

# InnoVinn People

IT Outsourcing Solutions

About Us 2  
Mission and Values 3  
Areas of Expertise 4  
Technologies 5  
Services 7  
Solutions 10  
Guaranteed Successful Delivery 11  
Our Benefits 11  
Infrastructure 12  
Management Team 13  
Contact Us 14

## About Us

InnoVinn People offers professional information and technology outsourced solutions to help companies like yours reduce operational costs and access world class software and hardware development capabilities. We specialise in enterprise application development, system integration, business automation tools and hardware design with expertise in financial, telecom and media industries across Europe and the United States.

### Rapid Software Development

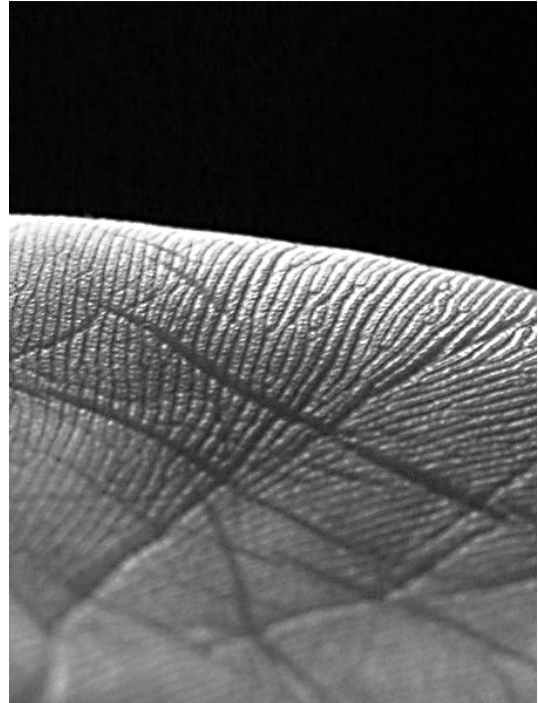
InnoVinn was established in 1990 to address the need for rapid, cost effective project based hardware and software development. With more than 250 full-time IT professionals on site, we can provide your business with a dedicated team of professional engineers and software developers. Our stringent high quality services ensure your business objectives are met on time and within budget.

### Proven Business Model

From requirements capture throughout development and rollout, InnoVinn People has a flexible and proven business model. Our off-shore resources and professional approach to project management allow us to offer the most cost effective solutions, best in class performance to our customers with access to state-of-art technologies. InnoVinn People has been developing a set of Quality Assurance guidelines for business processes based on the best industry practices and quality standards (**ISO 9001:2000**). Compliance with established requirements, standards and procedures is evaluated through process monitoring, product evaluation, audits and testing.

### Delivering Improved Performance

Whatever you business problems, InnoVinn People can manage the most complex requirements. InnoVinn People provides you with access to the right resources, knowledge, experience and expertise. Our innovative developments, strategic alliances and commitment to quality delivers improved product reliability and performance.



Quality Solutions  
Trusted Partner

# Mission and Values

Our mission is to add value to your business through high quality, world class offshore services. We help our clients achieve their business objectives by providing innovative & best-in-class IT solutions and services. We are driven by a set of closely held values and business principles that are focused on learning and continuously improving our capabilities to drive improvements in quality and productivity for our clients.

▶ **Expertise**

Although we live in a knowledge based economy, we understand that knowledge not power. It is action based on knowledge that delivers real power. So we make sure that all our people are experienced professionals with years of expertise developing customised, fully integrated systems; investing in the latest technologies to ensure we take the necessary action to deliver powerful results for your business.

▶ **High Quality**

Quality is king in the production of enterprise scale systems. This is why our quality consultants are involved in every step of the development process. We have developed a repeatable, effective software development process and a well-proven testing methodology, which ensures the high quality of products and successful delivery to our global clients.

▶ **On-time Delivery**

We implement and deliver your projects on time thanks to our experience, our talented programmers, our testing tools and our proven project management capability. You don't have to take our word for it, because we have received excellent customer evaluations for on-time delivery, correctly implemented functionality and usability.

