



21st Century **PAY SOLUTIONS GROUP (PTY) LTD**

History and Background

21st Century Pay Solutions was founded in 1996, and is based in Johannesburg, South Africa with national and international capability. In August 2004, a BEE partnership was formed with Mayikana Consulting. Our executive are Chris Blair (CEO), Dr Mark Bussin (Chairman), Mbulelo Mayikana (Executive Director), Morag Phillips (Executive Director), Pat Smythe (Executive Director) and Kgabo Moabelo (Non-Executive Director), who are all specialists in their respective fields.

21st Century Pay Solutions Group is one of the biggest remuneration consultancies in Africa with over 50 specialist consultants. Our mission is to be the best value for money providers of business and pay solutions, with best of breed practices. We are well known in the remuneration field for delivering pragmatic, usable solutions that are easy to administrate once the consultant has completed the project. We are highly focused on our core business, Remuneration and Human Resources. We offer comprehensive solutions and unparalleled experience in the latest trends. The majority of our work is won on a referral basis.

21st Century Pay Solutions Group is a Black Economic Empowered consultancy that employs consultants on merit and for the skills that they can offer to clients on specific projects. Of our core consultants, just over 80% are women and 20% are members of a previously disadvantaged group. Of the permanent staff, at executive level 25% are women and previously disadvantaged individuals overall represent 30%. 21st Century Pay Solutions Group is proud to have been awarded the IMPUMELELO Certificate as one of South Africa's top 300 empowerment companies as a result of its contribution to the growth of the economy, job creation and transformation. In addition 21st Century's partnerships include a BEE shareholding structure whereby 30% of 21st Century's shares are in BEE possession with a further 20% ring fenced for BEE directors.

Our clients include the top 500 companies in South Africa and we do all the work in Africa for Towers Perrin (one of the largest Remuneration/HR Consultancies in the World). We have also done extensive work in the Public Sector at Central Government and Local Government level, and within Parastatals.

Mission Statement

To provide pragmatic world-class solutions to our clients. Our aim is to practice our professionalism to the benefit of our clients and in adherence to the Institute of Management Consultants' Code of Conduct. At the same time, we aim to emphasise our client orientation through paying close attention to each client's perceived needs, sensitivities and special requirements.