



# **Company Profile**

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## The ORION Business Holdings (PTY) LTD

### History

**The Orion Business Holdings (Pty) Ltd (trading as The ORION Business Foundation (Pty) Ltd)** was founded in 1996 with the specific objective of providing consulting and contracting services to the Telecommunications industry. Today this range of services has been extended to include other industries and also personnel placements. At the end of 2002 ORION became Black Economically Empowered, and in fact today is black woman majority owned. Today ORION is privately owned and is a BBBEE level 2 supplier.

ORION has established relationships with various ICT solution developers to sell and implement their solutions at customers. These solutions are aimed at the Human, Enterprise and Asset Resource Management business processes in the corporate customer base.

The combined experience in the company and the network of consultants and contract workers give ORION the capability to serve customers in many different project capacities, as well as in the complete outsourcing of projects and provisioning of turnkey solutions.

Orion's professional services has been augmented to include strategic consulting, statistical analysis, GIS mapping, and corporate communication through digital media.

### Vision

ORION sees a future where the customer will know exactly what they will be getting in terms of delivery and quality when solutions are purchased from ORION. Our people will help customers to accurately define their needs and we help build innovative solutions for those challenging business problems. Resources are trained, in their specialist fields, according to agreed company standards, in order for customers to pick a specific skill instead of a specific resource, or in the case of solutions these should be transparent to the customer and only the definition of the solution should be important.



### Values

ORION is a professional services company specialising in IT related projects. ORION believes in customer satisfaction and always strives to achieve this as a priority.

The company requires honesty, excellence and quality deliverables from its workforce and in turn rewards individuals adequately for their efforts.

ORION believes in solid business requirement analysis before any work is attempted. In order to achieve this, the company employs experienced analysts with a wide-ranging background in terms of industries,

process and systems experience. Each individual working in this area must be capable of working independently and at all levels within the customer organisation.

ORION employees are selected to not only help the customer with the problem at hand, but also to be able to give general business and management advice where applicable. The ORION resources are team players, and can fit into the customer organisation without creating an "us" and "them" situation.

ORION believes in supplying the customer with solid technical and management advice, in order to make sound decisions, and once the decisions are made, ORION assists the customer to implement these decisions according to best practice principles and abilities.



ORION also believes that people working in the information industry are a very special breed, requiring a special type of management and treatment. The company requires innovative work from its analysts, and therefore provides them with as much freedom of choice as they require. However, the company has an open door policy with its customers, and should any situation require management intervention, our customers can rest assured that ORION would take an objective stance in resolving the situation.

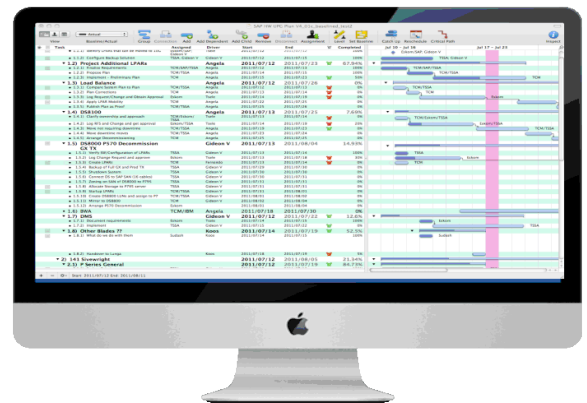
ORION prides itself with its investment in human capital and considers the core competence within the company as a differentiating factor in order to provide quality deliverables.

## Services

ORION provides the following services to its customers:

Project Management – We provide a fresh approach to project management with a focus on:

- Ensure Early Planning
- Address Organisation Ignorance
- Understand Portfolio Misalignment
- Control Silent Scope Creep
- Establish Contract Talk
- Eliminate Undocumented Promises
- Overcome Governance Stickiness



Outsourced Skills – Addressing short and medium term skills requirements using off balance sheet skill pools.

Project Managers  
Developers

Solution Architects  
Technical Specialists

Solution Implementers  
Solution Testers

We can build an offshore capability for customers to achieve significant ongoing support through our international partners, using a unique approach, that ensure the significant cost savings on labour, is not entangled in travel, accommodations and tax expenses. Our international partners developed their model over a significant period and now provides this unique offering based on their learned experience.

Consulting – Consultants provide advise rather than perform specific work. This is really developed naturally once our customer relationship develops into a relationship of trust and openness.

ORION Projects – We focus on a set of projects in which we believe we can bring value to.

**Planning & Strategy**, concentrating on using methodologies appropriate to a client's specific requirements together with the involvement of the executive line management, preferably without removing them from their day-to-day duties. This include investigations and research projects.



