

“At **Bravens**, we share ideas, knowledge & experience to deliver outstanding results to our clients. We also invest heavily in staff training and ensuring our team is equipped with the specialist skills necessary to perform to the highest possible standards”

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## ABOUT BRAVENS

Since inception, employers and job seekers have turned to Bravens to provide solutions to their staffing and employment needs as well as various outsourcing requirements and Integrated IT solutions. We are a growing company and we maintain excellent relationships with many well known and prestigious companies.

Our company has dramatically expanded over the last few years, building a strong client following with both long-term users and a growing roster of new clients interested in Bravens’s fully blended service concept. Bravens has successfully merged temporary staffing, executive search, direct hire placement, and consulting and is well known as an experienced staffing and HR solutions provider. Bravens hasn’t limited itself to staffing and HR, but has successfully handled various IT and engineering Offshore and Onshore projects.

We have a synergistic approach to staffing that allows many Bravens corporate clients to take full advantage of cross-over services, particularly those organizations with high volume staffing needs in a variety of disciplines. Many of our clients utilize our services for cyclical, project and ongoing temporary needs, as well as for direct hire placements.

Primarily established as One Stop External Service Provider for Staffing Solutions and outsourcing needs, Bravens approach towards its services is effective and methodological. We build partnerships and form alliances with prospective clients and promote ourselves as 'Outsourcing Consulting Partner'.

## Key Differentiators

- In-house staff strength comprising of over 40 industry professionals, catering to our client's requirements.
- Over 40 software professionals deployed at client location
- Catering to domains such as BFSI, Logistics, Telecom, Oil and Gas, Energy, Healthcare, heavy engineering, SAP & Retail
- Have business operations in major IT-metropolitan cities in India such as Mumbai, Nasik, & Hyderabad
- Database of over 50,000 tested software professionals refreshed periodically
- Proven Recruitment Models customized as per client needs
- Excellent success in handling
- Authentic and proven business process resulting in long term association with our clients
- Legitimate candidate selection process

## OUR MISSION AND VALUES

### Our Mission

To be the most preferred Staffing solutions and IT Solutions partner in all the markets we serve. The ultimate measures of our leadership and success depends upon the results we deliver to clients through superior service, unsurpassed quality, while operating with integrity and highest ethical standards.

### Our Values

- Honesty
  - Reliability
  - Simplicity
  - Customer Centricity
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## SERVICES WE OFFER

### Talent Acquisition Solutions

Bravens has a strong reputation for having experienced consultants who understand the unique requirements of specific industry verticals. Through our dedicated specialist consultants, Bravens is able to deliver people solutions that align with your corporate culture and also meet your technical requirements.

At Bravens, we are passionate about what we do; we take pride in offering measurable value to our clients. We offer personalized service and the flexibility to go that extra mile for our customers.

There is no team of specialists who will work harder to get the right person for your organization. As each of our consultants has been in the industry for a number of years, we have access to a large network of professionals that we are in constant contact with. This assists us in finding the right candidate for your vacancy.

## Our Integrated Candidate Resourcing Strategy

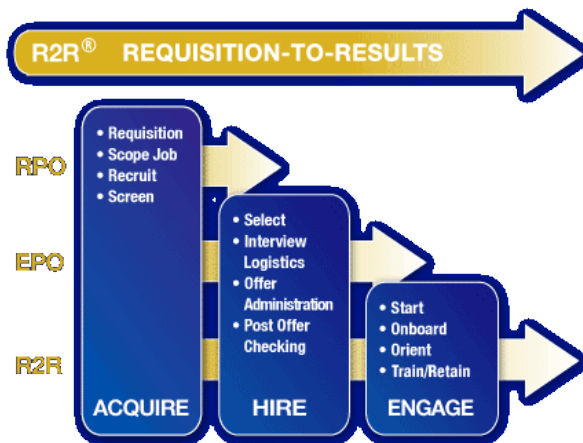


## Bravens can assist your organization with the following:

- Recruitment Process Outsourcing

### Bravens ensures -

- ▶ We transform recruiting from an administrative function to a strategic advantage.
- ▶ We drive quality and performance beyond the point of hire, creating transformational impact from the call center to the executive suite.
- ▶ We unleash management and executive time and give the organization the freedom to focus on strategic organizational issues.



