerable experience in the recruitment of black management and has gained insights from businesses which have been active in this area.**

**Eden Africa is a BEE company with 30% black ownership.** We have been rated by Empowerdex Economic Empowerment Rating Agency, and have a BEE Accreditation certificate.

South Africa's political transition has made the need for black professionals in management, technical, or other significant posts a strategic issue. Black management is important to an organization's bottom line, its profitability, and possibly even to its viability and survival in a rapidly changing South Africa.

- We like to work with the senior executives of organizations, as well as with line managers, in order for us all to be aligned in our thinking. Through that engagement we are able to clearly define the parameters of the assignment.
- Our process takes the form of an Executive Search assignment, during which we penetrate our extensive network, conduct detailed, in-depth research and make direct approaches. Each assignment involves a fresh search. We don't advertise for candidates – we never have.

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*Eden Africa cc - 2004/118275/23 • Directors: K Mqayisa, G Stern*

- We verify candidates' educational qualifications at the time of the offer being made if requested to do so by the client. We conduct credit and criminal record checks on request.
- In an assignment we commit our resources of networking expertise, experience, passionate involvement, our database, time and travel. **More importantly – we will put our credibility with our black candidates on the line – that we are not wasting their time.**

**Our role in this process will be a provocative and forthright one.** We will share our viewpoint with you, listen to your feedback, engage in dialogue, and generally attempt to add value to your organization based on our experience and involvement in this field.

### **OUR TERMS ARE AS FOLLOWS:**

When you employ a candidate we refer to you, our standard placement fee will be 20% of the anticipated annual gross remuneration package, payable within one week of the candidate joining. In cases where the remuneration package is R500 000 and above, our placement fee will be 25%. By anticipated annual gross remuneration package we mean the total annual 'cost to company' (CTC). Should the anticipated package include an incentive component which is expected to be a very significant proportion of the candidate's remuneration, then the illustrative value of that component, as presented by the employer to the candidate, will be included in the anticipated package. The charges we refer to in this Profile are all exclusive of VAT.

Should any Eden Africa candidate be placed with the client within 12 months of the initial referral, Eden Africa will still be considered the effective cause of that referral and our placement fee will apply.

Our charge when you enter into a relationship with a non-Executive Director referred by us is R200 000 per person, per board. If you or any associated company subsequently employ (within 36 months of our initial introduction), a person whom we have introduced to you as a candidate for a non-executive Director, then our placement fee will apply.

#### **Guarantee period:**

Should the employment be terminated within 90 days by either party because of an absence of suitability or compatibility, we will seek a new candidate if you wish. Alternatively we will credit your account with us (in proportion to the time during which the person was in your employ) to be worked off against future recruitment assignments.

**We believe that we can contribute meaningfully to the processes of black management and black recruitment in your organization. Eden Africa Management Consultants welcomes the opportunity to be of service to you.**