



square
one

specialist recruitment at its finest

SAP Capability Document



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FOREWORD

This document has been prepared for you (hereinafter referred to as “client”) to showcase Square One Resources Ltd’s (hereinafter referred to as “Square One”) SAP resourcing capabilities.

Should you require any further information, please contact:

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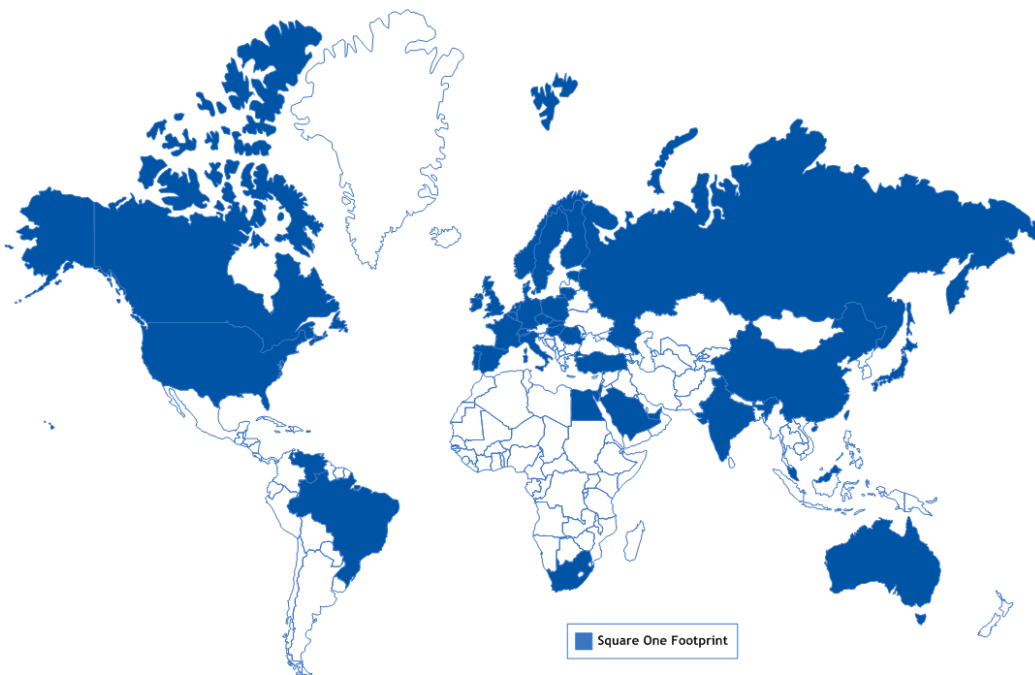
1. COMPANY OVERVIEW

Founded in 1995, Square One is the leading European IT & ERP specialist recruitment partner for locating, engaging and mobilising talent. We have become renowned throughout Europe for our strength, experience and knowledge in sourcing talented professionals (permanent, contract and interim/freelance) with niche IT & ERP skills.

- Our Net Revenue was £79 million in 2010;
- We employ 107 staff;
- We have over 210,000 candidates registered on our in-house database;
- We supply to and command an impressive portfolio of over 500 clients;
- We currently have 755 Contractors placed at client sites across the globe; and
- We supply to over 40 countries across EMEA, and continue to expand our operations.

1.1 Our Geographic Footprint

Square One currently provides progressive staffing solutions to multinational companies in over **40 countries**, across **5 continents**; we continue to expand every year.



As a privately owned independent organisation, our corporate structure offers unique benefits to our clients by facilitating centralised decision making, ensuring consistent implementation of our clients' business objectives in any required location across the globe.

