

Leading Successful Business Transformations



Know. Transform. Perform.

Know.
Transform.
Perform.

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Ensign: Leading successful business transformations

Ensign Management Consulting is the local leader on the Romanian management consulting market by revenue and number of consultants. The company has been growing continuously since its establishment in 2000 and has a 100% Romanian capital.

Our multinational team delivers integrated consulting services for the successful transformation of large and medium size companies in terms of general management, finance, IT, HR, change management, supply chain management, marketing and sales.

Our solutions are based on an exquisite blend of international experience and in-depth knowledge of the local environment. We dedicate ourselves to the enhancement of your business performance and do this by a persistent commitment to the highest level of quality and professionalism.

Know. Transform. Perform.

Business Transformation Capabilities

We combine knowledge with know-how, international experience with local expertise, and the best people with proven methods and tools in order to deliver perfectly tailored solutions for complex business transformations.

Ensign's extensive expertise and capabilities give our clients access to high standard consulting services covering the following Practice Areas:

Strategy

- Envisioning the business' future
- Positioning the business
- Designing the transformation
- Increasing company value
- Supporting mergers & acquisitions
- Restructuring

Operations

- Developing marketing & sales
- Optimizing supply chains
- Reducing costs
- Reengineering business processes

Finance

- Evaluating finance and controlling
- Tax advisory services
- Accounting services

Technology

- Defining IT strategies
- IT project management
- Selecting systems
- Auditing IT
- Improving IT operations

People

- Transforming Human Resources
- Managing performance
- Managing change
- Developing capabilities

Ensign supports companies in various industries to develop and implement their strategies. Our Firm enables companies to find new sources of profitable growth, reposition their businesses for the future and sharpen their competitive advantage.

Strategy Capabilities:

- Market studies
- Corporate strategies
- Branding and marketing strategies
- Organizational structures
- Strategy reviews
- Company value creation
- Transformation design and business case
- Due diligences and company valuations
- Pre-deal structuring and support
- Post-merger integrations
- Restructuring and cost optimization



Management consulting in the competence area of Operations is carefully designed to prevent resourceful companies from failing because of inefficient or faulty strategy implementation. Ensign consultants are assisting managers in successfully designing and implementing efficient business processes that foster performance throughout the organization.

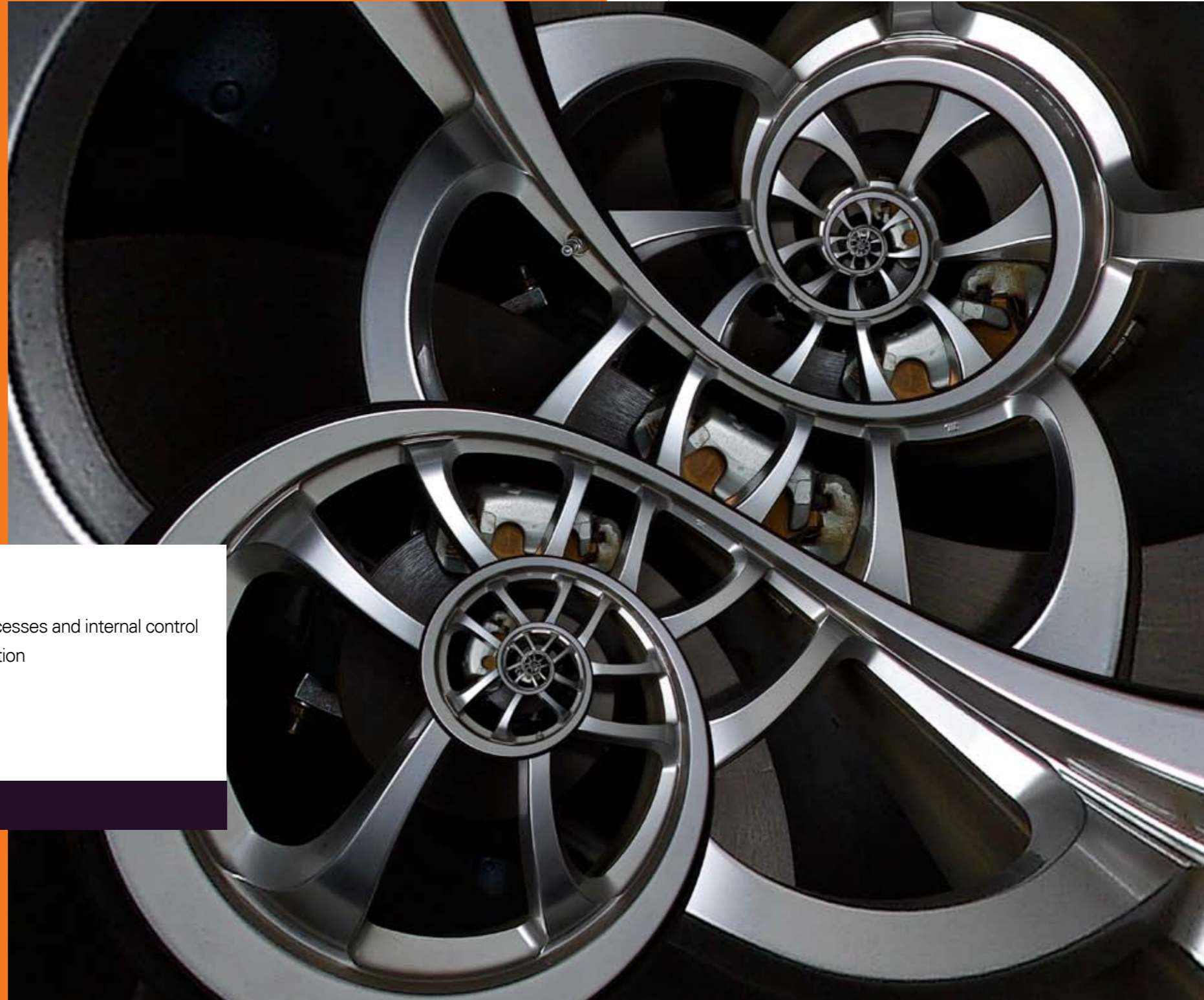
Operations Capabilities:

- Marketing performance management
- Sales management
- Customer relationship management
- High performance supply chain – reengineering & implementation
- Car fleet management
- Business process analysis and redesign (vision or IT driven)

Finance area is critical for any company. We are helping our clients to improve their finance processes, to identify potential savings, to comply with legal requirements and to identify opportunities to reduce their tax burden.

Finance Capabilities:

- Analysis and redesign of the financial processes and internal control
- Tax compliance/Tax advisory/ Representation
- Bookkeeping/ Payroll
- Financial and accounting consulting
- Customized accounting and tax training



In the future, technology will not only play the role of providing the platform to gear the corporate business scenarios towards a changed economic environment, but it will also advise the enterprise on how to best possibly take advantage of those new technologies. Enight and its Technology Service Offering helps IT departments on this transformation path and comprehensively addresses all IT competences areas.

Technology Capabilities:

- IT strategy
- Security reviews
- Project portfolio review
- IT project management
- Systems selection
- Systems integration
- IT audit
- Infrastructure/ Application review
- IT process improvement

PEOPLE

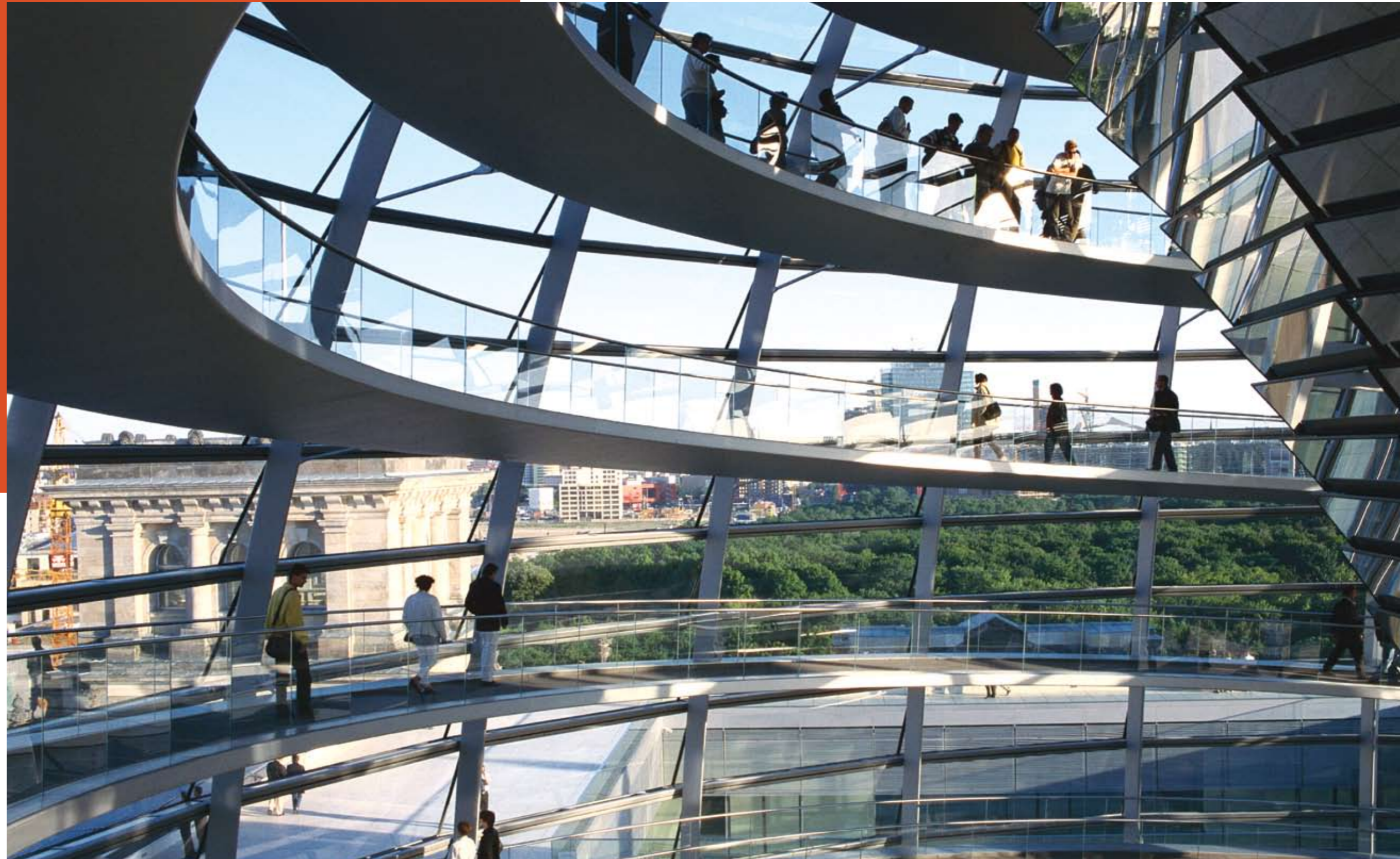
Our belief is that employees – your people – are more than anonymous resources or simple production factors, they represent the core and heart of your business.

