

It's true: 2012 is almost over. This, however, most certainly does not mean that we have started wrapping things up for the year! It actually feels like we're just getting started...

### Welcome to the official debut of our New Corporate Identity!

The recent renaming, and rebranding, of the Ideco Group to Muvoni Technology Group gave MIE the perfect opportunity to rethink its own branding. Added to the Muvoni excitement is the element of MIE turning 25 in the first quarter of 2013. In preparation for celebrations thereof, we have begun our make-over.

Fresh, energetic, vibrant, evolving – words that describe the colour green, as well as the company behind the logo. We may look different, but our values will always remain the same, as will our unwavering commitment to providing you with a service that surpasses expectation.

We invite you to visit our new website: [www.mie.co.za](http://www.mie.co.za)

### Festive Season SL Changes

It is once again time to remind MIE clients of the changes to the Service Level Expectation (SLE) over the November 2012 to January 2013 period.

Although MIE remains operational for the duration of the December and January holiday period, many institutions and departments will be closed, and turnaround times will therefore be affected as follows:

Verification Type	Service Level (SL)
<b>Qualification Verification (Non-NQR®)</b>	Service Level suspended between 19 November 2012 and 31 January 2013
<b>NQR® verifications</b>	SL not affected
<b>Credit Checks</b>	SL not affected
<b>Fraud Listings</b>	SL not affected
<b>AFIS Criminal Record Checks</b>	SL not affected
<b>All other Verifications</b>	Service Level suspended between 17 December 2012 and 2 January 2013

## Moving Forward in Africa

David Livingstone once said: “I’ll go anywhere as long as its forward.” MIE never looks back – and we have made it our calling to “conquer” Africa! The harder we work on growing relationships in countries in Africa, the easier it becomes for you to conduct background checks on all your prospective employees/ candidates from these countries.

MIE is proud to announce that we have established a firm footing in Botswana, Mozambique, Namibia, Swaziland, Tanzania, Zimbabwe and Zambia. This means that, for these countries, we are able to offer you the following:

- Credit Check
- Driver’s License Validation
- Directorship Searches
- Qualification Verifications
- Criminal Record Check
- Employment References
- Financial Regulatory Check

Please contact our Marketing division for more detail on the services, as well as on pricing.

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## National Credit Act (NCA) – We take this very seriously

In order for MIE to be able to provide credit records for third parties we need to be registered with the National Credit Regulator (NCR) – the body listed by the NCA to monitor activities of all actions relating to credit. Our registration with the NCR is dependent on our compliance with regulations that the NCA has put into place. As a matter of urgency, we would like to remind you of the following points when you request a credit record check for a candidate:

- It is compulsory to keep signed indemnities for all credit checks requested – whether the candidate was placed or not.
- It is compulsory to indicate the reason codes clearly on the indemnity form as to why you require a credit check for the candidate.
- Ticking the online disclaimer when submitting requests online is not enough. You have to be able to produce proof of a signed indemnity when asked.

The NCR conducts an audit twice a year where it requires proof that indemnity forms were received for each credit record provided. The NCR assumes that if a client is unable to provide a copy of the indemnity form that an indemnity was not signed prior to requesting a credit record check, and that the client therefore obtained access to the credit record unlawfully.

Help us to keep you on the right side of the law, and please retain all indemnity forms that your candidates have signed.

## AFIS – MIE’s National Footprint

We are finalising contracts with service providers in order to make AFIS checks even easier for you. Through our discussions with Express Employment Professionals we have established a network of offices where you will be able to send your candidates to have their fingerprints captured electronically. MIE understands that you may only occasionally need to conduct a criminal record check - and we have therefore found a way for you to do so without any further complications.

We have facilities available in these cities:

- Midrand
- Pretoria
- Sandton
- Rosslyn
- Bloemfontein
- Rustenburg
- Witbank
- Port Elizabeth
- Cape Town
- Durban North
- Durban South
- Pietermaritzburg
- Pinetown
- Richards Bay

Please contact us for further details.

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## New MIE Service

**Screening History Overview Report:** This report will list all the verifications previously performed by MIE on a candidate, providing you with a high-level insight into the candidate’s profile.

You can use this report to assist you in planning your background verification requests. By matching your requirements against the report you will be able to identify which results MIE can make available to you immediately.

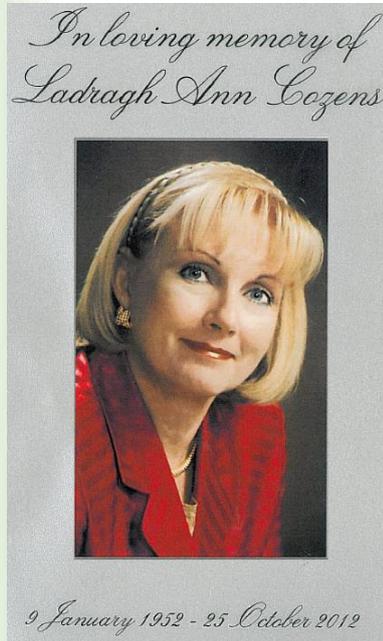
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## Institute of Personnel Management (IPM) Conference 2012

MIE will be exhibiting at the IPM Conference being held at Sun City on 12 and 13 November 2012. If you are also attending, please come visit our stand, we’d love to see you!

## Deepest Sympathies

MIE would like to extend its deepest sympathies to the Cozens Family in their time of loss. Our thoughts are with you.



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## Best Wishes

The staff of MIE would like to take this opportunity to thank you for your patronage through 2012. We have enjoyed working with you enormously and wish you and your loved ones a safe and joyful festive season.