

"Its Not Too Late. Avoid EE Penalties.
Report Correctly The First Time"

EMPLOYMENT EQUITY ESSENTIALS MASTERCLASS



Event Details:

- **Date:** 27 November 2025
- **Time:** 09h00 – 14h00
- **Platform:** Zoom
- **Price:** R 1895.00 (Incl. VAT)
- **Email:** info@wllm.co.za
- **WhatsApp:** 079 268 2384
- **Website:** www.wllm.co.za



INTERACTIVE
ONLINE
ENGAGEMENT



EMPLOYMENT
EQUITY
ONLINE

Founded in 2000, Williams Labour Law and Mediation – **WLLM** is a premier **SAQA-Accredited Education and Training Provider**. In February 2025, WLLM celebrated **25 years of excellence** in Labour Law, Mediation, Employment Equity and Conflict Resolution.



Key Highlights:

- The latest **Employment Equity Amendments** explained;
- Understanding the **EE Analysis (EEA12) and EE Plan (EEA13)**;
- **Compliance with Sectoral Targets** made simple;
- **Avoid Penalties up to R2.7 million, pass EE Audits** and get the latest **Case Law updates**;
- Practical guidance on **EEA2 and EEA4** submissions due by **15 January 2026**.
- Live **Interactive Q&A** with an **Employment Equity Specialist** and Advocate of the High Court.

WLLM is **100% black-owned** and a **LEVEL 1 B-BBEE contributor**. We have a proven track record of delivering **high-quality and integrity-based** services to a diverse clientele including public sector entities, trade unions and private corporations.

About the Founder & Course Designer Prof. Brian Williams – CEO of WLLM

- Professor Brian Williams played a pivotal role in **drafting the Employment Equity Act** during his tenure as the first Western Cape **Head** of the national **Department of Labour** (post-1994)
- **25+ years as CEO of WLLM**, leading Accredited training, Conflict Mediation and Labour Law innovation.
- **Holds 5 Degrees**, including **Master's in Law** with distinctions (Stellenbosch), Public Administration (UWC) with distinctions and MA Creative Writing (UCT). He was a Labour Relations academic at UWC.
- Accredited **Assessor, Moderator, Coach and Mentor** (SAQA). SETA-Accredited Trainer and he holds a National Teaching Diploma.
- He is former **CCMA Commissioner and Trade Union Leader**



Attendance is Limited:

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Register Now:

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EMPLOYMENT EQUITY Online Course Overview:

- **Overview** of the Employment Equity Act & Latest Amendments
- Formal vs **Substantive** Equality – What it means in practice
- Quotas vs Numerical Targets & Goals
- Fair & Unfair **Discrimination** (including Harassment & Sexual Harassment)
- Employment Equity **Analysis** (EEA12) & **Plan** (EEA13)
- Roles, Duties & Functions of EE Forum Members
- Practical guidance on **EEA2** and **EEA4** submissions due by **15 January 2026**.
- Compliance with **Sectoral Targets** – simplified
- How to avoid **penalties up to R2.7 million** & pass inspections
- **Enforcement**, Litigation & Fines – case law insights
- Practical **Demonstration** for reporting online 2025