

About Us



Koni Ameri Tech Services, Inc., (KATSI), is a global IT company delivering services, solutions and products to enterprises worldwide. With a worldwide team of 130 best-of-breed professionals, we have built a robust and profitable practice.

Our experience and expertise in executing software development projects is a complementary mix of project management, business process analysis and enterprise class technology. Founded in 1993 in Atlanta, Georgia, today, we serve our customers from our global office locations and state-of-the-art development centers in US, Canada, Europe and India.

Principals of KATSI Canada and KATSI US are Canadian and US citizens respectively. In the US, KATSI is certified as a woman owned business enterprise by several city and government agencies like MARTA, City of Atlanta and California Clearinghouse Commission.

Value proposition – High Quality resources and solutions at competitive prices

We deliver a unique value proposition by leveraging our access to global best-of-breed professionals. Scalability of technical resources, our presence in both CANADA and the US, in-depth industry experience and proven methodologies have resulted in high quality deliverables to our customers. In addition KATSI can offer a significant Price/Performance advantage to our Clients due to its global presence.

Enterprise class experience

We have strong experience in delivering enterprise class solutions. Beginning with building Online Transaction Processing (OLTP) solutions for Legacy systems such as IBM/MVS, we now build similar robust enterprise class solutions with today's platforms such as JAVA technologies, Microsoft .NET and Wireless computing. This rich experience in enterprise computing gives us the unique advantage of understanding enterprise's legacy applications and architecting solutions with today's technologies. Solutions that are robust, scalable and fault tolerant – the quintessential elements of enterprise computing.

Robust on-time delivery infrastructure

We pride in the fact that our deliverables always exceed our customers' expectations of quality and on-time performance. We accomplish this by the use of our proprietary framework for rapid applications development, the best practices and optimal software engineering. In addition, our partnerships with the world's leading technology providers gives us the capability of implementing world-class solutions. Given our infrastructure in the USA, Canada, Europe and India, we can deliver on-site, off-site, offshore and a combination of on-site/off-site development services.

Complete customer satisfaction, prompt service, on-schedule and within-budget delivery are our guiding principles.

Corporate Values

Mission

As a leading Global IT company, generate high value for all our stakeholders – clients, employees and partners - by:

- Creating total customer satisfaction through best-in-class offerings
- Employing the best practices and the best-of-breed professionals
- Continuously innovating our services and technology

Our efforts are directed towards the development of people and processes towards the goal of delivering integrated solutions where our deliverables are measured in terms of business benefit derived by our customer.

Client service is a privilege and an honor

We firmly believe that client service is both a privilege and an honor. Every KATSI employee holds clients' interests first — over and above our personal and corporate interests. While this often makes us seem like Scouts, we believe that your trust is a valued commodity, a treasure even, and we work to earn and keep it.

Deliver results

The way in which we strive to win your trust is by delivering results. We continuously work towards meeting and exceeding your expectations. Empowerment is one of the key steps in our proprietary wFORCE™ methodology. It ensures that you take full ownership of the project and the IP generated after its completion.

Our secret formula:

Success = Values + Teamwork + Excellence



Values

We believe in having a value structure that is practiced with everyone - our team, our customers, and our partners. Our value structure stands upon the four key values of Fairness, Trust, Transparency, and Consistency. Values, that can never be compromised.

Teamwork

Teamwork stands for participation, open work culture and empowered employees. We have built a work culture that thrives on open communications, innovation,

creativity, collaboration and pride in our work. We are an employee-empowered organization. Each individual is empowered to share the task of building the organization and enjoy the rewards.

Excellence

Excellence in everything that we do and who we are. It begins with the competence of our people. We hire the best of breed professionals and upgrade their skills set on a continuing basis. This includes training, knowledge sharing and working out a career path for all the team members.

Services: Overview



Our customers retain our services for a spectrum of IT services ranging from IT strategy consulting to use technology as an enabler to sustain a competitive advantage, giving us the complete responsibility of managed project executions and to leverage our global IT skills sourcing capabilities.

Technology Practice Areas

We build robust and scalable IT Solutions for customers worldwide. The delivery of these solutions is driven by our focused technology practice Groups:

- GIS/CAD/CAM & CAE Practice
- Web Technology Practice (J2EE, Microsoft Server.Net & Mobile computing Groups)
- ERP Practice
- Legacy & Enterprise Application Integration Practice
- HIPAA Group (through our subsidiary Windham Health)
- FDA 21 CFR Part II Services

Managed Projects

Our managed software development offerings address the following challenges:

- Timely access to required technical skills and domain expertise at manageable costs
- Keeping new development initiatives on course without ignoring the on-going needs of existing applications.

