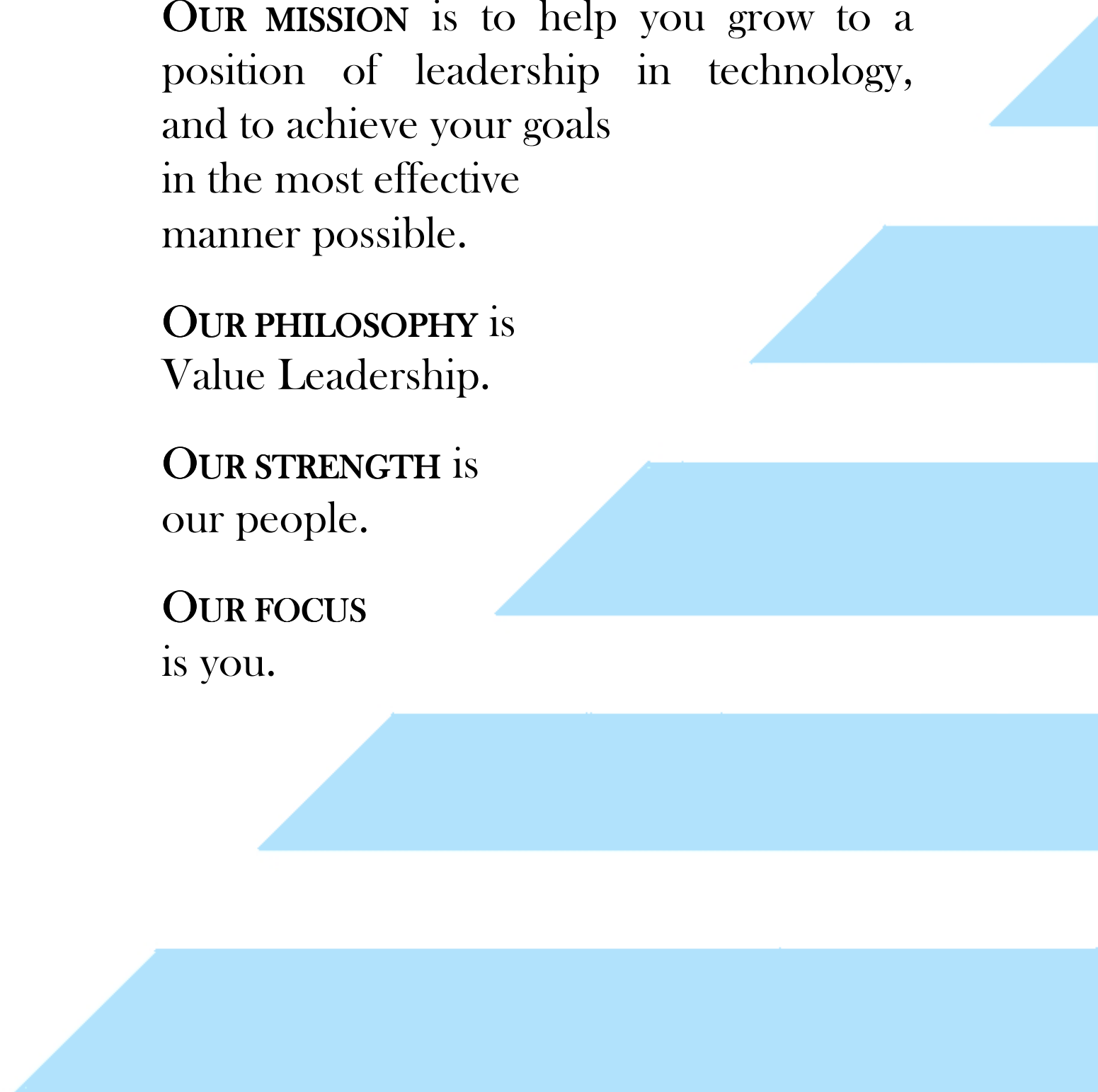


What can I
gain from...

Value
Leadership





OUR MISSION is to help you grow to a position of leadership in technology, and to achieve your goals in the most effective manner possible.

OUR PHILOSOPHY is Value Leadership.

OUR STRENGTH is our people.

OUR FOCUS is you.

Value you can see. Leadership you can trust.

Sypher Solutions provides a comprehensive range of software services to a wide variety of industries.

