



ZIRLEN
TECHNOLOGIES

Delivering What Business Demands

Solutions, Innovations, Ideas Beyond Business

Zirlen - Leading IT Services Company



**Business Planning &
Management Consulting**



IT Services

empowering your business to embrace the potential of IT.
"Value Added IT Consultancy Services with End-To-End Solutions, for All Business Needs."

Zirlen Technologies | e: contact@zirlen.com | www.zirlen.com

Zirlen Overview


Contact Us

Zirlen Technologies, Inc.

Houston Office
10998 S Wilcrest Drive, Suite 240
Houston, TX 77099

 713-203-9867
 www.zirlen.com

India Office - offshore
Plot No. 4, Door No. 43
2nd Floor, Mahalakshmi Towers
80 feet Road, Saligramam
Chennai – 600 093

 +91 44 30070888
 contact@zirlen.com



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Industry Partners

- Microsoft Silver Certified Partner
- IBM Business partner
- Rackspace Network Partner

Certification

- Minority-owned Business Enterprise (MBE) certified by Huston Minority Supplier Development Council (HMSDC) (Pursuing)
- Historically Underutilized Business (HUB) certified by State of Texas
- Small Business Enterprises (SBE) Certified Company
- An E-Verified Company by the Department of Homeland Security (DHS) in partnership with Social Security Administration



Award Won

- Awarded "Top 50" Emerging Businesses in Texas in 2013 by Diversitybusiness.com

Microsoft Partner
Silver Midmarket Solution Provider



HUB Certified

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About Zirlen



Zirlen Technologies, Inc. is a leading consulting and IT services company into IT Consulting Services and IT Software Development Services. Offering a wide array of solutions customized for a range of key verticals and horizontals. From strategy consulting right through to implementing IT solutions for customers, Zirlen addresses the entire IT space. As a diverse end-to-end IT solutions provider, Zirlen offers a range of expertise aimed at helping customers re-engineer and re-invent their businesses to compete successfully in an ever-changing marketplace.

Zirlen is a global management consulting, technology services and outsourcing company. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Zirlen collaborates with clients to help them become high-performance businesses and governments.

Zirlen's wide range of technology experience strengthens its existing service spectrum and defines Zirlen credentials as an enterprise-class solution provider. In the epicenter of its personalized solutions for you is the focus for delivering high value-for-money and business-specific IT strategies. Zirlen strives to optimize your existing technology investments and lower the total cost of ownership.



Vision and Mission

Zirlen is a respected organization with highest ethical standards that provides appropriate business solutions by leveraging state of the art technology and competent resources and Achieve objectives and goals in the best interest of Company, Clients, employees, environment and society

Be recognized as an innovative IT Organization that provides effective business solutions with state of the art technologies and highly skilled technical experts.