In addition to on-site, off-site and offshore engagements, we offer CoSourcing™ development solutions that leverage the rich reserves of best of breed IT professionals, scalability of teams and the cost advantage of offshore centers in Canada & India. Delivery of our managed IT projects is supported by a robust delivery infrastructure that consist of onsite & offsite team members, our proven and flexible wForce™ Methodology, partnerships with the world-leading technology providers and rich industry experience in executing assignments for global customers. All engagement models include a project manager/nucleus team at your premises that keeps you posted on the status of the project to ensure appropriate project control.

On-Site Project Staffing

Our on-site Project staffing services for IT projects provides our clients with the best-of-breed professionals – teams of developers, tech-leads, project managers and solutions architects. We put together just-the-right-teams just-in-time to get your project rolling. Our focus is on the technology areas of our practice groups.

Services: Managed Projects



In addition to on-site, off-site and offshore engagements, we offer CoSourcing™ development solutions that leverage the rich reserves of best of breed IT professionals, scalability of teams and the cost advantage of offshore centers in Canada, Europe & India.

On-site Development

In an on-site managed software development engagement, our fully managed team becomes a part of your engineering organization. The project manager is the single point of contact for managing the team and schedules. These Fixed price or T&M engagements offer timely availability of the best engineering resources and an immense team-scaling proposition. It protects you from fluctuations in technical resources requirement due to seasonality in your business or a change in the project definition.

Off-site Development

An off-site development engagement offers all the benefits of on-site outsourcing without you having to make large investments for setting up the technical or office infrastructure. Our development center located in Toronto, New Jersey, Georgia and Chennai (India) is equipped with state-of-the-art computing infrastructure to meet the offsite development requirements of

most of our customers.

myODC™ : Offshore Development Center (ODC)

The offshore engagement model offers availability of the best-of-breed professionals, massive scalability of India and price-performance advantage. The delivery is backed by our Development Centers equipped with state-of-the-art computing infrastructure and proven processes that ensure seamless product delivery. Many of the Fortune 500's have already setup their India IT centers. Our myODC™ service offering is an ideal choice for companies that want to set up their own offshore IT development center but do not have the local background and expertise to set up successful operations. Your myODC™ acts like a CoSourcing arm of your organization that leverages the rich reserves of IT human capital and the cost advantage of India and Canada. Pay-as-you-go pricing and buy-out clauses ensure that you retain full control of the IP generated without having to make a large investment.

Some of our successes in the managed projects arena include:

- Intranet application that caters to Merit and Incentive compensation increases at Philip Morris.
- Intranet application for Daily cash management at Deutsche Bank.
- Changes to a Product Data management package for interoperability on mainframe, UNIX and Windows platforms at IBM.
- Right sizing of a medical application to a client-server environment at Apollo Health Services, Inc.
- Enterprise Application Integration to leverage investment in legacy technologies for a State (Provincial) Government.

Services: On-site Project Staffing



To augment staffing requirements of clients, KATSI provides Consulting Services at client sites for diverse needs on a wide variety of platforms and environments. Depending on client needs, we assign at least one full time Account manager for major clients. We offer on-site Project Staffing services for IT projects with the best-of-breed professionals – teams of developers, tech-leads, project managers and solutions architects. We put together just-the-right-teams just-in-time to get your project rolling. Our focus is on the technology areas of Web Technologies, Wireless, ERP and Systems Engineering.

- Critical skills matched to your needs
- Best-of-breed professionals ready to perform
- US/Canadian Industry experience
- Excellent communication and technical skills
- Experienced and highly motivated teams

“Hiring, retaining and motivating the best-of-breed” has always been our philosophy. We invest extensively in training of our people. This philosophy and investment ensures that our IT engineers are always equipped with the latest state-of-art technologies. Employees & Consultants are selected through a rigorous procedure comprising aptitude tests, tech checks, and face-to-face interviews. The selection panels comprise a number of highly qualified and experienced senior professionals from the industry – particularly those involved in software R&D, Projects and Training & Development.

Best-of-breed professionals

All our people are software engineers from premier universities, have global IT industry experience and have excellent communication skills. Our senior team members have years of experience in various roles such as tech-lead, project managers and solutions architects.