The same logic counts for the management of your employees: it's about setting up structures that enable your people to drive performance and achieve results.

Whether you are in a phase of growth or you are restructuring, merging or preparing for outsourcing, our consultants can help you shift the focus of the HR function to those aspects that best support your long term business goals.

People Capabilities:

- Reorganization & transformation
- HR processes, procedures, roles & responsibilities
- Performance management models
- Competency modeling & assessment
- Change management strategy and implementation
- Capability development
- Implementation of HR information systems



Management certifications

CMC (Certified Management Consultants)
PMP (Project Management Professional Certification)
ISO 9001: 2000 quality certification

IT certifications

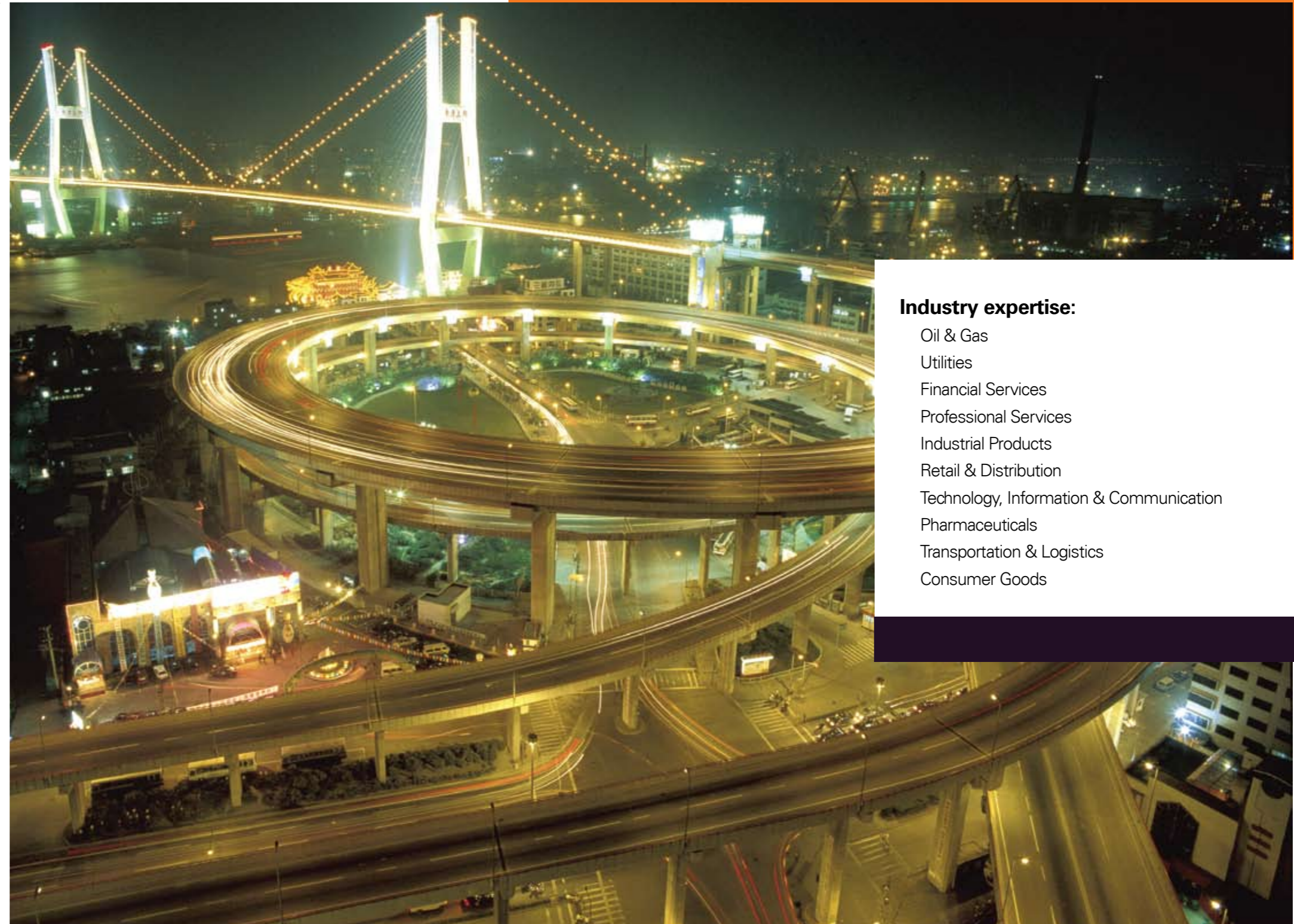
CISA (Certified Information Systems Auditors)
IT auditors
MCP (Microsoft Certified Professionals)
MCSE (Microsoft Certified Systems Engineers)

Finance certifications

CECCAR (Certified members of Romanian Chartered Accountants Body)
CCF (Certified members of Romanian Chamber of Tax Advisors)
CAFR (Certified members of Romanian Chamber of Financial Auditors)

Affiliations

AMCOR (Romanian Management Consultants Association)
ISACA (Information Systems Audit and Control Association)
ITIC (International Telecommunication and IT Consultants Group)
Correspondent of the Eurogroup Consulting Alliance in Romania
Romanian Cooperation Partner of World Tax Services Germany
CIM (Chartered Institute of Marketing)



Industry expertise:

Oil & Gas
Utilities
Financial Services
Professional Services
Industrial Products
Retail & Distribution
Technology, Information & Communication
Pharmaceuticals
Transportation & Logistics
Consumer Goods

Ensign team

We are committed to use our knowledge and passion to transform your business and to help you achieve outstanding performance.

Fair play, comradery, perseverance, curiosity and energy are the values on which we build our relationships with clients, partners, suppliers, employees and the community in general.

Together with our clients we have transformed common business relationships into relations based on trust. We have always been open to challenges and opportunities. We understood that through partnership we can offer complex, complementary services and have a common approach to business performance.

We benefit from the solid, multidisciplinary and international experience of our staff.



Ensign Values

Ensign grew and evolved around several values that defined our work and the way we choose to carry it out. These values are the essence of what we are and what we wish to become in the Romanian consultancy market. By acting in full accordance with these values we expect to obtain even better performances and a higher degree of satisfaction in relation with our clients, partners and colleagues.