Proving the Highest Value to clients

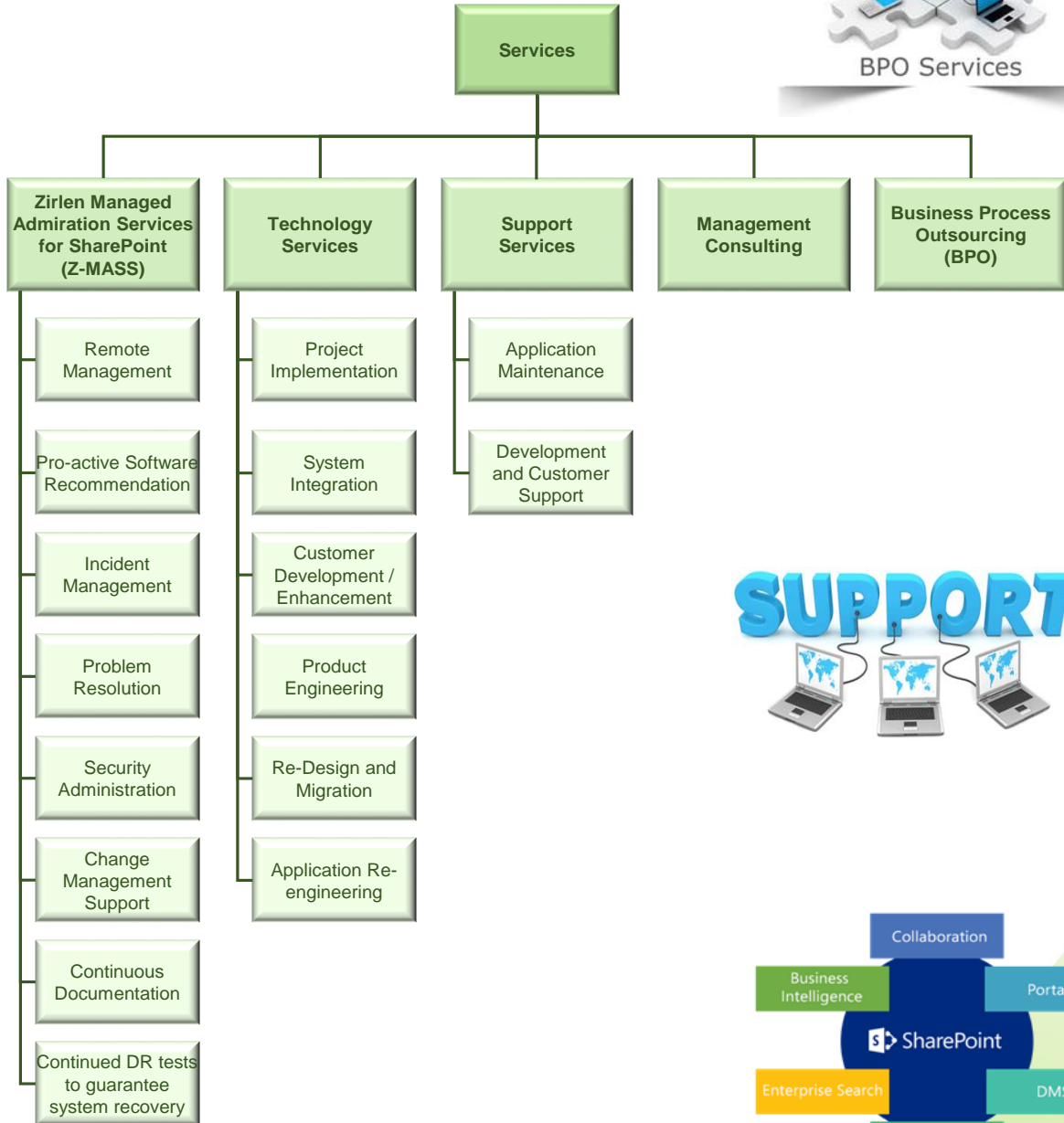
The highest possible value we can deliver to our clients is Visionary Innovation. It is also the most difficult goal to achieve. It will take lots of time, creativity, teamwork, collaboration and investment in the future but, this is our aspiration. We want our clients to be Visionary Innovators. This is what we believe to be the highest possible value add for our clients.



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Our Services



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Zirlen Managed Administration Services for SharePoint (Z-MASS)

Zirlen Managed Administration Services for SharePoint (Z-MASS) is a proactive continuous remote management service that allows you to manage any complex SharePoint Solution. With Z-MASS, you can anticipate, identify and resolve issues faster and with great accuracy. Our service comes from vast experienced Industry experts with certifications in all technologies required for a SharePoint Solution.

Z-MASS service delivers:

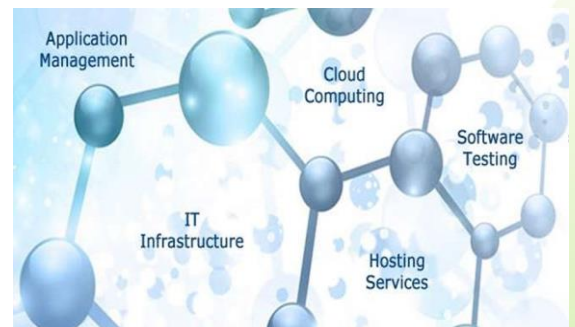
- Remote Management
- Pro-active Software Recommendation
- Incident Management
- Problem Resolution
- Security Administration
- Change Management Support
- Continuous Documentation
- Continued DR tests to guarantee system recover



Technology Services—Overview

Technical Services—Implemented Projects

- ☐ Business Intelligence
- ☐ Collaboration
- ☐ Enterprise Resource Planning
- ☐ Customer Relationship Management
- ☐ Infrastructure and Application Development



Project Implementation

- ❖ Time Saving
- ❖ Cost-effectively
- ❖ Matching the right consultant with the right client,
- ❖ Staffing solutions business
- ❖ Delivering value to our clients
- ❖ Operate with lightning-fast response
- ❖ both to our clients and consultants