▶ **Understanding Your Business Needs**

Our experience has proven that understanding your business is critical to successfully meeting your requirements. We recognise that each of our customers has unique requirements and our flexibility to deliver custom solutions is a real competitive advantage.

▶ **Confidentiality and Security**

We guarantee a high degree of confidentiality and security in every project. All client information remains strictly confidential and totally secure.

▶ **Taking Responsibility**

We take the initiative, make decisions and assume responsibility. We acknowledge mistakes and learn from them.

▶ **Enthusiasm and Passion**

Business should be fun. The happier we are the more enthusiastically we face new challenges and the more passionate we are about reaching our vision.

▶ **Openness and honesty**

This is an important attribute of our business. We must be honest with ourselves, our customers, our suppliers and each other.

# Areas of Expertise

## Telecommunication

- ▶ Telecom and internet solutions
- ▶ Communications software
- ▶ Billing systems
- ▶ Telecom switching solutions
- ▶ Network management and control
- ▶ Network monitoring and analysis
- ▶ Testing and measurement systems.

## Client/Server Applications

- ▶ Billing systems
- ▶ Database technologies consulting and development

## Hardware Design

- ▶ Hardware design and manufacture
- ▶ Single-layered, double-layered, and multi-layered boards.
- ▶ Power supply units development
- ▶ CAD-CAM systems
- ▶ Electronic devices
- ▶ Microprocessor controllers
- ▶ Analogue/digital and digital/analogue signal conversion
- ▶ Real-time signal processing

## 3-D Scanners and Image Processing

- ▶ 3-D shape control systems
- ▶ Surface measurement systems
- ▶ Fringe pattern analysis systems
- ▶ Image processing and analysis systems

## Internet Programming and Web Design

- ▶ E-commerce solutions
- ▶ Website development and support solutions

## QA Testing and Product Integration

## Engineering Documentation Management

# Technologies

## Operating Systems

MS Windows NT/9x/2000/XP/CE  
 MS Windows Mobile  
 MS Vista  
 Unix, Linux  
 FreeBSD  
 MacOS  
 SunOS, Solaris  
 PalmOS  
 SymbianOS  
 RTOS

## Coding Languages

C/C++/Embedded C, C#  
 Java/JSP/JavaScript  
 Basic/Visual Basic/VBScript/VB.NET  
 ASP, ASP.NET  
 PHP, Perl  
 Pascal/Object Pascal  
 Forth/Embedded Forth  
 Fortran, Python, IDL  
 Assembler

## Network Protocols

TCP/IP, HTTP, FTP  
 SMTP, POP3, IMAP, IPX/SPX  
 SOAP, RPC  
 SS7, DSS1, CAS, Abis, LAP  
 Ethernet, Ipv4  
 TCP, UDP  
 SIP, SIP-T  
 SIGTRAN  
 RTP, RTCP  
 MGCP, Megaco  
 VoXML, CSTA

## Databases

Oracle  
 MS SQL  
 DB2  
 Sybase SQL  
 ADO.Net  
 Informix  
 MySQL  
 PostgreSQL  
 MS Access  
 Lotus BD

## Embedded Development

Embedded processors/controllers  
 Industrial controllers  
 AD/DC motor controllers  
 Steppers controllers  
 RS232  
 RS485  
 I2C, SPI  
 USB  
 Peripheral devices for PC

## System Development

Win 32 SDK  
 Windows NT/2k SDK  
 Windows CE SDK  
 Platform SDK  
 RealPlayer SDK  
 Windows Media Encode SDK  
 MS Speech SDK  
 Multi-processing  
 CORBA  
 COM/DCOM  
 OLE, ActivX  
 RPC  
 MMSYSTEM/MCI  
 Networking  
 MS .NET Framework  
 System services, Daemon  
 Kernel Mode Drivers  
 SDI, MDI  
 Multithread SDI

## Technology Platforms

.NET  
 J2SE  
 J2EE  
 J2ME  
 Lotus  
 Coldfusion

## Processors and Devices

80x86/80x86 EC, 80x51/80x  
52/DS89C4xx/AT89Cxx/C8051Fxxx  
80c96/196  
MC68xx/MC68xxx  
MSP430Fxxx, TMS320xxx  
AVR (AT90Sxxxx, ATTinyxxx, ATMegaxxx)  
PIC (PIC1xFxxx) , Scenix (SX20/28/52)  
PAL, GAL, FPLD, CPLD  
SRAM, DRAM, FLASH, FRAM, EEPROM