- Direct Hire Services

Bravens offers Knowledge based recruitment, Program Recruiting, Strategic recruiting and tactical/targeted recruiting solutions.

- Contract to Hire

Bravens has great experience in managing Temping and Pay rolling only solutions as well. These solutions are in great demand in the volatile market today. Our clients are very happy with these solutions as it leads to heavy cost savings for them.

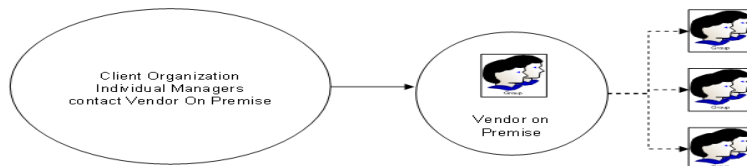
- Executive Search

Bravens operates a separate cell which caters to the strategic needs of the clients with regards to hiring candidates on a senior level. This cell is given great consideration and led by one of the most experienced managers. The focus is on assisting our clients to fulfill the senior level technical positions which require special skills and talent. This cell maintains a separate database and operates in a very confidential manner which gives the client a leverage of giving us the positions which they don't want to advertise publicly and an advantage to the senior candidates who can apply to these positions confidentially.

- Vendor Management (Master Vendor Model)

Managing vendors and their performances has become a significant challenge for any IT organization regardless of the size and function of the organization.

Vendor management has helped Bravens Inc to build a long term relationship with the clients that has mutually strengthened both the company's overall performance in the marketplace. Bravens has successfully implemented this model to many IT sector and telecom clients and have vast knowledge in the operations of such models.



All the client requirements are routed to us. We then float the requirements through our channels including other vendors. We work either on-site at client locations or off-site.

### Technologies we cater to but not restricted to

A team of seasoned headhunters help us procure perfectly matching resumes as per clients' requirement specifications.

### Our forte lies in the following technologies

Databases RDBMS	Data warehousing	ERP (all modules)
Embedded PLM	GIS	Mainframes
Microsoft Technologies	Networking	Open Systems
Telecom	Testing QA	Web internet technologies

## **We have been persistently proving our mettle in the following niche technologies**

Interwoven	Vignette	Bluetooth Manager
Glassfish	Installshield	Kenan (Telecom Domain)
Testing – Selenium	Ruby on Rails	LAMP
Flex	DWH(Kalido Support,OWB)	409 (A) processing

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## **IT Offshore Outsourcing**

It is simply development of IT solutions at another location. The offshore location is connected with the client's location using high-speed data communication links to allow engineers and managers to communicate continuously. Clients on the other side of the globe can monitor developments and project milestones on an up-to-the-minute basis, ensuring both quality and progress.

Offshore Outsourcing has proved to be a differentiating factor for companies, offering cost, time and quality advantages. Today, it is common practice to look to distant shores for:

- Expertise in latest technology
- Rapid deployment
- Lowered Costs
- Easy availability of knowledgeable manpower

### **How do we implement the Process?**

To ensure the timely and quality delivery for 100% client satisfaction we implement the following:

- 1) Prototypes and Staged Deliveries.
- 2) Weekly Status Reports
- 3) Comprehensive Bug Management
- 4) Knowledge Management System
- 5) Quality Assurance
- 6) Strong Support and Maintenance
- 7) Near to the Ground Cost
- 8) Skilled Team
- 9) Development Infrastructure
- 10) Communication

## Technical Expertise

### Architectures:

Microsoft. NET, J2EE, J2ME, WAP

### Application Servers / Middleware:

BEA Web logic, Microsoft Transaction Server and Message Queuing, IBM Web Sphere, JRun, JBoss, Tomcat, Zope

