







### **Commitment towards Quality**

At Altius we believe that quality is a culture, expressed in the way we interact with and cater to the needs of our customers, and in the products and processes we deliver to them. So while our process and standard are tuned to meet several external quality parameters, we are even more stringent about setting and meeting our own exacting standards.

Quality is a continuous process that is reflected in the Company's emphasis on making every Associate in the company part of the Quality processes and methodologies. Altius is committed to delivering the highest level of customer satisfaction in the areas of people, process and technology. With an ISO 9001:2000 certification in process, we have in place a result oriented management system, quality policies and metrics, and a cost management system for effectively delivering quality services to all our clients. Consistently benchmarking us against global standards of excellence, we are committed towards Global standards.

### **Altius Technology Solution & Services**

From a fledgling software company operating with a few service offerings in 2002, Altius today has grown to an organization that operates across multiple domains and technologies. In the recent years, with domains and technologies becoming interdisciplinary, customers demand IT solutions that span across domains and technologies.

- Embedded, Engineering & Silicon Design Services
- Business Process Outsourcing
- Microsoft Solutions Group
- IT Consulting and Professional Services
- Enterprise Storage Management Solutions
- Enterprise Solutions – ERP (Oracle/SAP/PeopleSoft)
- Customer & Supplier Relationship Management
- Supply Chain Management

### **Technology & Industry Practice**

An early player in the area of Emerging Technology areas, Altius is today transitioning into a vertically integrated IT company, offering value-added services with the help of pre-fabricated service components, in domains like Finance, retail (GTIN compliance), logistics and distribution (trucking & road transportation), and high technology areas like RFID, device drivers, wireless, Hand Held and embedded systems.

### **Offshore Development Facility**

Altius believes in finding solutions that work best for the customer. This commitment has found expression in a unique global delivery model. This means that we are as flexible as possible when it comes to how, where and when we work with no compromise on quality. This flexibility on our part translates into a high degree of convenience, coupled with comfort, for you, our customer.

### **Advantage Altius**

- World Class Processes
- Global presence
- Long lasting customer relationships (Nearly 80 % of repeat business)
- Flexible engagement models
- Evolved competency and solution-based services
- Technology-led innovator
- Experience in serving top-notch customers that include 4 of Top 10 Fortune 500 corporations
- Strong Domain knowledge
- Highly qualified IT professionals
- State-of-the-art infrastructure
- Offshore advantage







## IT Consulting & Professional Services

In today's busy IT environment, successful project development and implementation is often a challenge.

- Business conditions may require more aggressive design and implementation schedules than your staff can handle.
- Corporate missions can arise that are too complex or too time consuming for your staff to undertake.
- At other times you may experience difficulty in launching new solutions, face unexpected staff turnover, or come into an impasse with the latest technology.

When these situations occur, you need top quality help and you need it fast. Altius recognizes that our clients want stability in their systems and growth in their business. When shortages in staff or skills occur, these factors can be affected. The blend of product knowledge and a competent pool of high-end consultants will enable IS Manages/Consulting houses to concentrate on their core business with the confidence that they are equipped to handle any IT requirements.

That's where Altius can make a real difference in your success. With our Staff Augmentation Services, you can draw from our Professional Services staff to get expert assistance with project management, custom application design and development, quality assurance, system administration, enterprise network and interface issues, or application rollout assistance. Altius's Staff Augmentation Services is ready to help with the expertise you need to reach your goals

### **Flexible Augmentation Services on varied Technologies (FAST)**

Staff Augmentation solutions provide staffing solutions that is flexible, customer focused and tailored to each client's business requirements. Our engineers provide consistent service levels and are highly responsive to client needs and changing business demands.

### **Recruitment, Retention and Training**

Our **24x7 follow the Sun Hiring Engine** identifies individuals with outstanding past performance and includes: in-depth interviews, reference checks, technical interviews, drug testing, technical proficiency testing, and background checks. We seek out highly educated and motivated individuals and maintain their motivation through a comprehensive career development path that provides job satisfaction, professional growth and a challenging work environment.

Altius provides ongoing training in our development centers. This training provides rigorous hands-on learning opportunities that mirror real-life scenarios and includes customer service and program management components. This training is augmented with client-specific training covering client corporate culture, applications and technical environment.

By employing the best practices and the highest skilled personnel, we are able to deliver project integrity and ensure customer satisfaction.

## IT Consulting & Professional Services

If your IT solutions require a dynamic workforce that regularly changes in size and scope, then Altius's staff augmentation services may be right for your company.



### **Tangible Benefits**

1. The right resource at the right time
2. Experienced consultants
3. On-site or off-site resources and services
4. Organizational backup
5. Leverage Altius's expertise to ensure the success of your projects
6. Enhance your existing resources and capabilities
7. Transfer knowledge from our consultants to your staff
8. Meet aggressive project goals
9. Maintain your company's competitive edge







### 3. Recruiting

To find and attract the best IT talent you've got to have the best 24x7 recruiting engine. Altius recruiters average 10-15 years of experience. They are well trained in today's technologies and have the people skills necessary to engage in thoughtful communication. In fact many are IT practitioners. They understand the IT culture and can relate to today's IT workers. In addition Altius empowers them with the tools and resources necessary to excel.

Thorough screening process - includes background checks, previous employer and character reference check, drug and legal check, psychological test and Teck Checks. Each person is interviewed several times (one-to-one and one-to-many) involving recruiting, account managers and service delivery managers.

Candidates are interviewed and tested to ensure their skills and background meets our strict guidelines and the client requirements including culture, industry experience, maturity and integrity.

Tools and technologies – Our customer relationship database is populated with the profiles, preferences and resumes of active IT professionals.

**Altius Jobs** is an IT Job portal, which will be sustainable, productive and increase customer service level.

Internet and International Access – Altius recruiters have access to the top Internet recruiting sites and to our international affiliations around the world.

#### 4. Dedicated Service Team

Stepping into a new job, new location and working with new people is not always easy and for most people it is uncomfortable and takes getting used to.

As the client you don't have the time to cater to every new employee and would rather have someone who matches your way or working as much as possible.

Altius Account Team supports both the employee and the client by providing the necessary guidance, administration and services new employees and clients need and avoid interfering with IT operations. Altius Account Teams consist of Account Manager, Employee Service Representative, Recruiting, and Practice Leaders.

#### 5. Specialization

At Altius we like to be the best at what we do. This means we specialize as much as we can and master what we do. Our IT staffing services specializations mirror the skill sets required supporting our solutions practices.

#### Butler Gives You More Value-Added Services

Quality of service and control mechanisms. Altius manages our Quality process by assessing performance at client sites via surveys and service gap analysis to determine how best to meet our client's needs.

- Training and/or facilities available to client employees.
- Customized management reports.
- Methodology of transferring knowledge from our consultants to your staff.

Ability to provide off-site as well as offshore services away from client locations if necessary. Altius is able to provide solutions off-site as well as offshore. We are equipped with development labs and testing centers and can lessen the workflow interruption of your operations.

Consultant trial period to ensure fit with need - All consultants are assigned with a term in mind, but constant evaluations are made on performance and team culture fits to ensure quality.

**You** may want to grow your consulting business but do not have enough work to justify the additional headcount at present, or perhaps, you have a short term, high workload problem and you need to temporarily augment your existing staff. Altius has developed a proposition to help you address some, or all of these scenarios.