Our company is well competent to provide truly personalized services to our clients. Yet we also have the advantage of an executive team with over

three decades of business competencies

With a sincere commitment to the highest professional standards and a genuine concern for our customers, we deliver real client satisfaction through the kind of individual attention at non-prohibitive cost.

Based out of New Jersey State, Sypher was founded by a team of professionals with a vision of actually delivering to our clients what competitors merely talk about: leading-edge software solutions that truly enhance performance and build profits.

In short: Value ... Leadership



www.sypher.in

What Can We Do for You?

Whatever your needs, Sypher is committed to ensure that your requirements are met effectively.

Technical skills even expert skills without industry knowledge is a common formula for failure, in the form of miscommunication, loss of focus, and runaway projects. That's why we at Sypher take such pride in our collective knowledge, which spans across industries.



What makes us unique is our knowledge which reflects not only in our roster of available

skills, but also our project management processes are developed to make even the most complex assignments run like clockwork.

We are proud to bring our standard of excellence and industry leadership to the following service areas:

- Software Consulting and Advisory Services,
- Manpower Consulting, And
- Back Office Management

Software Consulting and Advisory Services

We know that a critical component of serving you successfully is understanding your business. That's why, in every engagement, we

immerse ourselves in any business scenario, to better address the challenges and satisfy your requirements.

We help you identify potential innovative solutions suiting your business needs viz ERP or any WEB enabled solutions to maximize your technology investment. So before you spend another IT dollar, we help you identify and utilize the capability of the architecture and capacity of www.sypher.in

your existing systems, with the best processes and procedures and procedures.

Contact Sypher if your current challenge is anything from the ever-present drive to e-commerce, to a collection of ERP, supply chain, or CRM. Then, watch how the value of this program will ripple through your organization.



Onsite and Offshore Software Development

By leveraging our unparalleled associations in India and our new State of the art development facilities in Gujarat we offer the dual advantages of round-the-clock service from a closely managed global

workforce and a U.S. operations within easy reach.

Our solutions include Internet applications, client-server applications, and expertise in the most widely used Data Warehousing services. Netware, Unix, and

Windows NT.

Our methodology is clearly documented and followed in detail as a matter of policy. What this means for you is a project management process you can truly rely on for quality and value.



Manpower Consulting

Exceptional talent is one of the most critical to the success of any business.

We at Sypher have an experienced resource base with the right skills and expertise to provide our clients with the resource support. Our consultants have an ongoing access to the benefits of our on going access to the benefits of our Continuous Education Programs, which are designed to enhance their knowledge in areas such as:

➤ Cutting-edge technologies,



- Software development quality process,
- Business process,
- Cultural management practices
- Team dynamics
- Effective communication
- Cultural awareness etc etc

The result of our constant, rigorous recruiting and training efforts is an elite team of experienced, dedicated professionals who possess not only analytical, and project-management talents, but also exceptional business know-how, communications skills, and above all an absolute passion for superior client service.

One of our most crucial goals is to bring value to our customers by understanding their challenges and delivering end to end solutions. The key to our success is having world class staff available to you.

Back Office Management

Today we are recognized as a global management and technology consulting company that contributes flawless ascendancy of outsourcing in terms of being cost effective, high quality scales and faster TATs to our global partners.

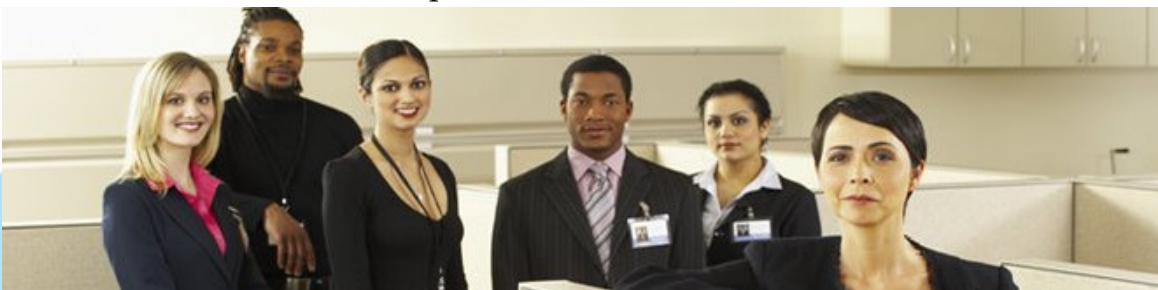
Our offshore outsourcing services provide customized business hypothesis with boundless values to customers thereby building enduring business partnerships. Our cutting edge expertise supports in managing colossal and composite projects or any major strategic. Our business acumen to understand the customers' needs enables us to provide end to end business

solutions for a wide range of conglomerates.