### Web Servers:

Microsoft IIS, Netscape Enterprise, Apache server

### Server Languages:

Active Server Pages (ASP), Servlets, Java Server Pages (JSP), CGI/Perl, and PHP

### Programming Languages:

C, C++, Java, Visual Basic, And Visual C++

### Markup Languages:

HTML/DHTML, XML/XSL, WML

### Scripting Languages:

JavaScript, VB Script

### Distributed Object Technologies:

COM/DCOM, Enterprise Java Beans (EJB)

### Communications:

SOAP, JMS, Java Mail, RMI, and SSL

### Databases:

Oracle, MS SQL Server, PostgreSQL, and MySQL

### Front end Design Tools:

Macromedia Flash, Adobe Photoshop, GIF Animator, 3D MAX, Adobe Premier, Macromedia Dream

weaver

## Other Offshore Services we provide

### Data Entry Services:

- Textual Data Entry
- Image Data Entry
- Double Key Data Entry
- Numeric Data Entry

### Features:

- Data Analysis
  - Correction of Data
  - Validation and standardization of Name and address
  - Documenting the business use of the data
  - Creation of new databases or updates to existing databases
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## IT Business solutions

### Online Applications/ Web development

**Our commitment has and continues to be a commitment in making your success our success by following means;**

- Automate internal & external processes
- Create new customer base by fostering new leads
- Create new distribution channels and service exiting ones
- Enhance customer service and support at all levels
- Streamline order/delivery processes for existing clientele
- Share, Distribute and get reviews on critical information
- Improve internal and external communications
- Monitor & carry all kinds of online and offline campaigns

## Web development services are being provided in the following areas

- Internet Based Web Development Solutions
- Intranet Based Solutions & Applications
- Extranet Automation & Design Solutions

## Customized web applications offer the following benefits to your business:

- Increased quality and flow of information
- Higher customer satisfaction
- Increased employee satisfaction and individual productivity
- Increased revenues
- Reduced transaction and supplier costs
- Increased competitive advantage

## Some examples of web based applications

**Management Information System** integrates all of the necessary information from procurement, administration, analysis and dissemination tools into a single homogenous environment. In today's 'Information Age', businesses and individuals alike are being assaulted by a barrage of information that exceeds their ability and/or time to analyze, synthesize, and disseminate. What is required is the ability to combine various fragments of information and capitalize on the result in such a way as to give an advantage that provides value to the business or individual. Management of information is the solution to the overload crisis. MIS provides you with just the right platform.

**e-CRM or electronic customer relationship management**, is an integrated online sale, marketing and service strategy that is used to identify, attract and retain an organization's customers. It describes improved and increased communication between an organization and its clients by creating and enhancing customer interaction through innovative technology. e-CRM process enables companies to integrate all customer contact points, while synchronizing previously independent customer management assets. The customer's view of the company and brand becomes unified, as does the company's view of each customer. This allows the company to measure the value of each customer and reallocate resources to serve the customers providing the most profit, and those representing the greatest future potential.

**ERP or enterprise resource planning**, is an integrated online system, which will handle all aspects right from customer's inquiry, to quotation, Purchase order, order tracking for customer, dispatch, billing, inventory management and accounting through easy to use interface and easily accessible wherever you go.

Bravens aspires to provide you with the optimum solution for the ERP software. We offer ERP system across operational grounds including Finance, Sales and Distribution logistics, HR, and Costing. Selecting an ERP software package and apply it correctly can be an extremely complex and crucial process for many business executives and project teams. At Bravens we take care of all

these complicated queries and stand to give you the appealing service.

We work with clients from diverse vertical industry sectors. Our ERP service includes packaged suite implementation and the assimilation of diverse and distributed application portfolios for all the enterprise. We assist all our customers across the entire range of the application cycle, from package evaluation through implementation, to post-implementation support.