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SAP Implementation

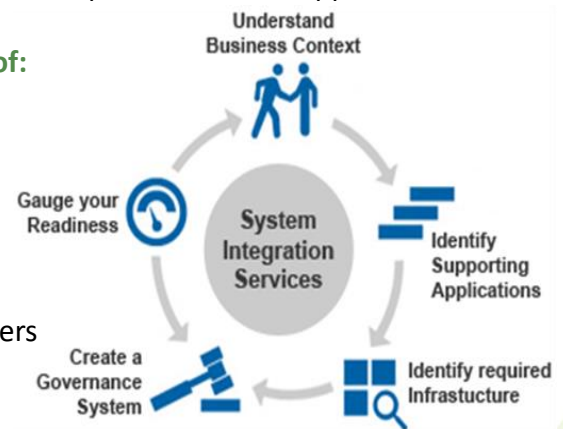
Zirlen' proven implementation methodology and uncompromising emphasis on standards and processes translate into robust SAP implementations for your business. Our SAP consultants have global experience, having delivered high-quality SAP implementations within time and budget for customers across geographies. Our template-based approach optimizes rollout duration and leverages our experience in multi-country rollouts. The result – faster rollouts while maintaining standard business practices across geographies. This helps create better ROI for our clients.

System Integration

Our integration services help enterprises to build a common framework by integrating new and existing technologies, business processes, workflows, disparate data and applications.

Our System Integration Services cover the areas of:

- ✓ Business Intelligence and Data Warehousing
- ✓ Customer Relationship Management
- ✓ Web Content Management
- ✓ Application Management
- ✓ Enterprise Development and Security
- ✓ Global Delivery Services
- ✓ High availability applications and database servers



Core Competencies

Project planning

Project management

Design or implementation of application programming interfaces

Custom Development / Enhancement

A wide range of custom programming skills involving the latest and most effective development technologies, such as .NET (ASP.NET, C#, VB.NET), XML and many more. This to a great extent defines the quality and reliability of the custom software applications that we develop.

Software Application Services

Zirlen Optimization Services help you make the most of your software applications. Zirlen's optimization services include on-demand labor and maintenance for all your critical software applications, annual or extended support agreements or complete outsourcing of specialized software engineering projects – whatever you need to effectively optimize your operation's productivity and maximize your bottom-line. Our services will analyze your specific requirements, available budget, long term goals and custom design software application that will meet your needs.

Product Engineering

Our Product Engineering services address customer requirements across the spectrum of the software product development life cycle – APD and PM

Accelerated Product Development (APD)

Zirlen teams work on multiple technologies and have extensive experience in product design/development and associated processes such as configuration management, release management, change management, etc.

Product Management (PM)

Zirlen's Product Management service offering provides extensive maintenance services for products. These include enhancements, incremental releases and second and third level technical support helpdesks for resolving issues encountered by users. A robust defect tracking and resolution process and a specialized testing team support these services. Product Management has offerings covering the growth and sunset cycle of products.



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Re-Design & Migration

Our Re-design services enable existing IT applications and products to leverage the latest technologies to enhance business functionality and performance. Solutions include:

Portfolio Analysis

- Analysis and Rationalization
- Restructuring and Partitioning
- Roadmap Definition

Migration Services

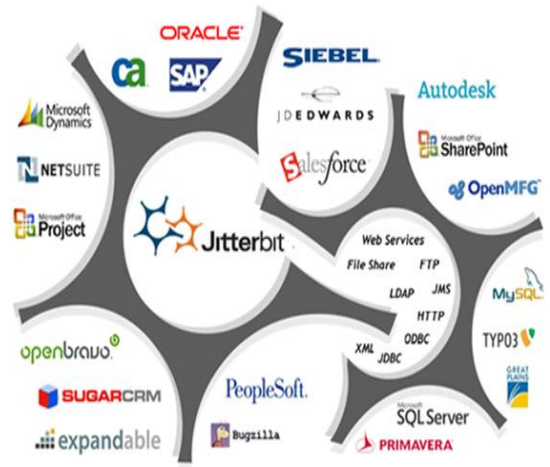
- Legacy to Next-generation Platforms
- Migration to Open Source

Extend Services

- Feature Enhancement
- Internationalization
- Legacy Wrapping

OA Enablement

- Definition of vision, strategy, and business goals
- Business and technical architecture
- Implementation



Application Re-engineering

Application Mining services provided by Zirlen are designed to help companies to reverse engineer, document, and manage applications in a cost effective manner. Our approach includes long-term life cycle support through Application Knowledge Management process. Development teams spend considerable time and effort to understand existing code. Zirlen can help to analyze, traverse, edit and document the application code, helping IT teams in maximizing their ROI on code development and maintenance.

Application Re-engineering Methodology



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Our Application Mining process covers wide variety of technical platforms including all major databases and development tools such as Visual Basic, Visual C++, PowerBuilder, Oracle Developer, PL*SQL, Pro*C, Web development tools, C, C++, Java, and Script languages Zirlen typically maintains high quality standards combined with reliability and Security of information flow between its US Office / Client as well as the development facility in India.