**Turnkey Projects** involve overall responsibility by ORION for a project including management and procurement. These projects are often subject to bonus or penalty clauses and are performed within a fixed time and cost period.

**Strategically Aligned Customer/ORION Teams** see ORION as an extension to the customer's capability through team leadership roles. Strategically aligned teams are based at the client's premises to increase the capability within the customer's organisation and to provide additional staff during project peaks.

More specifically, through our people and associations ORION delivers a wide set of services under the consulting and contracting umbrella.

- Project and Program Management and Support
- Information Technology and Communication Strategy
- Research and Statistical Analysis
- Business Analysis and Modeling
- Systems and Database Analysis inclusive of Software Design and Development
- IT Security Analysis
- Disaster Recovery and Business Continuity Plan
- Development of Turnkey Projects
- Systems Integration
- Performance and Quality Assurance Testing
- Coaching, Mentoring and Training
- Contract Management
- Resource Planning
- Business Process Reengineering
- Configuration and Change Management





- IT Organisation and Methodology Consulting
- Human Resource Management

The company is experienced in working in a wide range of industries:

Government, Banking, Construction, Oil, Mining, Insurance, Telecommunications, Consulting Engineering  
Transport, Retail, Properties. Energy and Health.

## Solutions

The solutions that we are able to bring to our customers are the following:

**IBM Maximo** - This ERP (Enterprise Resource Planning) and EAM (Enterprise Asset Management) solution is aimed at the corporate customer who typically have a large implementation of assets, and the bulk of our customer uses this to manage service delivery in the Utility Space. We also provide services to integrate this product to the corporate integration framework, if it exists, or directly to exposed interfaces on such diverse technologies as SAP, ESRI arcGIS, and custom developed solutions.

**Oversight** - This application monitors various ERP transactions to identify irregular situations, possible illegal transactions, doubtful patterns, and is used to address the ever increasing threat of commercial corruption, employee misuse of financial systems and cashflow. Once identified, cases are created, responsible parties notified, and the case managed through a workflow engine until it is resolved. This solution comes with over 400 existing patterns to scan for, and new patterns can be defined and searched for in the data. The solution easily integrates to SAP ERP and any Database, typically Oracle. It runs as an active transaction scan module, or as regular data scan modules, and typically both approaches are required for different patterns.

**Oracle Instantis** - This Project Portfolio Management solution has been newly acquired by ORACLE and is now being moved into the Primavera stable. It is aimed at managing of resources and budgets across projects in a portfolio, is ideally suited for companies who outsource a lot of projects, and started its life as a IT Project Portfolio Management solution. This is aimed at managing projects at a high level, and complements tools such as Primavera and MS Project, rather than replace them at the detailed project task and activity management level.

**Oracle Primavera** - This is the flagship product for any serious Project based organisation. The approach is different and its design from the outset is to manage large and complex projects, and have a strong management across all project resources, making the same resources available to all projects in the organisation, and when planning have the capability to perform resource leveling across all work at hand. Used also by many organisations that want to implement a strong Project Management Office approach.

**Oracle EBS** - The Oracle Fusion product set is equally capable to SAP, but does not have the same footprint in South Africa. Recent events have however included sales to major companies like MTN, and this will bring a new impetus to sales of the product, building of skills locally, understanding Oracle's OUM Methodology and a further take up of the product. We have worked with various specialist in country on building our skillset, inclusive of project managers, to deliver these solutions.

Oracle Accelerators - Our partner, FUSION IS, developed some industry quick start solutions specifically for the Transport and Manufacturing industry, on the Oracle Fusion platform. These solutions allow the rapid deployment of solutions for companies in those industries, and has been deployed in some African countries.

SAP Mining - Through our partnership with Barnstone Consulting, we can deliver their SAP for Mining solution as a rapid deployment project. Success has been had to implement this solution into new mining operations in as little as 3 months, covering all the major ERP needs for the mine.

ROCit Workflow Solution Builder and Platform. This SA developed web solution tool is capable to rapidly develop workflow base tools for the corporate workforce, and easily implement solutions and prototypes that Corporate IT will take rather long to implement. Our pre-built solutions in this space also get new customers up and running quickly.

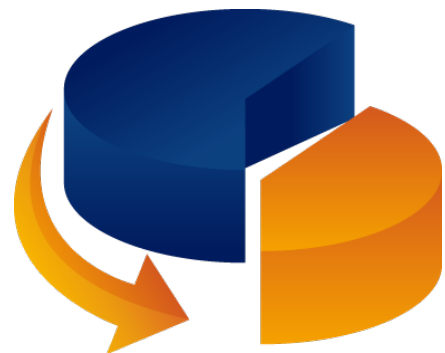
TIMO Workplace Simulator - This solution is aimed at evaluation of customer facing staff when facing potentially risky situations. It objectively analyses staff reactions to situations, and identify training needs, and staff readiness for specific situations.