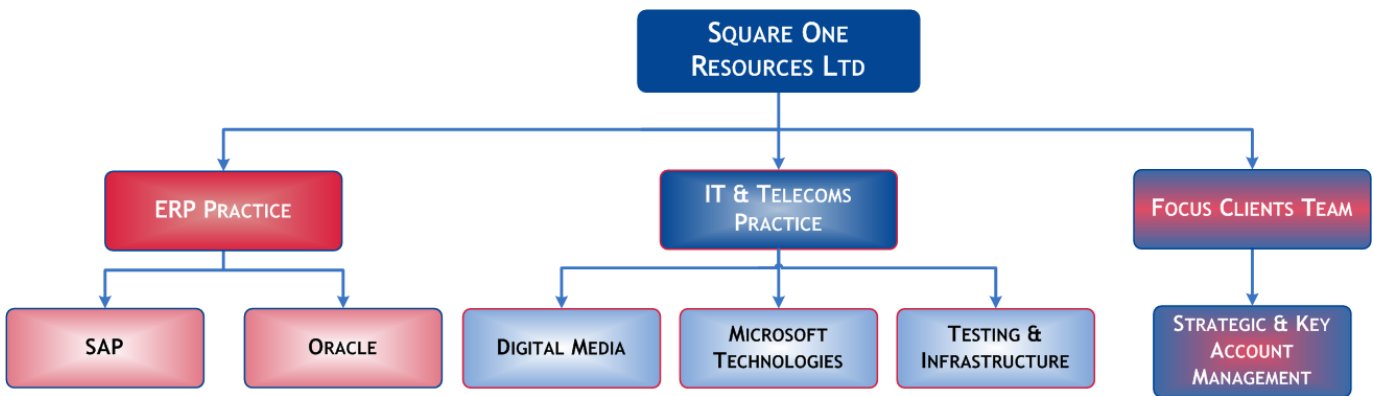
COUNTRIES COVERED

- AUSTRALIA
- BELGIUM
- BERMUDA
- BRAZIL
- CANADA
- CHINA
- CZECH REPUBLIC
- DENMARK
- EGYPT
- ESTONIA
- FINLAND
- FRANCE
- GERMANY
- GREECE
- HUNGARY
- INDIA
- ISRAEL
- ITALY
- JAPAN
- LITHUANIA
- LUXEMBOURG
- NETHERLANDS
- NORWAY
- POLAND
- PORTUGAL
- REPUBLIC OF IRELAND
- ROMANIA
- RUSSIA
- SAUDI ARABIA
- SINGAPORE
- SLOVAKIA
- SLOVENIA
- SOUTH AFRICA
- SPAIN
- SWEDEN
- SWITZERLAND
- TAIWAN
- TURKEY
- UAE
- UNITED KINGDOM
- USA
- VENEZUELA

1.2 Our Business Practices

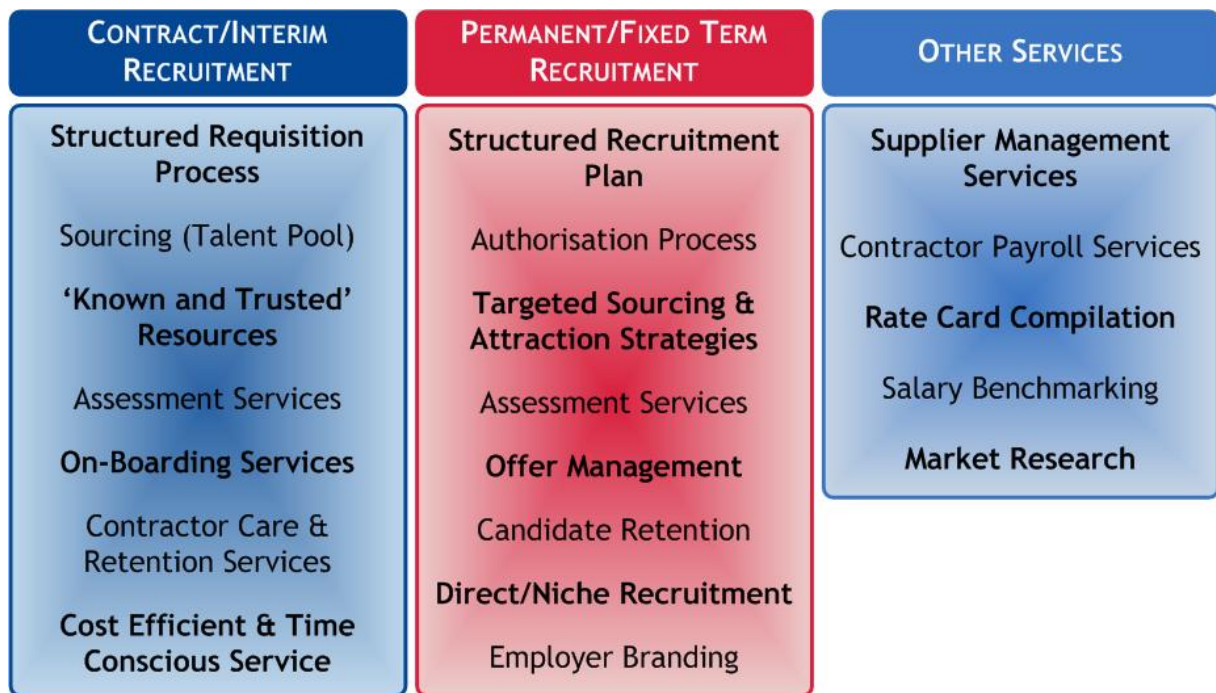
Our specialist business practice areas are organised into the following vertical technology product markets:

1. SAP
2. Oracle
3. Microsoft Technologies
4. Digital Media
5. Testing & Infrastructure
6. Focus Clients











1.3 Our Resourcing Solutions

Our solutions are tailored to suit each client's resourcing needs. We have tried and tested methodologies, processes and best practices ensuring that our clients receive the highest quality of service.



1.4 Partnerships & Affiliations

PROFESSIONAL BODY	MEMBERSHIP/ACCREDITATION DETAILS
	<p>Square One is a certified member of the REC, the body which represents the private recruitment industry in the UK. We are bound by its professional code of conduct. Members must ensure that their operations, both for the home and the overseas markets, are conducted in accordance with the appropriate laws and regulations including The Employment Agencies Act 1973, The Conduct of Employment Agencies & Employment Businesses Regulations 2003, and those relating to taxation and statutory deductions. Should a member not adhere to local laws and regulations, the REC has the power to revoke membership status of the company concerned.</p>
	<p>Square One is a full member of the Association of Professional Staffing Companies (APSCo), the professional body that represents the interests of organisations engaged in the acquisition of business professionals.</p>
	<p>Square One is a certified Oracle Partner via OPN. Please view our page in the OPN Solutions Catalogue: http://solutions.oracle.com/partners/squareoneresources.</p>
	<p>Square One is a certified Microsoft Gold Certified Partner. Achieving gold competency enables us to indicate our best-in-class capability to our customers and other Microsoft partners.</p>
	<p>Square One is a committed partner of the UKOUG; we are working very closely together to achieve a number of goals such as increased market awareness; and marketing through association with the aim of providing a more specialised service to both our customers.</p>
	<p>As part of the UK & Ireland SAP User Group, Square One attends numerous events that cover a wide range of topics relevant to the operation and implementation of SAP software, including presentations by users on their own experiences, and by SAP on the latest developments in their products and services (including pre-launch product information).</p>
	<p>Square One is an affiliated member of the PCG, whose aim is to be the voice of freelancers, working with the Government and recruitment industry to protect and promote freelancing/freelancers, on a local, national and European level.</p>
	<p>One has also been accredited with the Two Tick Disability Symbol status, which recognises our commitment to good practice in employing disabled people. The Award aims to make sure that people with disabilities feel confident that their employer will be positive about their abilities.</p>

We hope that the information contained within this document will be sufficient to provide us with an opportunity to discuss and present our capabilities to you in greater detail. Should you require further information or seek clarification on any of the information provided in this document, please contact us via the details provided on Page 2 (Foreword).

2. SAP PRACTICE

Square One's dedicated teams of experience SAP Contract and Permanent Recruitment Consultants currently serve some of the most high-profile SAP projects throughout Europe. Our involvement in current and upcoming projects creates a rich source of knowledge for our consultants, including an unrivalled understanding of market rates, which continually benefits our clients and candidates.

Our focus on the market has enabled us to build a unique database of skilled, qualified, referenced candidates - many of whom have worked for Square One for a number of years and come highly recommended. Many of our candidates never appear on the open recruitment market as we are able to move them seamlessly from one project through to another.

Square One's SAP Practice Snapshot:

- **20 dedicated country specific Recruitment Consultants** (multilingual);
- Rich database with over **35,000 SAP Candidates**;
- Circa **220 Contractors** on assignment;
- **70 Permanent** placements per annum;
- Supplier to **SAP** in EMEA; and
- Preferred Supplier to **SAP Implementation Partners** across Europe.