Support Services – Overview

Zirlen offers support programs with priority response, electronic support, and optional enhancements. Zirlen state-of-the-art electronic support provides automated system monitoring to protect against costly downtime.

Application Maintenance

Zirlen's application management services comprise post-implementation maintenance, support and enhancements through maintenance plans that identify and remove potential threats to overall system stability. Our application management services deliver the following benefits:

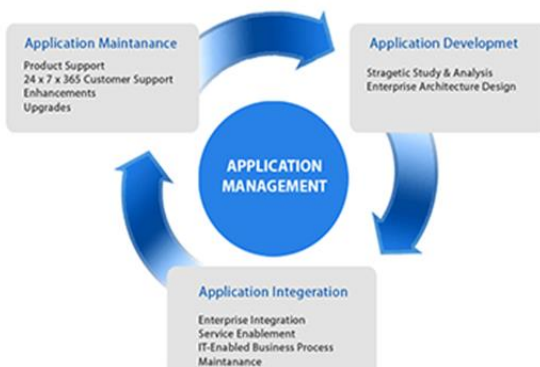
- ☐ Optimum resources management
- ☐ Reduction in total cost of ownership
- ☐ Guaranteed service levels
- ☐ Faster time to market for new initiatives



Our application management process consists of three phases:

- ☐ Preparation and planning
- ☐ Knowledge transfer
- ☐ Steady state

All the three phases emphasize on production support, performance management, change management and continuous enhancements. From the beginning of an engagement, we ensure that the mutually agreed performance levels in terms of price, quality, productivity and services are achieved.



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Deployment and Customer Support

In this phase the System/Site is deployed on a staging server and made available to the client and partners for beta testing and feedback. Production servers are configured and the System/Site is deployed to production servers. The Quality Assurance team goes through a final round of testing on the production servers and launches after client approval.

Management Consulting

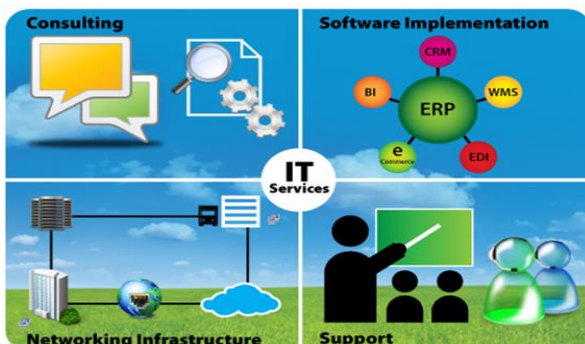
Zirlen leverages a distinctive combination of industry expertise, technical depth and differentiated services to deliver the benefits of world-class management consulting to our clients. Through our industry-specific management consulting expertise, we can help you to develop and execute business strategies based on the clear and consistent understanding of your business

Business Process Outsourcing (BPO)

Zirlen's global BPO solutions cover a wide range of diverse business needs.

Services Offering

- ✓ IT help desk
- ✓ CRM Support
- ✓ Inbound customer care
- ✓ IT Tech Support
- ✓ Data Management
- ✓ Managed Services
- ✓ Data Integrity services
- ✓ Data Analytical BPO

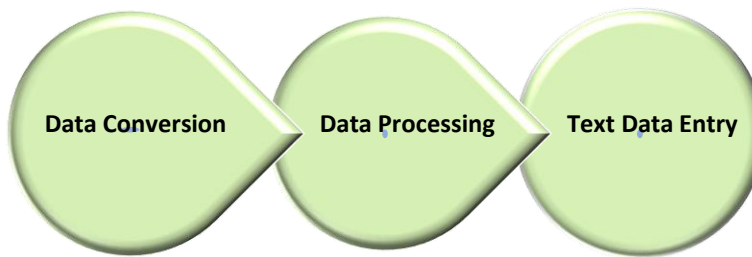


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Data Management

Zirlen Technologies provides a separate and managed answer to capture, digitalize and convert massive volumes of information into a format that is beneficial, flexible, simple to manage and may facilitate your build vital business choices. unitedly without strategic partners, we've many years' expertise in knowledge entry and conversion solutions.