Our Back Office Management Services are in areas of Finance, HR, and Training etc

All our services under BOM are classified into

1. Basic Level
2. Intermediary level
3. Advanced level



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Financial Process Outsourcing

We dedicate our skills to bring operational excellence by reengineering our customers' business processes to achieve optimal service, quality and cost.

We at Sypher have designed appropriate models in the Finance and Business Management segments to offer various services and they include:

➤ **Financial & Management Accounting**

We conduct a detailed analysis of the financial statements and suggest to the management to determine cost and profit centre study

➤ **Corporate Audit**

Internal and external audit of financial statements to comply with the statutory regulations

➤ **Resource Management**

To enable decisions for cost effective solutions in order to rotate staff under different

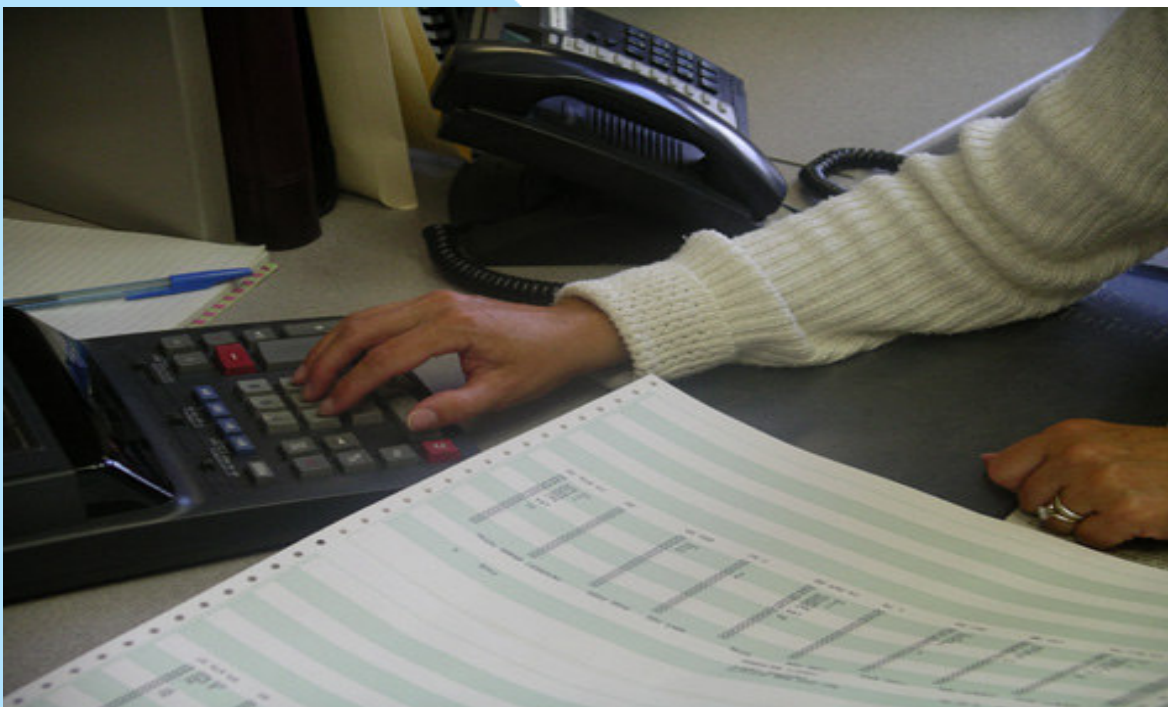
projects based on their skill sets.

➤ **Taxation - Domestic & International**

We offer domestic taxation services to individuals and corporates and International taxation services to the US , UK and far eastern countries.

➤ **Regulatory Compliance**

We have qualified people who are certified under the different proficiencies like SOX, , ISO7799, AML etc. We conduct detailed audits of the corporation and certify those organisations as compliant



Human Resources Outsourcing

We have the top of the class HR personnel who come with hands on and incomparable experience in the industry. We have dedicated experts to spearhead the wide umbrella of our services.

Sypher's human resource outsourcing experts work towards increasing the efficiency and quality of HR services to ensure that our clients can enjoy the benefits of a flawless process.

Handling human resources is often considered a highly refined process of communication. The purpose being, to make decisions that most effectively address a client's knowledge management needs.