## Software Development Tools

MS Visual Studio  
Borland Delphi  
Borland JBuilder  
PowerBuilder  
IntelliJIDEA  
Eclipse  
NetBeans  
IBM WSAD  
IBM RAD

## Graphics Development

OpenGL, Direct3D/DirectX  
3D Math, 3D SFX  
Flash/ActionScript  
2D/3D games  
2D/3D engines  
Torque  
Nebula

## Design Tools

PCAD  
AutoCAD  
MS Visio  
Oracle Designer  
Lotus Designer  
Electronic Workbench  
Altera MAX Plus

## UI Technologies

MFC, ATL, QT, WTL, ActiveX  
Win32 API  
AWT, Swing  
Multi-skin applications  
Multi-language components  
GUI components

## WEB Technologies

HTML, XML, XSLT, JavaScript, VB script  
WML/WML script  
ASP, ASP.NET, CGI, PHP, Perl, Flash  
ActiveX, ISAPI extensions  
JSP, Java applets/servlets  
Struts, Faces, Portlets  
AJAX applications

## Project Management Tools

MS Project, MS Project Server  
MS Team Manager  
MS Share Point  
Rational Unified Process  
Rational ClearQuest  
Rational Rose  
SourceSafe  
Track Gear  
SilkTest  
TestDirector  
Bugzilla  
Surround SCM, TestTrack TCM  
CVS, SVN  
Perforce

## Graphic and Document Design

Adobe Photoshop, Adobe Illustrator,  
Adobe Acrobat  
Macromedia Flash, Macromedia Director  
CorelDraw  
Pagemaker  
3D Studio Max  
Microsoft Office  
Open Office  
Star Office

## Services

As an offshore outsourcing company, InnoVinn People is able to provide our customers high quality services at more competitive price. We are a client-centered organisation, and our highly skilled development teams provide you with tailored solutions that best fit your business and technology needs.

It is our mission to help you realise your vision. If you are looking for a hardware-software outsourcing service provider with high level service at competitive international rates, InnoVinn People is the right choice for you.

We can offer you the following services:



### ■ Software Development ▶▶▶▶

InnoVinn People delivers robust, scalable and cost-effective software solutions. A team of world class professionals offer you proven expertise to ensure the quality and reliability of the products and business applications we develop for you based on state-of-art technologies.

Our product management and software development processes meet **ISO 9001:2000** requirements. InnoVinn People uses up-to-date software development tools, the latest project management techniques and software engineering practices, thus meeting the many IT challenges of our customers.

The main benefits are:

- ▶ Reduced product development costs through offshore development and gain a winning edge against competition.
- ▶ Faster time to revenue by getting your products to market sooner.
- ▶ Improving your competitive position by allowing your business to focus on strategic priorities such as next generation products.
- ▶ Effective management of peaks and troughs at different stages of your product lifecycle.
- ▶ Growing your revenue by extending your products to new technology platforms.
- ▶ An established offshore development centre allows you to focus on your core business whilst taking advantage of the financial benefits that outsourcing delivers.

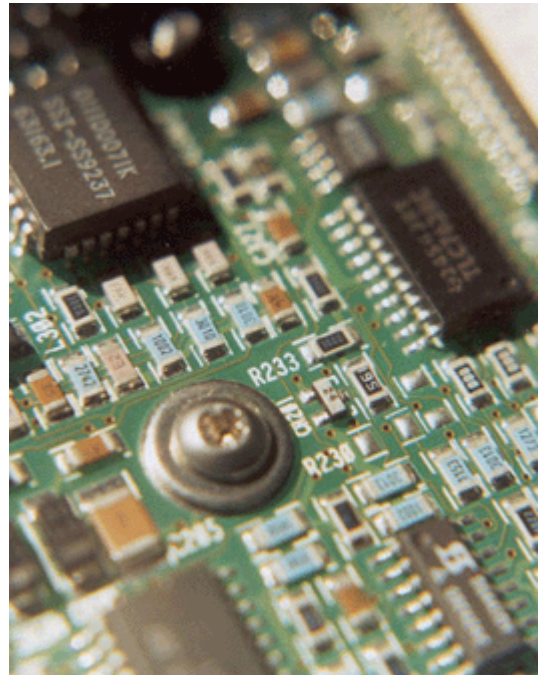
## ■ Hardware Design ▶▶▶

In addition to InnoVinn's core software design services we also provide expert hardware design services in cases where it suits our client to subcontract the entire hardware/software system design to a single provider.