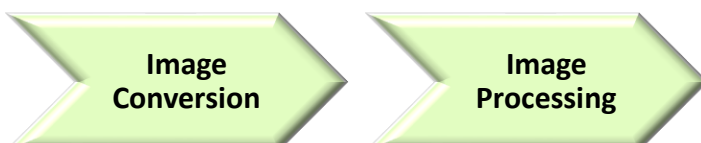
Benefits

Capturing and storing your company documents digitally can prevent time and cash, dramatically improve potency and provides you a grip on the competition

- Virtually eliminate excess paper from your offices
- Dramatically scale back valuable document storage prices
- No-one would like for specialist paper storage facilities
- Make higher use of workplace house
- Save thousands of man-hours once a year by eliminating labor intensive looking and retrieval of paper documents
- Store thousands of documents on one compact disk
- Immediate access to all or any your company files via your computer or LAN
- Access your knowledge from anyplace within the world via the web

Image Management

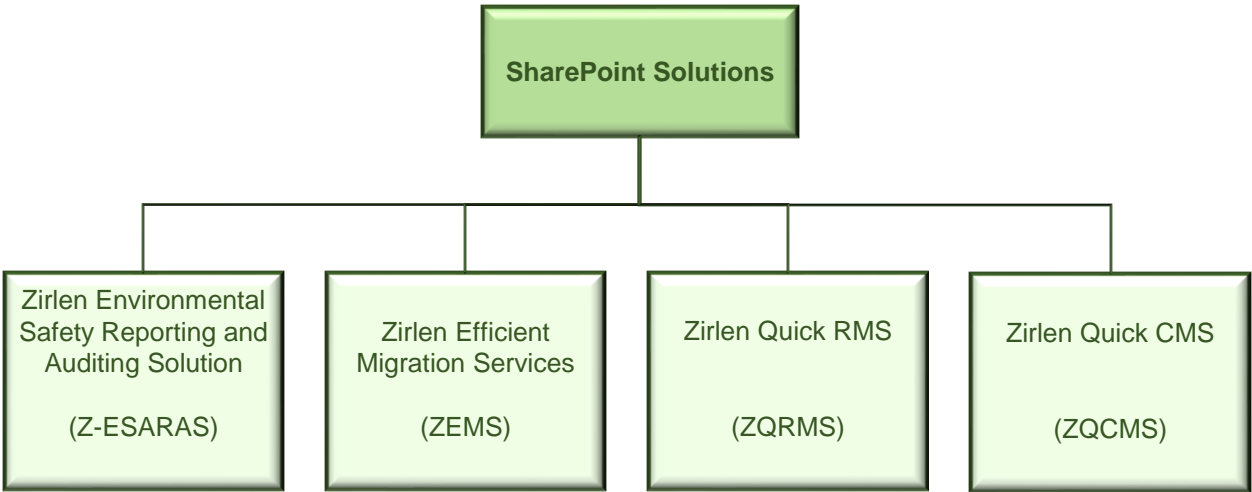
In Zirlen Technologies, there's an outsized pool of proficient operators that perform process work with high accuracy and deliver top quality results for image processing services. we've developed a singular and tested technique to approach image process



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Our SharePoint Solutions



Microsoft SharePoint 2010/2013 Solutions

Zirlen Environmental Safety Reporting and Auditing Solution (Z-ESARAS)

Z-ESARAS consolidated reporting and auditing helps companies not only managing incidents but also helps management decision in implementing preventive measures.

Main features of Z-ESARAS:

- Incident Reporting by any individual
- Automated Notification
- Incident Management
- Incident Tracking
- Custom Reporting



Zirlen Efficient Migration Services (ZEMS)

SharePoint 2013 provides

- Collaborative workspace
- Mobile Access
- Centralized information storage and
- Simplified Custom Applications

The benefits of SharePoint 2013 migration

- Cost reduction benefits
- Conduct business from anywhere
- Any device in a secured environment

Zirlen Efficient Migration Services (EMS) provides SharePoint migrations for different versions as listed below. All migrations assume that the destination platform will be SharePoint 2013.

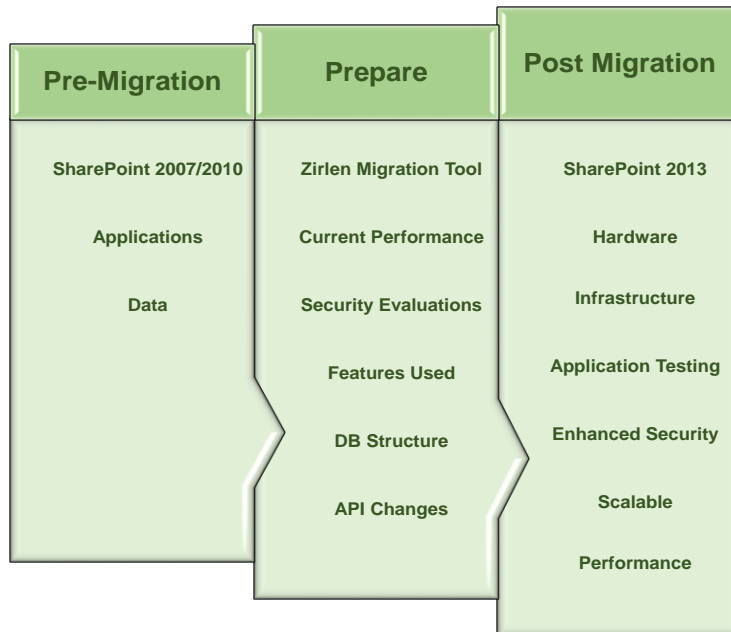
Two main criteria for successful migration are understanding Current Infrastructure and new business requirements in destination platform. Zirlen's innovative 'Zirlen Inventory tool' provides comprehensive Inventory of existing system. Below picture illustrates entire migration service

