

## Meeting with COO-Muhammad Ahsan Naseem

Time 02:45pm

Date 09/07/2015

Following Key points discussed in meeting.

- **Business Model**

Follow typically business model as followed by other organizations. Mainly two kind of models :

1. **Dedicated Contracts :**

This is just like selling our employees to other companies. A resource is sell with a specific charge rate and other terms .

**Policies:**

- Contract should be at least of 3 months.
- Charging with man day rates.
- On average 20 man days in a month.
- And 40 hours in a week.
- For +2 man days a month no extra charges.
- For -2 man days a month no deduction.

2. **Fixed price projects:**

Agreed with client, upon fixed documented requirements with fixed estimated price. When there is a change in requirements then the scope of project also change including price and time

- **Sales**

Our sales office is located in Germany. and mostly clients are also from Germany. So, they get outsourcing as well as local support. And mostly clients are long term. Our Sale team in Germany deals with clients and then requirements forward to Lahore office. After completion the project again send back to Germany for sale purpose.

- **Decision Making**

In hierarchy, each one can take decisions according to one's scope and authority. Main decisions of management level are taking by Board. Board included two persons Mr. Ali and Mr. Ahsan as they are the co-founder of Coeus-solutions.

- **Future Planning**

1. No concrete model defined yet to follow for future and will be defined soon.
2. We want to remain in Startup mode as it is more dynamic.
3. Changing the culture of middle layer (as it is core strength).

- **Competitors**

1. For projects and clients competing with Ukraine's companies.
2. For resources competing with Pakistan's companies.

- **Others**

1. Not working on Enterprise level projects because it requires large investment.
2. Actually Germany based company and Pakistan company owned by German company.