InnoVinn People can design, engineer, manufacture and package hardware for all architectures - from established to cutting-edge technologies. We have been in the board business for years, providing hardware solutions to the telecommunication industry.

We provide following expertise:

- ▶ Design of single-layered, double-layered and multilayer boards.
- ▶ Testing requirements for the electric, electromagnetic, mechanical and thermal characteristics of boards.
- ▶ Detailed design with attention to the peculiarities of printed circuit assembly (technological peculiarities of installation and methods of components soldering on a printed board, including surface mounting technology).
- ▶ Use of elements for creation of connection layout according to USCD of own design (more than 1000 components).
- ▶ Multitude of additional modules, which are necessary to provide the customers inquiries: aligners of different interfaces, test and bench-top devices etc.



## ■ Research and Development ▶▶▶

InnoVinn People provides a wide range of scientific research particularly in areas of applied mathematics and optical physics. Our highly professional scientists are able to investigate the needs of your industry and suggest a number of solutions based on the theoretical background of a particular task with a combination of experimental data and our own proven experience taken from other systems designed by InnoVinn.

We are open to research and development proposals in scientific areas where we have not yet travelled. We are confident that our knowledge and expertise will help to provide the best solutions for your specific industry needs and customer requirements.

## ■ Offshore Test Centre ▶▶▶▶

To mitigate risks and minimise costs, many companies are turning to independent test organisations to support their development and testing needs. InnoVinn People has the expertise and global footprint to help you design and build your test teams and programs offshore.

Our offshore delivery centers allow us to design an independent test center for your business that will reduce cost and maximise efficiency.



InnoVinn People experts work with clients to develop customised solutions from developing quality assurance processes through becoming their outsourced testing center. We provide:

- ▶ **Deep Experience**  
We have likely addressed similar challenges in the past and can call on vast resources to resolve issues.
- ▶ **Best Practices**  
Best practices that are proven within our clients operations and the industry.
- ▶ **Talented Teams**  
Worldwide teams of talented QA Consultants, Test Architects, Test Leads, Automation and Test Engineers and Project and Program Managers.
- ▶ **Expertise**  
Expertise in a wide array of commercially available tools including Mercury, IBM Rational and Segue. Where required, we have developed tools to accommodate specific needs.

## ■ Building Dedicated Hi-Tech Teams ▶▶▶▶

InnoVinn People has developed a service model for creating and managing teams of professional employees dedicated to a specific client's work. We provide recruitment, employment, management and training of staff, which will become a team totally dedicated to a specific clients needs. A strong recruitment policy with rigid testing along with high salary incentives enables InnoVinn People to identify and hire well-qualified employees.

We closely co-operate with major local universities, technical institutions and software development companies. So far, we have a databank of technical specialists, programmers, software architects, QA engineers, business analysts and managers that are, in fact, our potential employees. We are able to create teams according to your requirements (skills, experience and number of employees) that can be managed either by you, our customer or by our managers.

# Solutions

## ■ Telecom Billing Solutions ▶▶▶▶

Telecom billing and call accounting can help manage costs, improve productivity and increase revenue. Understanding and controlling telecommunications costs has become a key concern for business executives and IT/Telecom managers. It has become increasingly difficult with the proliferation of complex next generation technologies, overwhelming choices and vendor support problems. A lack of resources and tools all compound the situation.

## ■ Telecom Network Monitoring Solutions ▶▶▶▶

The production of network monitoring Set-Ups for telecom networks started to boom by the mid-nineties. Mobile upstarts all over Europe needed tools to control performance, stability and other parameters of their networks. InnoVinn People provides a number of network monitoring solutions.