EAT - Electronic Assessment Tool. This mobile solution assists corporates to accurately track staff awareness and readiness to Health and Safety regulations in their daily work. Corporates can accurately and consistently assess staff in the workplace, and immediately record corrective actions, but also accurately report all relevant information where incidents did occur. This solution can be implemented as a stand alone tool, or integrated with corporate HR and Learning Management Solutions, such as SAP.

## Customers

ORION has been dealing with the following customers since the inception of the company:

- ESKOM
- Telkom SA Ltd.
- SARS (South African Revenue Services)
- SITA (State Information Technology Agency)
- Arivia.Kom/TSystems
- Government Departments
- Teba Bank
- Nedbank
- NHLS (National Health Laboratory Service)
- Iscor Mining
- Vodacom
- Murray & Roberts
- Powertech IST
- IBM
- Vetasi (Partner on various projects, local and international)
- Hulamini
- Drakenstein Municipality
- ACSA - Airports Company of South Africa
- Blackrock Mine



- Bakubung/Wesizwe Platinum Mines
- University Research South Africa (URSA)
- World Bank

## Partners

We strongly believe in partnering with local suppliers and service providers to bring the best solutions and services to our customers. In the fast changing IT environment, new ideas and products appear rapidly, and no one company can deliver a complete set of solutions using just its own resources. We have existing partnering with the following companies:

Vetasi - IBM Maximo partner

WebIntellect - Web development

Enterprise Worx - SAP BI Expert group

EPI-USE - SAP HR and SAP BI/Analytics Resources

Barnstone Consulting - SAP Implementers and Resources, Business Strategy, Oversight

MANPOWER SA - SAP Resourcing

RIBEX - General IT Resources, IT Performance Specialist and Bio Metrics Solutions Supplier

ICT Worx - Training and Resource Development Supplier

TG Bay Technologies - Black Women Owned Consultancy. Statistics and Operational Research

OPTEAMIX - USA Based offshore capacity build company

FUSION IS - Oracle ERP Solution Implementors

CARIDON IT - Disaster recovery and Business Continuity Experts

Reverside IT - IT Resource Specialists

WHizAnts - Consulting network with extensive Change Management Capability

ARCMS - IT Recruiters

## People

ORION has built long standing and strong bonds with specialists in various fields. This gives us a capability to address a wide range of needs in a relatively short space of time.

We have built a unique training and development culture for our people. The company is also aligned with some of the bigger groups and has the facility to source people from them for large projects if required.



## Ownership and Profit Sharing

Currently ORION has only three shareholders in the company. However, the company provides strong profit sharing initiatives for employees, rewarding them for opportunities and the identification of good skilled resources.

## Plans

The strategic intent of ORION is to expand and build a strong core group of resources that will specialise in project management, business requirements and development, solution support, and technical solution implementation areas. The company sees a future of turnkey projects, from requirement definition through to implementation.



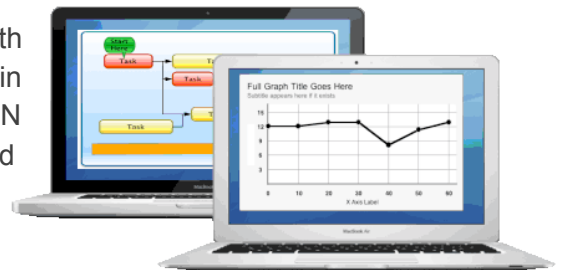
ORION, in cooperation with its sister company, DigiTalk, have a strategic intent to develop new interesting job opportunities for an adventurous lifestyle work environment. The scope of this work is around information gathering and situational analysis, to bring corporate customers an understanding of their environment, the people that work for them, and information that can help the customer effectively assisting the development of its workforce and its social responsibility.

The company values freedom of choice and the freedom that can be provided to its resources. The company therefore would focus on organic growth for the short term, followed by stronger business alliances with investors or large business groups.

ORION is well positioned to establish a global presence in the information market by working in partnership with international organizations in the provision of Professional Services and Solutions.

## Differentiating Factors

What differentiates ORION from its competitors in the South African market place is its core competence and investment in human capital. From a Telecommunications perspective ORION boasts with an impressive record of being continuously involved within Telkom SA since 1996, by specializing and playing a leading role within various project disciplines.



Orion management boasts some of the most seasoned professionals in the industry who are deployed on projects as leaders and strategists, working hands-on with the customer and project teams to deliver innovative and creative solutions for challenging business problems.

## Company Directors

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