Braven's consultant associates technological skills and abysmal domain experience to deliver across various technologies including:

- Banner
- Oracle
- PeopleSoft
- SAP

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## Customized Applications Development -

We build customized applications for your specific business requirements that streamline and automate your business processes end to end. Using best practices and open standards, we assist you to maximize the benefits from your existing business application investments as well. We also convert and help migrate your existing information while implementing new technologies and applications thereby giving you an assurance of preserving the stability of your business operations.

We use a well-documented process methodology and have clearly defined business & delivery models to keep the development environment as transparent as possible. A dedicated software development team consisting of Project Managers, Design Architects, DBAs, Developers and testing engineers work in tandem with the client making sure that all requirements are fulfilled in the right manner.

### **The Packages that we have worked on**

- Invoicing Packages
- Point of Sales
- Inventory Management
- CRM Application
- Payroll & HR Automation

## Testing Services

## Types of Software testing

- Automation Testing.
- Acceptance testing.
- Alpha Testing.
- Automated Testing.
- Beta Testing.
- Black-Box Testing.
- Bottom-Up Testing.
- Clear Box Testing
- Compatibility Testing.
- Database Testing
- Dynamic Testing
- Error Based Testing
- Exhaustive Testing
- White-Box Testing

Bravens has managed various projects in the last few years involving Alpha Testing of a software product or system conducted at the customer site, Beta Testing and Black-Box Testing/ close box testing  
**Enterprise Data-Warehousing**

Bravens creates datawarehouse that empowers the customer with scalable reporting via cubes, adhoc and on-the-fly querying and reporting and ability to enhance the data sources and content as the business dynamics change. We build warehouses using Microsoft, Oracle, IBM and Teradata platforms.

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## Industries

### Manufacturing

**Bravens's competencies in the manufacturing domain include:**

- Supply chain management
- Warehouse and yard management
- Process optimization
- Enterprise resource planning (ERP) solutions
- Application development
- Legacy migration and e-enablement
- Customer relationship management (CRM) solutions

### Energy and Utility

## **Energy & Utility Solutions**

- Demand Response systems
- Implementation & Support of enterprise applications -- Oracle (Lodestar, SPL), SAP
- Smart Grid Analytics
- Operational Dashboards
- Implementation Audits
- AMI/MDM Testing
- Information Security Assessments

## **Banking, Financial Services and Insurance**

### **Solutions for Banking & Financial Services**

- Equity aggregation
- Real time banking and trading systems
- Internet banking systems
- Cash management systems
- Bill payment systems
- E-commerce
- Core data processing systems
- Electronic forms and submissions
- Business Intelligence and data warehousing applications
- Legacy migration and integration
- CRM systems

### **Solutions for Insurance**

- Claims processing
- Claims audit and analytics
- Case management/utilization review
- Medical records review
- Case management
- Insurance rating
- Policy administration
- E-commerce
- Electronic forms and submissions
- Business Intelligence and Data Warehousing applications
- Legacy migration and integration

## **Healthcare**

The handshake between healthcare and technology would enable many healthcare organizations in:

- Efficient management of patient information and records
- Reduction in healthcare costs
- Cut-back on paperwork and manual intervention with increased automation
- Better diagnosis, disease management and tracking
- Increased coordination, better patient service and claims settlement
- Enhanced integration among geographically spread clinics and practitioners

## Retail

Bravens has a deep understanding of POS systems, reporting tools (e.g., Jasper, BIRT, Micro Strategy) and retail store concepts.

Some of the **retail stores solutions** on which we have worked include:

- POS systems that enable the purchase and return of merchandise
- Audit management products that define parameters, assign weights, track findings and generate compliance reports
- Inventory management software that tracks products in the warehouse and enables the user to view various parameters (e.g., markdown products, exit brands, reorder levels, etc.) and make a purchase order
- Complaint management solutions that enable stores and call centers to track customer feedback and track it to closure (i.e., escalation, mediation, reporting, etc.)
- Mobile inventory, sales and marketing applications

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