Source Version	Interim Version/s	Target Version
SharePoint 2003	2007-2010	SharePoint 2013
SharePoint 2007	2010	SharePoint 2013
SharePoint 2010	N/A	SharePoint 2013

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Zirlen Efficient Migration Services (ZEMS)



To make sure business continues without any issues on Day 1 after migration, along with the Information gathered by the tool, an understanding of current business environment and requirements is essential. This helps in accelerated adoption after migration. It is very important to account for

- Business
 - On-line applications
 - Critical features used
- SLA's for customers (internal/external)
 - Organizational Structure
 - Flat vs Hierarchal
 - Features used by different departments
 - Inter-dependency between departments

A framework for Share point 2013 can be laid out with above exercise and information gathered from 'Zirlen Inventory Tool'.

Zirlen Quick RMS (ZQRMS)

Zirlen Quick RMS is standards based Record Management System which extends the record management capabilities of SharePoint 2010/2013. Our extensions, prebuilt event listeners, timer jobs and workflows take record management and compliance to the next level. Our solution includes

- Record Identification
- File Plan
- Record Collection Strategy
- Record Retention (physical and electronic)
- Record Destruction

Our team has experience in using most established third-party tools on all these platforms in understanding functionality, capability mapping them to new platform capability. This service is provided in two phases. A fixed time and fixed price analysis phase and a well-defined proposal based implementation phase.

Zirlen Quick CMS (ZQCMS)

Zirlen Quick Content Management System extends our technology used in ZQRMS. It includes all the technology used in ZQRMS and adds eDiscovery. Our solution includes

- Information Discovery
- File System Migration
- Document Scanning Solution

Contract Resources Time & Materials Contingent and Interim Staffing 2 Weeks Guarantee Background & Reference Check	Contract-to-Hire Flexible Conversion Schedule Motivated by Quality not a Fee Try before you Buy Guarantee Schedule Background & Reference Check
Project Resource Solutions Dedicated Team Right Sized Just-in-Time Staffing	Direct Hire 60 Day Guarantee Background & Reference Check

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Staffing Highlights

35 years of combined experience within: Information Technology, Staffing and Outsourcing.

Facilities

U.S., India

In-house training – Capability – 50 simultaneously

Video conferencing

24x7 availability–Support and client/project coordination

Core Competence

Models for multiple demands and budget constraints

Global positioning–Global pricing

Executive Recruitment

Permanent Placement

Contract to Hire

Staff Augmentation

Verticals

Local and Global partnerships

Banking, Financial Services & Insurance

Healthcare & Life Sciences

High-Tech & Manufacturing

Retail/CPG

Government/County and Federal Sectors

Energy/Drilling & Exploration sectors



Technology Staffing Solution–Our services

Temporary Staffing

Temporary to Permanent Staffing

Permanent Staffing



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Temporary Staffing

From Pioneer to Leader

Zirlen Services has provided businesses with highly qualified professionals to fill short and long-term temporary and contract positions. Zirlen places temporary employees with premier companies around the world

Contact us for more information on how we can provide highly qualified employees for your contract positions.



Make Better Hiring Decision

The best way to predict a candidate's success is to observe that person in your organization, interacting with other employees and communicating with your customers. With Zirlen's temporary-to-permanent staffing solution, you can see a candidate in action, and develop a true understanding of his or her skills and capabilities. Then, only successful performers transition to permanent employment status.

