COMPANY PROFILE

“WE ENABLE!”
1. Introduction

NickOlivier_Org (Pty) Ltd is a legal person, Registration Number 2016/225240/07, a subsidiary (100%) of COFTA (Pty) Ltd.

Client engaged with the COFTA Group of Companies, of which NickOlivier_Org (Pty) Ltd is an Exempted Micro-Enterprise (EME) Level 4 BB-BEE subsidiary company, benefits from years of professional experience and a strong ethical foundation. These are regarded as the building blocks of the service offering and are also required from service providers and the independent contractor network alike.

2. Expertise

NickOlivier.Org has a range of specialists in its network and we have consultants right across South Africa. This enables us to deliver expert services anywhere in the country to deliver on;

- Business Advisory Services (Strategies and Restructuring)
- Business Rescue Practitioner Support Services (Sections 141(1) and 141(2)(c) of the Companies Act, Act 71 of 2008)
- Business Support Services (Financial Administration and HR Support)
- Consultative Forensic Solutions (Forensic Investigation and Compliance Review)
- Strategy and Think-Tank Facilitation (Enabling New Direction and Problem Solving)
- Education (Professional Training and Learner Record Management)

Our experts include the following:

2.1. Certified Fraud Examiners

We have CFE's within the NickOlivier.Org network with combined experience of over 60 years.

2.2. Lawyers

We have access to the expert knowledge of lawyers, who gives insight into legal matters.

2.3. Forensic Investigators

Our Forensic Investigators has a wide range of exposure across the public and private sectors.

2.4. Financial and Business Analysts

NickOlivier.Org's network includes keen financial and business minds who assist with financial investigations and organizational structure reviews.
2.5. Business Advisory Services
The network provides clients with valuable business knowledge relevant to various sectors and include amongst others Business Rescue Practitioner Support Services, Strategies and Restructuring and Financial Administration and Payroll.

2.6. Professional Educators
With more than 100 years’ experience in education, training, and workshop facilitation. NickOlivier.Org is involved in various training focused partnerships.

3. Core Functional Team
The Core Functional Team has vast knowledge of the South African Police Service, Criminal Justice Environment, Education in Southern Africa, Research and Evaluation, the field of Investigation of Crime and Assessment and Moderation of Detectives, Forensics Investigators and related Research projects. This is supplemented with Organizational Restructuring and Business Turnaround experience.

3.1. Lead Specialist (Fraud Examinations and Project Management):
Nick Olivier\textsuperscript{CFE}

Mr Olivier is registered as a Certified Fraud Examiner since 2010 with over 28 years’ experience specializing in providing consultative solutions in the fields of forensics and business management. He served as an elected member of the South African Academy of Forensic Sciences Steering Committee from 2016 to 2018, was a member of the IODSA from 2008 to 2018 and is a guest lecturer at the Business School of the University of the Free State from 2012 to 2019.

Mr Olivier is strategically involved at various institutions and ventures involving, administrative and strategic support services, forensic investigations, forensic and risk education and training, and mission project support.

Mr Olivier is a natural leader with extensive experience in management and holds a degree in Police Science and Business Management, has Certificates in Business Management and Financial Management, all from the University of South Africa. He also holds an Advance Certificate Fraud Examination, a National Certificate Forensic Science and National Certificate Forensic Biology.
Mr Olivier is no stranger to Public Speaking engagements and Strategy and Think-Tank Workshop facilitation in South Africa, Namibia, Botswana, Zimbabwe and Rwanda. Some examples are being a speaker at the 35th Annual Crime Stoppers International Conference in 2014, Retirement Fund Trustees and Principal Officers Symposium in 2013, and recently received a letter of gratitude and appreciation from the Department of Treasury: Free State Province for his contribution during the International Fraud Awareness week of November 2017 and spoke at the November 2018 International Fraud Awareness week. In February 2019 he delivered the opening address at the Insurance Fraud Detection Using Big Data Analytics Conference.

He presented various multi-day workshops on ethical and risk considerations related to fraud deterrence, detection and response and other Anti-Fraud related topics.

Mr Olivier is was commended in the Australian Journal of Forensic Sciences (ISSN: 0045-0618 (Print) 1834-562X (Online)) published on 14/02/2019 for my contribution in an article called "SAAFS: the establishment of a representative body for forensic science in South Africa."

3.2. Sector Specialist (Criminal Justice): Adv. Willie Els

In Adv. Els’ 27 years of experience as a Magistrate and Prosecutor at the Department of Justice he was rewarded for exceptional performance on 13 occasions and complimented on my relationship and conduct with the public as well as colleagues on numerous occasions.

As Magistrate, all his sentences and convictions in automatic review cases were confirmed by the High Court. As an Advocate of the High Court of South Africa, he successfully debated appeals (all regional matters) in the High Court. Adv. Els hold an LLB and an Advanced Certificate Fraud Examination and has an in-depth understanding of the Criminal Justice system and has practical insights relating to the effect of the SAPS Detectives effectiveness on the Criminal Justice system.