ENERGY

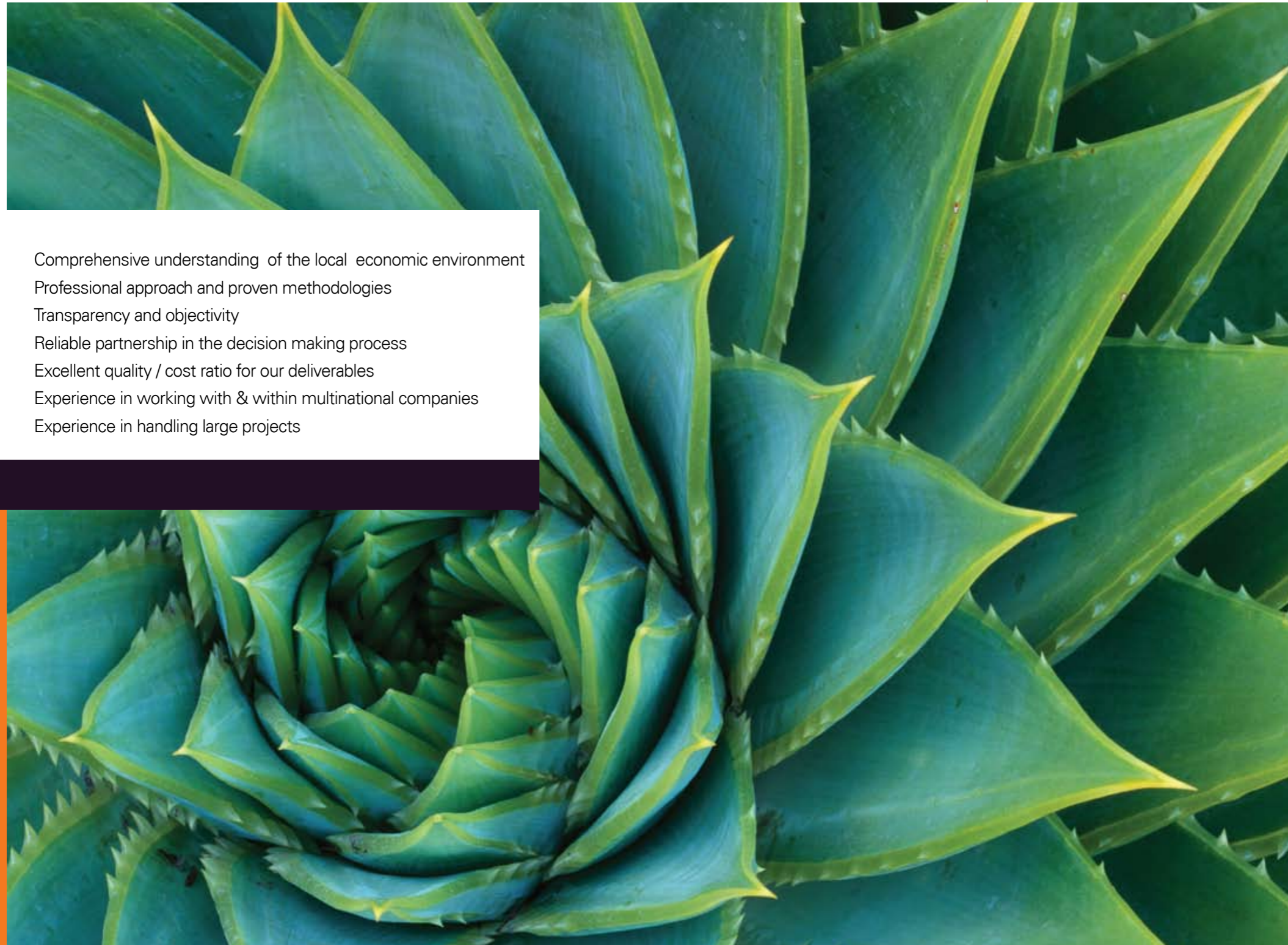
CURIOSITY

COMRADERY

PERSEVERANCE

FAIR PLAY

CLIENT BENEFITS



Comprehensive understanding of the local economic environment
Professional approach and proven methodologies
Transparency and objectivity
Reliable partnership in the decision making process
Excellent quality / cost ratio for our deliverables
Experience in working with & within multinational companies
Experience in handling large projects

BUSINESS PHILOSOPHY

Ethical value creation for clients, partners and employees is the core concept of our business philosophy. At the same time, our consultants do more than adding value to our clients' businesses. They work in partnership with the clients, in order to build and consolidate their capacity to add value to their own organization.

The standard of our performance is to be where others aspire to be. This is what we do every day: we struggle to become better and better, to improve our work, without forgetting the people who make our efforts possible: our clients, our colleagues and our families.

Know. Transform. Perform. synthesizes the Ensign promise to our clients and partners.

Know.

Knowledge is the foundation of performance. Every consulting approach starts with "knowing."

Transform.

Continuous transformation is the key ingredient for building leadership in an ever changing marketplace.

Perform.

Performing, meeting deadlines, keeping promises are the winner's basic skills.

CLIENTS

- Oil & Gas
- Utilities
- Financial Services
- Professional Services
- Industrial Products

Among our clients there are major players from industries such as:

- Retail & Distribution
- Technology, Information & Communication
- Pharmaceuticals
- Transportation & Logistics
- Consumer Goods





Ensign Management Consulting

Niro Business Center

184 - 186 Traian St.

024045 Bucharest, Romania

Phone: +40 (0) 31 4055468

Fax: +40 (0) 31 4055467

Email: contact@ensight.ro