SAP MODULES COVERED		
SAP ABAP	SAP AFS	SAP APO
SAP Authorisations	SAP Basis	SAP BI
SAP BW	SAP CO	SAP CRM
SAP CS	SAP DMS	SAP EDI
SAP EH&S	SAP ESS	SAP FI
SAP FS-CD	SAP GTM	SAP GTS
SAP HR	SAP LE	SAP MDM
SAP MM	SAP MSS	SAP Netweaver
SAP PLM	SAP PM	SAP Portals
SAP PP	SAP PP-PI	SAP Project Management
SAP PS	SAP QM	SAP SCM
SAP SD	SAP Security	SAP SEM
SAP Solution Manager	SAP SRM	SAP Testing
SAP Transportation Management Systems	SAP Training	SAP TSW
SAP WebDynPro	SAP WM	SAP Workflow
SAP XI/PI	SAP RPM	SAP Industry Solutions



Our delivery of SAP Consultants to the market covers the whole spectrum of SAP modules and every level of expertise, from Basis Consultants to Technical & Functional Consultants, up to Implementation Managers, Project and Programme Managers. We also provide Consultants with SAP Training, BPM, uPerform and ARIS experience. We are, in fact, a supplier to EPIUSE, Sword, DACG, RWD and to IDS Sheer, who are key players in these areas.

Whilst Square One's database of SAP Consultants is one of the strongest in Europe, we are also adept at sourcing new candidates in skills that are important for our clients, which may perhaps sit on the periphery of our skills base. We invest energy and resources into strengthening our capability to source new skills, to ensure we provide a seamless, high quality service across all skills that are relevant to our clients.

Our Consultants attend numerous events hosted by UK & Ireland SAP User Group throughout the year, that cover a wide range of topics relevant to the operation and implementation of SAP software, and including presentations by users on their own experiences and by SAP on the latest development in their products (sometimes including pre-launch information).



The briefings at these events enable our Recruitment Consultants to remain educated and ahead of the competition, and also to be able to source better SAP candidates for our clients.

For over 15 years, we have supported major projects across a wide range of industries across the globe. Square One's notable SAP clients in Europe include:

GEOGRAPHICAL COVERAGE

- Austria
- Belgium
- Canada
- Denmark
- Egypt
- Finland
- France
- Germany
- Greece
- Ireland
- Israel
- Italy
- Japan
- Lithuania
- Luxembourg
- Netherlands
- Norway
- Poland
- Portugal
- Russia
- Romania
- Saudi Arabia
- Singapore
- Slovakia
- Slovenia
- Spain
- Sweden
- Turkey
- UAE
- UK

SAP CLIENTS IN EUROPE



2.1 Case Study - Accenture

CLIENT:	Accenture
DURATION OF CONTRACT:	2002 to present
CONTRACT VALUE:	Approximately £3.5 million p.a.
SCOPE OF SUPPLY:	1 st tier supplier of ERP and General IT resource across EMEA
LOCATIONS:	Belgium, Denmark, Finland, France, Greece, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Russia, Singapore, Slovakia, Spain, Sweden, and the UK.
SOLUTION:	Square One was initially engaged as a specialist SAP resource provider to Accenture in 2005. However, due to the difficulty Accenture experienced in consistently filling its SAP roles through its 1 st and 2 nd tier suppliers at the time, Square One has since progressed to the level of 1 st tier supplier of SAP & General IT resource to this client.
SKILLS/DISCIPLINES PROVIDED:	<p>Square One has filled various SAP modules/roles including:</p> <ul style="list-style-type: none"> • ABAP (HR/ISU/XI/LS/MW) • AR • APO/SNP • Basis • BI (IP Config) • BW • CO • CS • Data Analysts/Migration • FI • FM • HCM • HR/Payroll • Inventory Management • IS-U • Logistics Support • MM • PM • Portal • PP/PI • PSA • QM • SD • SEM • SCM • Trainers • TSW • WM • Workflow • XI/PI <p>Other roles filled include:</p> <ul style="list-style-type: none"> • WebSphere Application Server Consultants • Siebel Consultant • PeopleSoft Technical Consultants • PeopleSoft Functional Consultants • Oracle DBA's • Oracle Financials Consultants • Oracle HR/Payroll • Base24 Consultants • Arbor Consultants • MQ Series Consultant
OUTCOME:	<p>Accenture has a well-defined contractor sourcing model utilising portal recruitment, cover sheets, many contract mirror provisions, reporting and escalation processes. As such, a clear and defined process for account management was required and established so that Accenture's stringent SLA is consistently adhered to.</p> <p>Our ability to consistently fill Accenture's SAP roles has resulted in us to "1st tier SAP & General IT Supplier" within a 4 year period. During this period, we have resourced 90+ contract roles for Accenture.</p>