3.3. Sector Specialist (Forensic Science): Dr. Jane Wright

In Dr. Wrights’ 48 years of experience, she has supervised various students conducting research on up to master’s level and her experience in scientific research, including as Post-Doctorate Fellow, will be of great value in this project and she will focus on the impact that the use of Science had on Policing in South Africa.
Dr. Wright has the following publications:


3.4. Sector Specialist (Accounting):

**Liezel Jordaan** CFE CA(SA)

Me Jordaan is a distinguished and experienced Chartered Accountant and Financial Manager, focussing on continually refining and advancing institutions financial processes.

Me Jordaan holds B Compt Honours and Certificate in the Theory of Accountancy, University of South Africa, a B Com Accountancy, University of Pretoria, and an Advanced Certificate Fraud Examination.

3.5. Sector Specialist (Human Resources and Organisational Development):

**Dr. Madelaine Gomes**

Dr. Madelaine van Rooyen specialize in assisting businesses with people-centric solutions to resolve performance, motivational, emotional and cultural issues. This focus includes;

- Alignment of Company values with staff values
- Stress Management through changed thought patterns
- Change Professional Depression and De-Motivation into Passion
- Change Silo performers to Team performers through Executive Coaching
- Retrenchment and the way forward
- HR Support and training
- Investigative coaching to uncover hidden perceived problems that hinder performance.
- Motivational Workshops

Dr. van Rooyen holds a MsC.D (USA) People Development and is a Transformational Executive Business Coach (UCT).

3.6. Advisory Specialist (Industrial Psychology): Agnes Akwa Nde

Me Akwa Nde is a person with high learning ability and skills such as teamwork, leadership and good communication. She thrives in environments affording her with responsibility, dedication, and perseverance.

She has a facility to establish good interpersonal relationships and foremost She is loyal to my principles, ethics and always giving the best out of her. She strives towards executing all people processes in the employment and business cycle, in line with policy and legislation - recruitment, induction, planning, retention, career management, reward etc.

Me Akwa Nde focused her education on the field of Industrial Psychology. She has 7 years of focused experience in the field of Evolution, Monitoring and Psychosocial support.

The topic of her current PhD in Industrial Psychology thesis is “The effects of authentic leadership, moral potency, and leadership virtues on ethical leadership among managers working in selected private sector organisations” the topic of her Master of Commerce in Industrial Psychology was “The effect of self-leadership and locus of control on work stress among managers working in the financial institution sector in Bloemfontein.”

3.7. Advisory Specialist (Research):

Dr. Nick Olivier CFE-Retired

Dr. Olivier is a renowned authority in the field in the Investigation landscape with 51 years of relevant experience and a retired Certified Fraud Examiner. The topic of his Doctorate thesis was “The Principles of Proactive Policing with specific reference to the South African Police” and the topic of his Magister thesis was “Interviewing as method during crime investigation”

Dr. Olivier has the following journal publications;


Between 2006 and 2018 Dr Olivier Co-supervised D-Tech (4 students) and M Tech: Forensic Investigation (50 students, of which 7 were in Ethiopia) at UNISA

The team are supported in project activities by administrative and financial management and other investigative resources.

4. Institutional Good Practise Exposure

The Core team proud itself of having exposure to International Good Practice through its members exposure to industry related research, standard generation, international speaking engagements and conferences attend, training material development for qualifications related to the Namibia Police and South African Police Service and also through its exposure to the Association of Certified Fraud Examiners that are setting international standard for the Fraud Examination and Anti-Corruption industry.

NickOlivier_Org (Pty) Ltd are registered on National Treasury’s Central Supplier Database under reference MAAA0327072.

5. Report Writing

As part of being Fraud Examiners the Core Functional Team are required to write comprehensive reports on the findings related to engagements. Dr Olivier, Dr Wright and Me Nde also have practical research report experience and Adv Els compliments all the above with his experience in writing legal briefs and juristic finding reports.

6. The COFTA Group of Companies

The COFTA (Pty) Ltd is owned by the Christo Olivier Family Trust and other than NickOlivier_Org (Pty) Ltd consist of an additional four main subsidiary companies that addresses various disciplines with a broad embedded skillset.

Investigo (Pty) Ltd (46%): is the Groups Level 2 BB-BEE subsidiary. Its operations focusses on research, training, and investigative support services. The majority shareholder (54%) in Investigo is Mr Frans Ncube, which is working closely with the family since 2001. Mr. Ncube holds a National Certificate Resolving of Crime.
Outsourced Learner Management (Pty) Ltd (100%): is the Groups accredited training subsidiary. It provides a professional outsourced service that focuses on managing learner records and effective tutor support to enrolled learners at a variety of education establishments throughout Southern Africa. It is registered and accredited as a service provider with the Safety and Security Sector Education and Training Authority (SASSETA) – ID 081985269877 and submitted its applications to be registered as a Skills Development Provider at the Quality Council for Trades & Occupations (QCTO) in February 2019. Outsourced Learner Management (Pty) Ltd submitted its application to be registered as a private college at the Department of Higher Education on 05 June 2017.