### **SS7 Monitoring and Measurement Systems**

Our SS7 systems solution offers a scaleable and geographically distributed system for global monitoring of digital signaling networks. This system serves as a high-powered, robust device for technical support of communication statement service. InnoVinn is one of the leading contractors of "UKRTELECOM" for the implementation of their SS7 National Monitoring Network.

### **Telecommunication System Signaling Analyser**

Telecommunication System Signaling Analyser (TSSA) is a monitoring, measurement and testing solution of Signaling System protocols 7 (SS7), primary networks access PRI ISDN, and also other protocols of an interstation digital exchange GSM with an opportunity of accumulation and further analysis of information. TSSA also carries out reception and analysis of the CAS-Signal System (protocols 2BCK, R.1,5, R2D, 2600 Hz).

## ■ 3-D Surface Measurement Solutions ▶▶▶▶

InnoVinn is a market leader in the research, development and commercialisation of optical non-contact 3-D surface measurement solutions. A number of developed systems allow us to provide accurate non-destructive measurement of 3-D shapes such as reflective automotive glass, car body surface etc. InnoVinn People also provides expert assistance with questions on human body measurements, surface digitization and 3-D scanning for general purposes.

## ■ Telemetry Solutions ▶▶▶▶

Telemetry is the remote measurement or the remote collection of data which can be physical, environmental or biological. Telemetry is typically used to gather data from distant, inaccessible locations, or when data collection would be dangerous or difficult for a variety of reasons. InnoVinn People develops a robust management system for grain-storage temperature fields based on the fundamental principles of telemetry. The developed solution is the most popular on the market and included into the national list of measuring systems of Ukraine.

## Guaranteed Successful Delivery

InnoVinn People is focused on ensuring that all projects meet our customer's requirements and expectations. The following three aspects of our project methodology have been proved to guarantee the successful delivery in our 13 years software development practice.

▶ **Code Quality Assurance**

InnoVinn People has been developing a set of Quality Assurance guidelines for business processes based on the best industry practices and quality standards (ISO 9001:2000). Compliance with established requirements, standards and procedures is evaluated through process monitoring, product evaluation, audits and testing.

▶ **Schedule Assurance**

To ensure projects are delivered on time we have developed a policy that is aimed to provide adequate visibility into actual progress and manage associated deviations from the schedules.

▶ **Budget Control**

We recognise our quotation process is critical to ensuring overall project success. Our weekly work reports will detail clearly how the project is tracking against the agreed budget.

## Our Benefits

▶ **Core Business Focus**

InnoVinn People will understand your unique business needs and then assume full responsibility for the outsourced task so you can focus your time, energy and resources on the core business of increasing sales and market share and expanding into new markets.

▶ **Access to Cutting-Edge Technologies**

InnoVinn People adds value to its Clients' business through our immense hands-on experience and extensive technological know-how.

▶ **Cost Reductions**

Through refined software development process, well-defined Quality Assurance, advanced technologies and an offshore software outsourcing model, InnoVinn People eliminates redundant tasks/costs for its clients.

▶ **Effective Performance**

InnoVinn designs, develops and manages business processes to help clients operate in a better, quicker, smarter and profitable manner and at a lower cost.

▶ **Win-win Partnership**

InnoVinn People is a strategic partner for software development outsourcing. We work with our clients in secure and confidential relationships to ensure mutually beneficial cooperation.

# Infrastructure

## ■ Development ▶▶▶▶

- ▶ Our corporate Headquarters are located in an eleven storey modern building located at the heart of one of the fastest growing IT locations in the Ukraine.
- ▶ Fully equipped development facility with the latest software development tools and hardware infrastructure, and complete with a 24 hour power backup.
- ▶ Large technical library, which contains periodical technical magazines, books, electronic archives.



## ■ Communications ▶▶▶▶

- ▶ High speed network with 24 hours Internet connectivity and excellent backup support.
- ▶ Conference facilities.
- ▶ Internet and e-mail access to all team members.
- ▶ In-house training facility

## ■ Security ▶▶▶▶

All facilities are highly secure through restricted access, network security by firewall implementations and other isolation mechanisms.