2.2 Client Testimonials

Capita Business Services Ltd, SAP Practice Manager

"I have been recruiting a team of SAP Consultants to join the new SAP Practice at Capita IT Services, and have been impressed with the way in which Square One have been able to work with us to understand our requirement, find the right level of resource and helped me manage the process through interview, selection and to hire. I would certainly use Square One again for recruitment, and in particular for SAP resources."

BG Group, SAP Programme Manager

"Square One provided specialist SAP recruitment services to me whilst managing the Global SAP Programme at BG Group between 2006 and 2009. I found the team to be knowledgeable, effective and easy to deal with, maintaining excellent focus on customer service. They consistently provided high quality resource at sensible rates and with quick turnaround times. I particularly valued their dedicated Account Management Team AND their ability to source niche skills in addition to mainstream resource. I wouldn't hesitate to work with Square One again and highly recommend them."

CSC Recruitment Centre, Germany

"It's a pleasure working with Square One as they are a quality provider of SAP contract resources. They are of the rare breed of agencies who deliver within 24-48 hours what they promise - quality SAP resources at reasonable rates."

SAP Development Manager - BBC Worldwide

"Square One has always managed to find me the right people for the job, and invariably faster than other recruitment agencies - sometimes within the same day. I have also appreciated their openness and good service - regular check-up calls to see how the contractors are doing in the first couple of weeks of the contract, as well as full disclosure of the margins they are making, and what the contractors are receiving."

"I have used Square One several times in the past 2 years and always after first trying suppliers from our official PSL. They have always managed to find me the right people for the job, and invariably faster than other recruitment agents - sometimes within the same day. I have also appreciated their openness and good service - regular check-up calls to see how the contractors are doing in the first couple of weeks of the contract, as well as full disclosure of the margins they are making and what the contractors are receiving. They have proved to be consistently reliable and we have them to thank for some of our most valuable new staff members and contractors."

Global HR & Finance Application Manager - Barclays Capital

"Square One is a responsive and personal recruitment company, who take the time to get to know both their customers' business environment and their specific needs. They take the time to understand the role and the team into which they are placing people. This means that more often than not we see candidates who are technically qualified for the role are also a good personality match. What more can you ask for."

Paramount Home Entertainment International Ltd

"Paramount Home Entertainment International Ltd have been using Square One for a number of years now, during which time they have repeatedly used their understanding of the SAP market and of our business to identify many high calibre candidates with excellent technical skills and attitude. All the candidates we have employed through them have been very successful - demonstrating the benefit of recruiting top quality staff."





Gillette UK Ltd

"Square One falls into a very rare category within the SAP resourcing space. They not only understand the market and their valued client's requirements, but they go above and beyond in ensuring that the very best candidates are found at extremely reasonable rates. On one particular occasion four resources (The 'A' Team) were located and contracted within 48 hours. We have found all resources to be extremely professional and have delivered exactly what was asked of them. It is a pleasure to work with Square One - an organisation that GETS it!!!"

CIBER Novasoft AG, Germany

"I have been using Square One's recruitment services for several years and have always appreciated the quick response time, the straightforward communication and the delivery of very suitable candidates. The team has proved to be reliable even on the occasion of quite challenging requirements."



3. VERTICAL SKILLS COVERAGE

The following diagram provides further information on Square One’s vertical technology skill sets. Please note that this list is not exhaustive; we have demonstrable expertise and delivery in a greater range of technologies.