Mission 4x4 (Pty) Ltd (100%): is the Groups Corporate Social Investment (CSI) subsidiary. Currently it is focused on the Makwe Mission in Quionga, Mozambique along with working together with the Ruvuma Network that focuses on the North East Mozambique. It is also a strategic partner with Shoes of the Gospel that focuses on sharing the gospel while meeting the needs of learners for a pair of school shoes. The project is managed by Past. Shawn Duma from Port Shepstone who serves a large area in the Eastern Cape as well as Kwa Zulu Natal.

Another partnership is with the Building Hope Foundation that identify needs and develop research-based training messages that are relevant and contextually appropriate. They provide these messages in various formats to a variety of audiences in an appropriate format. value thriving missions and projects with passionate people who believe in their calling.

7. The Office Network

The COFTA group actively pursues the growth of its network with the Head Office and its supporting infrastructure based in Pretoria (Gauteng) and two strategic partner offices are located in Bloemfontein and Cape Town.

It also has satellite correspondent offices in Brits (North-West), East London and Port Elizabeth (Eastern Cape), and Port Edward (Kwazulu-Natal) and access the other provinces as well as the neighbouring countries by road or air from all these offices. See Map illustration.
8. Main Contact Information

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## 9. References

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<thead>
<tr>
<th>CLIENT</th>
<th>CONTACT PERSON</th>
<th>CONTACT NO.</th>
<th>PROJECT</th>
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| The Institute for Open Learning (Pty) Ltd (Namibia) on behalf of the Namibian Police | Ilana Calitz | +264811407329 | 2012 Content Development and administration of Pre-Qualification Certificate Policing on NQF 4  
2012 Content Development and administration of Certificate Policing on NQF 5  
2013 Content Development and administration of Diploma Policing on NQF 6 |
| Skills Academy | Jan Badenhorst | 082 822 3950 | Resolving of Crime Distance Learning  
Forensic Science Distance Learning  
Various Short Courses |
| SITA | Bavika Munien | (012) 482 3000 | Compliance Review GovTech 2015 |
| SITA | Ofentse Molefe | (012) 482 3000 | Forensic Investigation |
| SAPS Human Resource Development | Colonel Botha | 082 418 7518 | 2015 Resolving of Crime Recognition of Prior Learning  
2011 Resolving of Crime Recognition of Prior Learning  
2011 Forensic Science Recognition of Prior Learning  
2010 Resolving of Crime Recognition of Prior Learning |
| Roof Rats (Pty) Ltd | Diederik van T Hof | 082 412 1830 | Forensic Review of Accounting Records |
| Outsourced Learner Management | Corne Slippers | (012) 942 9619 | Education and Training Administration and Engagements  
Organizational Restructuring |
| National Treasury | Vukan Ndaba | (012) 315 5070 | Forensic Audit to Verify 20 PRASA Payments |
| National Prosecuting Authority of South Africa | Hercules Wasserman | 078 804 3361 | Advanced Certificate Fraud Examination on NQF 7 |
| National Library of South Africa | Themba Dlamini | 082 446 3504 | Investigation in Allegations |
| KZN Department of Transport | Kamal Jugdaw | (031) 7004213 | Forensic Investigation and Ethics Short Course |
| Gauteng Province: Office of the Premier | Unathi Mphendu | (011) 355 6020 | Advanced Certificate Fraud Examination on NQF 7  
National Certificate: Resolving of Crime on NQF 5 |
| Eastern Cape Province: Office of the Premier | Thandwa Ndzundzu | (040) 609 6089 | Advanced Certificate Fraud Examination on NQF 7  
Forensic Investigation Introduction Short Course |
| Dr A.I. Mansoor | Dr Mansoor | 083 675 8786 | Forensic Compliance Review |
| Disomix (Pty) Ltd | Ronnie Flynn | 083 653 7880 | Organizational Restructuring |
| CollegeSA | Jimmy Ladielis | 084 952 1928 | Resolving of Crime Distance Learning  
Forensic Science Distance Learning  
Various Short Courses |
| Business School @ University of the Free State | JoAnni Deacon | (051) 401 3189 | Advanced Certificate Fraud Examination on NQF 7 |
| Barclays Africa Forensic Investigations (ABSA) | Nico Vorster | 072 454 4781 | Advanced Certificate Fraud Examination on NQF 7 |
| SAPS Forensic Science Laboratory | Brigadier Smith | (012) 421 0103 | 964 Buccal forensic awareness workshops  
24348 Delegates |