

Standard of Excellence Achievers

Deloitte recognises the following participating companies in the 2011 Deloitte Best Company to Work For Survey from Botswana, Namibia, and South Africa that have achieved an overall mean-score in excess of the standard of excellence threshold of 3.7.

ADvTECH Limited	Mercedes-Benz Financial Services SA (Pty) Ltd
Automotive Industry Development Centre	Metal and Engineering Industries Bargaining Council
AstraZeneca Pharmaceuticals (Pty) Ltd	Microsoft SA (Pty) Ltd
Bank Windhoek Ltd	MiWay Insurance (Pty) Ltd
BankservAfrica	Mobile Telecommunications Limited (MTC)
Barone Budge & Dominick (Pty) Ltd	Motor Vehicle Accident Fund - Botswana
Brandhouse Beverages (Pty) Ltd	Motor Vehicle Accident Fund of Namibia
Britehouse SSD (Pty) Ltd	Munich Reinsurance Company of Africa Limited
Business Systems Group (Africa) Pty Ltd	Novo Nordisk (Pty) Ltd
CIB Insurance Administrators (Pty) Ltd	Ohlthaver & List Group of Companies
Competition Commission	Old Mutual South Africa
Consumer Goods Council of SA	Pfizer Laboratories (Pty) Ltd
CQS Technology Holdings	Plascon SA (Pty) Ltd
Cummins South Africa (Pty) Ltd	Pragma
Daimler Fleet Management SA (Pty) Ltd	Professional Provident Society Insurance Company Limited
DHL International (Pty) Ltd T/A DHL Express	Quintiles Clindepharm (Pty) Ltd
Eli Lilly (SA) (Pty) Ltd	Quintiles ClinData (Pty) Ltd
Eliance (Pty) Limited	Robor (Pty) Ltd
Estee Lauder Companies (Pty) Ltd	Roche Products (Pty) Ltd
Fintech (Pty) Ltd	SA Underwriting Agencies (Pty) Ltd
Flight Centre SA (Pty) Ltd	Spier
GlaxoSmithKline South Africa (Pty) Ltd	Strate Ltd
Grundfos (Pty) Ltd	Tourvest Destination Management
Hannover Reinsurance Africa Limited	Tourvest Travel Services (Pty) Ltd
Hollard Insurance Company of Namibia Limited	tradebridge (Pty) Ltd
Hollard	VIP Payroll
Indwe Risk Services (Pty) Ltd	Virgin Active (South Africa) (Pty) Ltd
JHI Properties (Pty) Ltd T/A JHI	Volition Consulting Services (Pty) Ltd
McDonald's SA (Pty) Ltd	Zurich Insurance Company South Africa
mediamark	

The 2011 Deloitte Best Company to Work For Conference

The annual Deloitte Best Company to Work For conference is held to encourage information sharing and facilitate best practice learning from top performing companies in the 2011 Deloitte Best Company to Work For Survey. The conference will be held on 17 November 2011 at The Ballroom, Monte Casino. Cnr William Nicol Drive and Witkoppen Road, Fourways, Sandton.

For any enquiries on this conference please contact:

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Best Company to Work For 2011

Making Africa a Better Place to Work



2011 Deloitte Best Company to Work For Survey Results

South Africa

Small Company Size Category (50 - 300 Full Time Employees)

Top Performing Small Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. Eliance (Pty) Ltd
2. Microsoft SA (Pty) Ltd
3. Strate Ltd

Medium Company Size Category (301 - 2 500 Full Time Employees)

Top Performing Medium Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. MiWay Insurance (Pty) Ltd
2. VIP Payroll
3. Flight Centre SA (Pty) Ltd

Large Company Size Category (>2 500 Full Time Employees)

Top Performing Large Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. McDonald's SA (Pty) Ltd
2. Virgin Active (South Africa) (Pty) Ltd
3. Old Mutual South Africa

Industry Awards and Performance Recognition

This award is made to the top performing company in an industry category where there are four or more participants.

The Industry Winners for 2011 are:

Industry	Winners
Finance Services: General	Strate Ltd
Information Technology	Eliance (Pty) Ltd
Tourism and Leisure	Flight Centre SA (Pty) Ltd
Business and Professional Services	VIP Payroll
Finance Services: Insurance	MiWay Insurance (Pty) Ltd
Chemical and Pharmaceutical	Pfizer Laboratories (Pty) Ltd
Logistic, Shipping and Transport	Daimler Fleet Management SA (Pty) Ltd

Top performing companies in industry categories with less than four participants are:

Industry	Winners
Agriculture	BKB Limited
Automotive and Components	Automotive Industry Development Centre
Building and Construction	Pragma
Consumer Business	McDonald's SA (Pty) Ltd
Manufacturing	Robor (Pty) Ltd
Property and Property Development	JHI Properties (Pty) limited T/A JHI
Petrochemical	The Petroleum Oil and Gas Corporation of South Africa (SOC) Ltd
Public Sector	Competition Commission
Retail	Estee Lauder Companies (Pty) Ltd
Telecommunication and Media, TV, Radio and Press	mediamark

Five Year Participation Award

The Five Year Participation Award recognises those companies that have participated in the Deloitte Best Company to Work For Survey for the fifth time in 2011.

The Five Year Participation Award for the 2011 Deloitte Best Company to Work For Survey has been awarded to the following companies:

BKB Ltd	Pragma
Business Systems Group (Africa) (Pty) Ltd	Robor (Pty) Ltd
Tourvest Destination Management	

Ten Year Participation Award

The Ten Year Participation Award recognises those companies that have participated in the Deloitte Best Company to Work For Survey for the tenth time in 2011.

The Ten Year Participation Award for the 2011 Deloitte Best Company to Work For Survey has been awarded to the following companies:

Flight Centre SA (Pty) Ltd
Hannover Reinsurance Group Africa (Pty) Ltd
Old Mutual South Africa

Botswana

* Overall Top Performing Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. Motor Vehicle Accident Fund Botswana
2. Citizen Entrepreneurial Development Agency
3. Standard Chartered Bank Botswana Limited

Namibia

* Overall Top Performing Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. Ohlthaver & List Group of Companies
2. Motor Vehicle Accident Fund of Namibia
3. Hollard Insurance Company of Namibia Limited

* Due to limited official survey participation numbers in both Botswana and Namibia, in-country ranking was based on the overall participant base and not according to Size Category.

Southern African Regional Performance Recognition

Top performing companies at a Southern African Regional Level in The 2011 Deloitte Best Company to Work For Survey are:

Small Company Size Category (50 - 300 Full Time Employees)

Top Performing Small Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. Eliance (Pty) Ltd
2. Microsoft SA (Pty) Ltd
3. Strate Ltd
4. Hannover Reinsurance Africa Limited
5. Motor Vehicle Accident Fund of Namibia

Medium Company Size Category (301 - 2 500 Full Time Employees)

Top Performing Medium Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. MiWay Insurance (Pty) Ltd
2. VIP Payroll
3. Flight Centre SA (Pty) Ltd
4. Hollard
5. Pfizer Laboratories (Pty) Ltd

Large Company Size Category (>2 500 Full Time Employees)

Top Performing Large Companies in the 2011 Deloitte Best Company to Work For Survey are:

1. McDonald's SA (Pty) Ltd
2. Ohlthaver & List Group of Companies
3. Virgin Active (South Africa) (Pty) Ltd
4. Old Mutual South Africa
5. Tiger Brands Limited