We understand your needs

Each customer is assigned a dedicated account manager who understands technology and can grasp your specific requirement for resources quickly. Since we staff your projects with our own employees, we have an accurate assessment of their skills and capabilities. This enables us to provide just-the-right-teams just-in-time.

We keep our skills current

Our software engineering expertise is our core competency. We have extensive induction, practice school, knowledge sharing and continuing education programs. It ensures that individuals meet customers' technical and non-technical skill needs. With our global presence and a large pool of resources that cover diverse areas of technology implementations, we can deploy teams that fit the precise needs of a project.



Services: On-site Project Staffing – Skills Set

Application Servers (J2EE)	Embedded Systems	Systems Programming / Device Drivers
<ul style="list-style-type: none">• BEA Web Logic• Cold Fusion• IBM WebSphere• Oracle Application Server• iPlanet Enterprise Server	<ul style="list-style-type: none">• VxWorks• PSOS• J2ME	<ul style="list-style-type: none">• Win32 (9x/NT/CE/2K/XP)• UNIX (Linux, Solaris, HP-UX, AIX)• Kernel level debugging• C
Commerce Servers	ERP	QA
<ul style="list-style-type: none">• ATG Dynamo• Broad Vision• IBM Commerce server• Blue Martini	<ul style="list-style-type: none">• SAP: mySAP• PeopleSoft• Baan• Oracle• J D Edwards	<ul style="list-style-type: none">• Shell Scripting• QA Partner• Visual Test• Web Silk
CRM	Java2	System Admin.
<ul style="list-style-type: none">• Siebel• Oracle• Blue Martini• Pivotal• Clarify• PeopleSoft	<ul style="list-style-type: none">• JSP, EJB, Servlets• CMS, JDBC, RMI, JFC, JNI• Java, JDK, Symantec Cafe	<ul style="list-style-type: none">• Unix/ Solaris, Linux, HP-UX• Windows NT/2000• Exchange 5.x/2K, Migration
Database	Microsoft .NET	Tandem
<ul style="list-style-type: none">• Oracle• DB2• SQL Server• Sybase	<ul style="list-style-type: none">• ASP, COM+, ActiveX• Transaction Services/ MSMQ• SQL Server• Biztalk, SOAP, C#• Web Services• Microsoft Solutions Framework• VC++	<ul style="list-style-type: none">• Enterprise Application Server (EAS)• Zero Latency Enterprise (ZLE)• Pathway, COBOL
Development / Analysis tools	Networking	Wireless Applications
<ul style="list-style-type: none">• Visual Age• Visual Studio .Net• JBuilder• OO Modeling, Development• C/C++	<ul style="list-style-type: none">• TCP/IP Applications• WinInet/WinSock Apps• Net Pkg Java Apps• RADIUS apps• SNMP (WinSNMP, HP OpenView SDKs)	<ul style="list-style-type: none">• WAP, WML, XML, cHTML• Bluetooth, mXML• mCommerce• EveryPath, Tantau
	Network Security/Administration	Wireless Infrastructure
	<ul style="list-style-type: none">• SSL	<ul style="list-style-type: none">• Enterprise 802.11 Networks (Wi-Fi)• Fixed Wireless Networks (Point-to-Point, Multipoint)• RADIUS, Portal Infranet



- Rational UML
- Checkpoint
- EAI Platforms
- VPN
- WebMethods
- CISCO Routers
- Tibco
- Firewalls
- Vitria
- BEA Tuxedo

Products

KATSI EMBA™ (Employee Morale Booster Application) system is an electronic commerce business application that allows you to retain your most important asset, your employee. EMBA™ provides a scalable and integrated technology that spans human resource award processes and connects multiple platforms through the Intranet in a seamless environment. EMBA™ allows you to practice employee empowerment by allowing managers to self-serve annual incentive increases and allows employees to record time and submit & track travel expenses within the parameters of corporate procedures and guidelines. The EMBA™ system consists of the ICIP (Incentive Compensation Intranet Process) module, the ETR(Employee Time Recording) module & the EER(Employee Expense Recording and Tracking) module . Here are some of the advanced features included in the EMBA™ product offerings:

- Provides a security and authorization structure that relates to the enterprise. The system allows managers & generalists to view data that pertains to their department(s). The system uses a mix of application, database and operating system level security to protect customer application data.
- Flexible award determination management allows managers & generalist to enter award amounts or percent and play with the results till the desired outcome is achieved. Since the data is stored in a separate database, live data is not affected till the process is complete.
- The HR system administrator has sole control over designating employees that are authorized to view the data. Given the sensitive nature of the data, this allows the HR department to exert the requisite controls to eliminate data misuse.
- The EMBA™ system is scalable to accommodate corporations of all sizes. The database server can run on NT, UNIX or DB2 on an IBM MVS/AS/400 host. The Internet server that is used to provide Intranet capability is Microsoft Internet Information Server V3.0 or above. The EMBA™ system client runs on Windows, MAC platforms with Microsoft Internet Explorer V3.02 & above or Netscape V3.0 browsers. The system is optimized for V4.0 IE & Netscape browsers.
- Enables managers and generalists to print and review the calculations using the browser print function. Sites that have MS Office installed on manager's PC's can review and print the increases using MS EXCEL 97.

ICIP allows managers to self-serve their incentive compensation determination process. The process:

- Calculates the Incentive Compensation awards for eligible employees in your Department. The system uses the assumed performance rating distribution provided by the Compensation department to calculate the awards.
- Compares this year's proposed award to last year's actual award by adjusting the amount to account for the appropriate Corporate Ratings.

ETR allows managers and employees to self-serve their time recording process. The process:



- Allows employees and contractors to log hours worked on manager assigned project activity codes.
- Allows team leaders and managers to approve hours online.
- Allows managers to track employee and contractor related expenses by project.

EER allows managers and employees to self-serve their expense recording & track payments. The process:

- Allows employees and contractors to log expenses incurred for company related travel.
- Allows team leaders and managers to approve expenses online.
- Allows managers to track employee and contractor related expenses.

MCIP allows managers to self-serve their merit compensation determination process. The process:

- Enables managers to calculate the Merit Compensation awards for eligible employees in your Department.
- Enables managers to compare current year's proposed merit award to previous year's actual merit award by adjusting the amount to account for the appropriate merit increase.
- Enables managers to print department merit sheets, performance merit checklists, and variance in merit increases in dollars & percent for the past & current years, variance in "actual merit increases versus budgeted dollars".

Client Feedback

The following excerpts have been compiled from commendation letters given to our consultants:



Scott McMurray, IBM NSD Software Development & Services, Raleigh, NC

".... Thank you for making this organization more Market Driven by delivering early on complex JAVA code and assistance that went beyond the call of duty"

Keith E. Black, AT&T International Applications Development, Alpharetta, GA

"... is a talented and gifted professional whom I highly recommend and, should the opportunity avail itself again in the future, I would certainly have no hesitation (whatsoever!) in utilizing his services. It was both a pleasure and a privilege to have been associated with Sri.."

Ron Naidu – Chairman and CEO, Deveron Consulting Inc, Saskatchewan, Canada

"The Professionalism and high level of technical expertise provided by Katsi Canada has been extremely impressive. I expect our partnership to continue in all our future endeavors".

Robert J. Wolfram, Cincinnati Gas & Electric, Cincinnati, OH

"Vasu has consistently met or beat the timelines assigned to him, and his always friendly disposition made it a treat to work with him."

Doug Ring, Holiday Inn, Atlanta, GA

"..... worked in my section He performed in a truly outstanding manner and was the key component in the success of the implementation of DBS Personnel and Benefits."

Mardy Blasingame, CG&E, Cincinnati, OH

"Although is not a member of the Cash Reporting Group, he willingly took on the additional responsibility of implementing the accounts receivables extract He efficiently and successfully implemented these events ahead of the required deadlines."

Steven Miller, Keane, Inc. (at General Mills)

"After one month on the project he began beating all his target dates Not only was his work timely, but his work was the highest quality."

Robert Broda, CG&E, Cincinnati, OH

Dennis - you and Vasu have done it! You have delivered all of distribution system ahead of schedule. I cannot thank you enough."





Partial Client List

Government of Manitoba, Canada

Government of Ontario, Canada

Government of Saskatchewan, Canada

Health Canada

United Nations Drug Control Program

SIEMENS Canada

GlaxoSmithKline, Canada

Albert White Technologies

Arackal Digital Solutions

Philip Morris, NY

Deutsche Bank

Bank of India, NYC

Bank of Boroda, NYC

New Star Solutions

AT Kearney

Kroger Company

Caterpillar Corporation

Holiday Inn

Cincinnati Gas & Electric

MCI Systemhouse Corp

IBM Corporation

Computer Sciences Corp.

Gwinnett County

Lucent Technologies

PWCUS



Contact Information

Please visit our Internet sites at:

<http://www.katsican.com>

&

<http://www.katsi.com>

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