Through our temporary-to-permanent hiring strategy, you will experience:

1) Improved Workforce Performance

- Only successful performers transition to permanent employee status
- Transitioned employees already know the job and your company
- Successful employees are more likely to be satisfied, and higher performers

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2) Cost Savings

- ❖ Voluntary and involuntary turnover are reduced
- ❖ Decreased recruiting costs through experience-based hiring
- ❖ Workload is being met during the hiring process
- ❖ Greater control over the hiring process, including reduced time-to-hire

Notably, approximately 40% of Zirlen associates receive permanent job offers following a temporary assignment. Let Zirlen find candidates with the skill sets and work style your organization requires. Then, build a better workforce with proven performers who can contribute to your bottom line.

Permanent Staffing

Zirlen's permanent staffing solutions give you access to fully screened and qualified candidates in any industry of your choice. We have a strong team of consultants who dedicate themselves to helping your company achieve its business objectives. Our process is foolproof and ensures that we offer our clients the best candidates at any level, with the fastest turnaround time.

What We Do

Before we start looking for candidates, we first study your requirements in detail, undertake comprehensive research on the industry, and create interest around your company to attract the best talent.

Our experience in permanent staffing services and the network of recruiting experts use client specific and consultative strategies to pick out just the right fit for your company's culture and business needs. We have a streamlined sourcing and delivery process which minimizes all costs that are usually incurred when you recruit, on-board, and train new employees.

Methodology



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Shortlisting and Verification of Candidates

Once we identify a few candidates, we will start with customized interviews to start the shortlisting process. The top candidates will have the hard and soft skills that are necessary for the profile. We also conduct a background check, and verification of work history and professional references.

Out of this pool, we select the most suitable candidates and forward you their profiles. We work closely with you to help you select the best candidate and finalize the job offer.

Finalizing the Job Offer and Follow-Up

We will also help you with the final job offer, managing negotiations, and securing the signed offer letter from the candidate. We also have an ongoing follow-up process where we work with you and the candidate to ensure that the on boarding process goes without a hitch.

In the dynamic market today, it is hard to find reliable talent that meets your unique needs. Zirlen consulting solves your staffing problem by sourcing and recruiting the best candidates who have the potential to become permanent assets for your organization.

Our HR Recruiters Deliver Outstanding Hiring Results

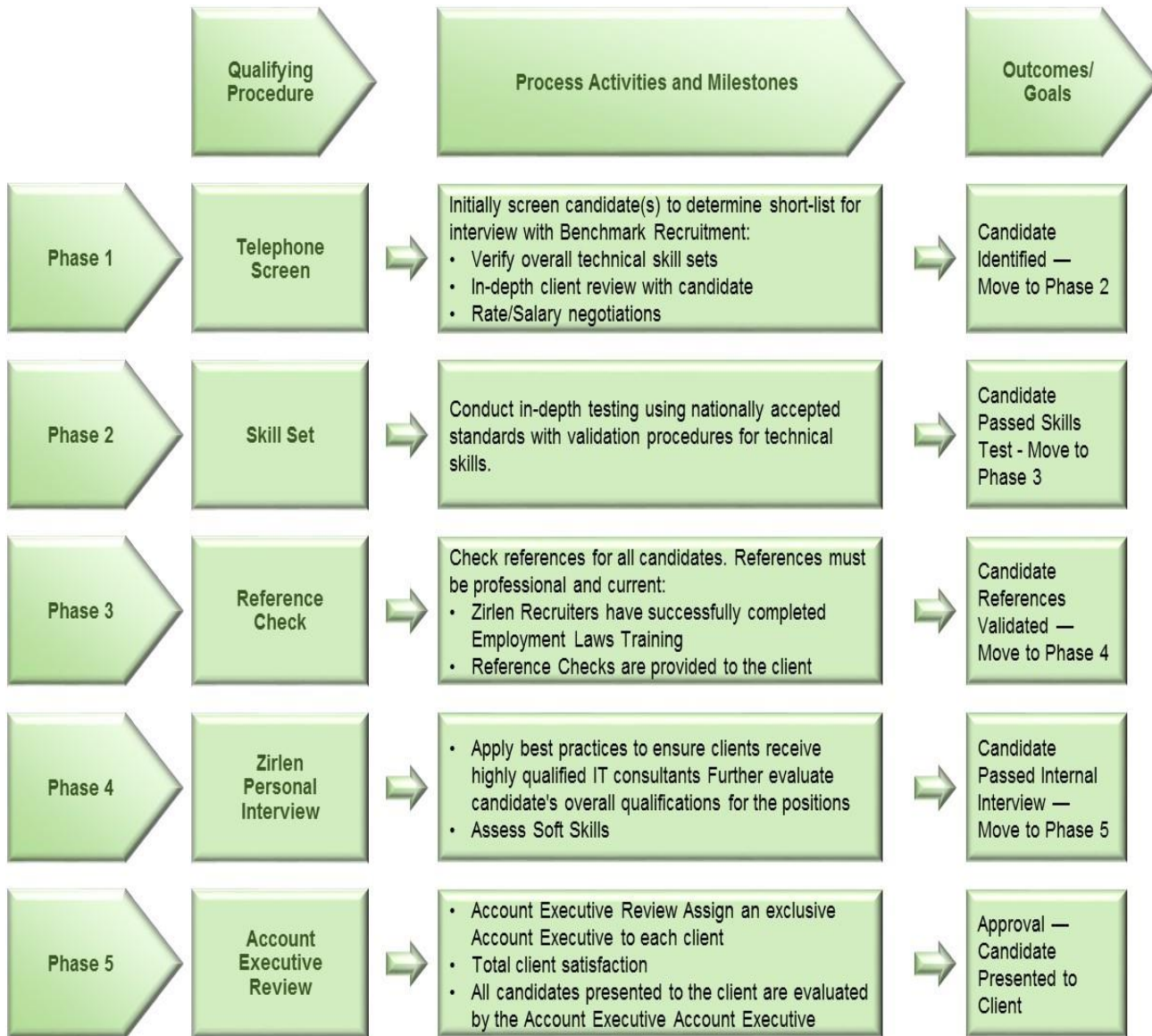
Our search services to the requirements of individual projects, enabling our teams to best help clients and candidates achieve their business and professional goals. Regardless of the approach, Zirlen's knowledgeable search experts, collaborative culture, and rigorous methodologies drive competitive advantage. Discover what's right for you and your business.