# Management Team

## **Olga Skydan** - President and Director of External Relations of InnoVinn Group

EMBA, International Institute of Business, Kyiv  
Ph.D., Mathematical Modelling, Vinnitsa State Technical University, Ukraine,  
2001  
M.Sc., Computer Science, Vinnitsa State Technical University, Ukraine, 1997

Olga has held the position of Director of External Relations in InnoVinn since 2004. In her position, she is responsible for the development and implementation of company marketing strategy and programs, communicating with customer and representing company to the outside world.

Olga started as system engineer in the company and then moved to management and business strategy development area. She is extremely successful in SWOT analysis of the company and her business solutions about the further company development have had a direct influence on productivity and financial return of the company. Her strong background in Computer Science and IT management combined with experience as Project Strategist gives her a very special ability to develop and deploy IT plans that can achieve strategic business goals. She has extensive proficiency in building, leading and inspiring large teams and businesses.

## **Alexander Skydan** – VP, Technology and Chief Executive Officer

Ph.D., Electro-Optics and Image Processing, Liverpool John Moores University, 2001  
B.Sc., Economics and Personnel Management, Inter-Regional Academy of  
Personnel Management, Ukraine, 1999  
B.Sc., Computer Science, Vinnitsa State Technical University, Ukraine, 1998

With several years of industry experience in execution of various offshore & onshore IT projects, Alexander brings with him a lot of wealth expertise in managing and mobilising project teams, maintaining quality assurance and establishing communication protocols for big international names. He possesses strong management skills that develops leadership, promotes creativity, openness and superior culture in the organisation

Prior to joining InnoVinn People, Alexander worked at the Liverpool John Moores University in the United Kingdom, where he was responsible for research and development of the system for non-contact 3-D measurement of the automotive glass surface for glass making company Pilkington.

## **David Arie** – VP, Business Development

Ph.D., Economics, Moscow State University, Russia  
B.Sc., Computer Science, Kiev Technical University, Ukraine

David has over ten years of experience in building of dedicated teams for a variety of Hi-Tech companies ranging from small business and start-ups to large corporate and international entities. He possesses strong leadership skills exemplified through his experience in international business and outsourcing IT services. David's experience has

developed InnoVinn into an outsourcing services provider that helps partners and clients successfully focus on their core competencies, improve quality, speed time-to-market and increase profitability by setting up development teams offshore.

Prior to InnoVinn, while working for the international company WWIC, David provided large number of projects for Ukrainian IT companies, which earned several millions of USD and increased their value on the international IT market. A number of these outsourcing companies have been bought by large corporations from the west countries. These deals were unique for Ukrainian IT industry in that period of time.

### Miron Figman – Chief People Officer

M.Phil., Applied Mathematics, Moscow Textile Academy, 1990

B.Sc., Mechanical Engineering, Vinnitsa State Technical University, Ukraine, 1982

Miron brings to InnoVinn People more than ten years of human resources and technology management experience. While at InnoVinn Miron has developed a unique personnel selection and integration system that has allowed the company to grow significantly faster over the past few years. The personnel management system introduced and implemented by Mr. Figman is modeled after the best practices employed by the most successful western companies.

In his professional career, Miron has worked with Almir IT company guiding software development teams to implement enterprise level integration products & solutions. In parallel during 9 years he was owner and Sales Director of IT outsourcing company Aura, which developed software for the companies mainly from the USA and Canada.

## Contact Us

<b>Address</b>	14, Kievskaya Street Vinnitsa, 21100 Ukraine	10/1 HaNagid Ramat Gan Israel
<b>Telephone</b>	+380 432 531011	+972 3 6700037
<b>Fax</b>	+380 432 525433	+972 3 6114991
<b>E-mail</b>	<a href="mailto:info@innovinn-people.com">info@innovinn-people.com</a>	
<b>Website</b>	<a href="http://www.innovinn-people.com">www.innovinn-people.com</a>	
<b>Contact person</b>	Alexander Skydan	David Arie

**We appreciate your time in reviewing the information we have provided and we kindly value every opportunity to work with you!**