Our HR professionals are dedicated to developing strategies to align a clients HR needs with the long term goals of that organization. Our systematic and consultative approach streamlines the process, reduces costs and works towards optimizing the client's workforce. Our experience in the field



enables us not only to meet a client's current needs but also anticipate the ones to come.

Advantages of outsourcing HR services to Sypher

1) One of the most important reasons for companies to outsource their HR needs to India is to save time and effort and concentrate on the core business.

2) When the HR functions are outsourced to Sypher, a dramatic improvement can be seen in the HR support functions of the organization.

3) Sypher offers strategic HR procedures, training and development programs that enable the organization to retain their invaluable employees.

4) Sypher guarantees effective and efficient HR services at a fraction of the cost that the client would otherwise have to spend

Some of the HR services offered at Sypher

- Employment Administration
- Payroll Management Services
- Recruitment and Selection
- Organisation Development and Training.
- Technology and HRIS
- Compliance & liability management

Outsourcing your HR services to us will help you concentrate on the core of your business. We make sure you are rest assured that your processes are taken care of impeccably and just as you would being the business owner.

Training Outsourcing

One of the most important factors of any business is its people. Keeping everything else equal, it is the human resources of an organization that gives it its cutting edge over its competition. Training their human resources to perform to their best ability is a concern decision makers face. The key is to ensure that the human resources of an organization understand the role they are called to play and are given

tools to maximizing their productivity. Today however, they are challenged with the increased expectation from the industry and reduced resources. Many organizations choose to outsource their training needs so that they can concentrate on the core business activities that are crucial for their success.

One of the many factors that encourage businesses to outsource their training needs is the knowledge of having a

partner who can expertly manage the administrative and logistical challenges of the business.

Training services

- Recruitment
- Professional Personality Development
- Need Assessment/ Analysis
- Performance Management
- Induction
- Communication Workshops



Value Leadership at Work for You

What You Want, When You Want It

When delayed reports and late answers can translate into huge costs, reliable access to your consulting team is invaluable.

That's why you don't just hire Sypher team: You hire our entire firm. As a client, you can always talk to the people who can answer your questions, 24 hours a day, seven days a week. And when you require special expertise or knowledge, you have access to our infrastructure and our most qualified professionals.

This kind of reliability and responsiveness are central to Sypher's service philosophy. We provide you with what you want, when you want it.

Effective Results, and No Surprises

The high level of service that our team provides is as important as the work it performs. Our established standards govern every Sypher engagement and are

reflected in the quality of our results.

Part of our project management process is to establish at the outset of each engagement a clear understanding of the deliverables, such as:

➤ The actions and activities we will perform,



- Schedules of tasks,
- A schedule for the delivery of completed work,
- The type of results and benefits expected,
- The total effort planned, and
- Post-implementation support details.

We make it a priority to meet our commitments and to keep you informed about the progress of our work through our established process of status reporting.

Our project management process is carefully designed to identify delays and problems before they occur. So you'll know well in advance about any changes in scope, schedule, or cost due to unforeseen circumstances.

Your Strategic Business Partner

Timely, cost-efficient service is only one of the reasons for our long-lasting business relationships. The more important value we contribute is our adoption of your priorities.

We don't consider our job done until we have become one of your key strategic business partners. We not only offer leading-edge technology solutions, but also examine your business processes and customer relations, to help you identify ways to maximize the return on your IT investment.

That's what Value Leadership is all about. And that's what Sypher is all about.

By understanding where you are today, we can help decide where you can go tomorrow.

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OUR FOUNDING PRINCIPLES

BE VALUABLE

WE HELP YOUR COMPANY GROW

BE A LEADER

WE GUIDE YOU TO INDUSTRY SUCCESS

BE INVOLVED

WE UNDERSTAND YOUR BUSINESS

BE RESPONSIVE

WE LISTEN TO YOU

BE ACCESSIBLE

WE ARE THERE WHEN YOU NEED US

BE ACCOUNTABLE

WE DELIVER WHAT WE PROMISE

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Value

L eading-edge solutions
E Strategy implementation
A ccessibility when and where you need us
D edication to winning your trust
E xpertise earned by solid experience
R esponsiveness to your needs
S ingle source for all your software requirements
H ands-on approach to project management
I nfrastructure of world-class standards
P rocess-driven solutions

V alue added to everything we do
A ccountability every step of the way
L earning as a continuous process
U nderstanding your wants and needs
E xcellence in execution

Leadership

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