Workflow Chart



Workflow Chart(Continued)



Human Resources Recruiting Locations

People are the lifeblood of business, and Zirlen's human resources recruiters work both locally and worldwide to deliver the HR talent that builds, shapes, and drives exceptional teams.



Client Centric Recruiting

- ✓ "Can do" Attitude
- ✓ Client goals are our goals
- ✓ High Level of Integrity
- ✓ Strong Work Ethic
- ✓ Sense of Speed
- ✓ Open Communication and Transparency
- ✓ Results Focused
- ✓ Attention to Detail
- ✓ Team Work
- ✓ Self-Improvement
- ✓ Great People!

Client-Centric Approach



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Cost Savings Strategies

- Centralized Corporate and Off-Shore Support
- Reduced Dependence on Sub-Contractors
- Hire Fulltime Employees rather than Hourly Contractors
- Resolving Issues in a Timely Manner
- No Conversion Fee after 6 Months
- Reduced Markup
- Resource Term Discount
- Contract Length Discount
- Volume Based Discount
- Comprehensive Background Checks and Drug Screening
- Reduced Recruitment and Advertising Costs

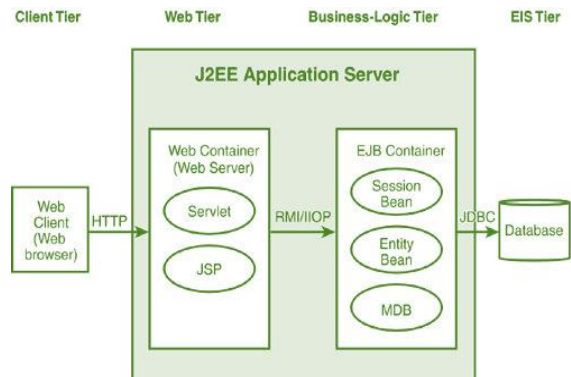


Success Stories

Recruiting Expertise:

Enterprise Architecture

- ☐ Application Integration and Middleware
- ☐ Infrastructure Management/ Digital
- ☐ ERP & Business Transformation
- ☐ Analytics & Information Management
- ☐ Emerging Technologies
- ☐ Leadership



Infrastructure Example Placements:

- ❖ Java/J2EE Enterprise Architect
- ❖ ASP.NET, C#/.NET
- ❖ Oracle EBS Business Transformation Architect
- ❖ BI/DW Practice Manager
- ❖ Enterprise Security Practice Manager
- ❖ Cloud Applications Architect
- ❖ Big Data Architect
- ❖ PeopleSoft Technical/Functional
- ❖ SAP Technical/Functional
- ❖ Salesforce Technical/Functional
- ❖ Infrastructure Architecture/Engineering/Support/Admin



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Industry Coverages



Power



Oil and Gas



Financial Services



Education



Manufacture



Healthcare



Government



Technology

Clients

Our Partial Client list

- Harris County
- JPM Chase
- BP
- Shell
- Sodexo
- Southern California Edison
- HP
- ECom
- Kforce
- @Business
- Lighthouse
- Modis
- Houston Community College

