

Symphony Enterprises, LLC

Jul. 2015

... IN HARMONY WITH TECHNOLOGY

IN THIS ISSUE

Flexible Solutions for your Business...

Symphony Enterprises, LLC.

(Symphony) is a dynamic and aggressively growing information-technology 'service and solutions' corporation with offices located in Pittsburgh PA and branch office in Chandigarh, India.

We offer our clients a wide range of IT services including on-site and off-shore consulting, delivering business solutions using the appropriate tools and technologies to enable our clients to meet ever-growing, ever-changing demands and to gain an edge in the global market. We bring together businesses in the US that have requirements for business enabling/enhancing software solutions and consultants who can fill those requirements.

Symphony is a certified WBE and MBE, certified by WBENC, State of DE, DGS- PA, and Commonwealth of VA, US Women Chambers of Commerce. We joined **the 8(a) program in 2011 as a certified SB** and shall soon hear back on our GSA schedules proposals as well.



Microsoft Partner Network



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secure easy always
to work with available.
cloud flexible deep technical
Microsoft-backed partner expertise.
IaaS

Symphony Launches Private Cloud Solutions based on Microsoft Azure

Symphony Enterprises' innovative, flexible, and cost-effective solutions enable you to automate your manual processes, hide complexity and achieve improved productivity with your Enterprise applications.

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Latest News

Symphony was awarded the **SITE (Seeking IT Expertise) Program** the **State of Minnesota's Department of Administration and the Office of MN.IT Services (MN.IT)**.

This program serves as one of several avenues for State of Minnesota agencies and other local units of government to contract for professional IT-related consulting and staff augmentation services. The purpose of this master contract program is to provide a streamlined approach for state agencies and other governmental units to secure highly-skilled contractors via a fast and intuitive process. At the same time, this program

provides a continuously open, application-based opportunity for vendors large and small to access state business. **This program runs from 4/16/2014 to 4/15/2019.**

This program is available for use by State of Minnesota executive branch state agencies along with other government units eligible under the State's cooperative purchasing venture (CPV) established pursuant to Minnesota Statutes §16C.03, subdivision 10. Entities eligible to participate under the state's cooperative purchasing are described in Minnesota State Statutes.

Program Highlights:

Can be used for work up to **\$2,000,000**
Uses a streamlined procurement process, with work orders written against an existing master contract.

OUR CORE VALUES

Quality We evaluate a large number of candidates and provide the two most appropriate.

Screening We verify candidates' qualifications and previous work experience through independent references.

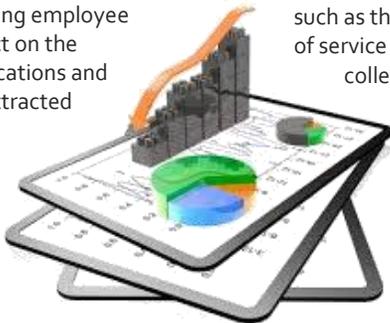
Speed We present candidates within 24 hours.

Honesty We are candid and transparent in every interaction.

Simplicity Our mission is to make your job easier. We work to your timelines, procedures, budgets and requests.

Doing a Trend Analysis for Staffing

A staffing trend analysis is a critical aspect of developing a work force planning strategy to meet the objectives of a company. Analyzing staff trends helps the business owner to identify issues affecting employee turnover, their impact on the company, the qualifications and experience of staff attracted to the firm, and measures required to ensure that the company's future staffing needs are met.



Why Do It?

The purposes of an analysis is to identify trends such as the levels of staffing needed to manage the workload, the structure of the organization, job satisfaction among employees. The trend analysis also studies the competencies of the current staff, the demographics of employees who are being drawn to the company, reasons why they join the company and reasons why they leave. A trend analysis also identifies the staff retention rate and the average years of service given by employees to the company.

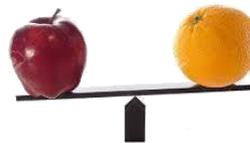


Get Statistics

To do a staffing trend analysis, you need access to statistical data on the company's employees, such as the number of employees, their length of service and rate of turnover. You should also collect data on each employee's education and qualifications, prior work experience, family situation if available, and demographics. Obtain the same data for the previous year or two, to enable you to compare the current staffing situation with the former to establish the trends. Enter data such as the dates on which staff members resigned, and generate charts to highlight common trends across the groups

Conduct Comparisons

Compare the employee data for two or three different periods of time, considering issues such as the number of staff members with more than one year's service in the current year versus the same group in the previous year. Add the details of increases in compensation, ongoing education and reporting lines, to understand whether those who remained had issues in common with those who left. If possible, use trend analysis software



to identify the information you need and to generate a scientific report once it completes the analysis.

Take Account of Disadvantages

Statistical analysis remains open to human interpretation and can influence staff trends by skewed reading. In addition, the analytical process provides information on which to base assumptions, but the nature of human existence is that often those assumptions are not completely fact-based, and can be subject to natural events such as births, deaths, marriages and divorces. These life events cause potential fluctuations in the accuracy of the data that are called "random error" because they are not fully predictable, and allowance must be made for that error in the final analysis.

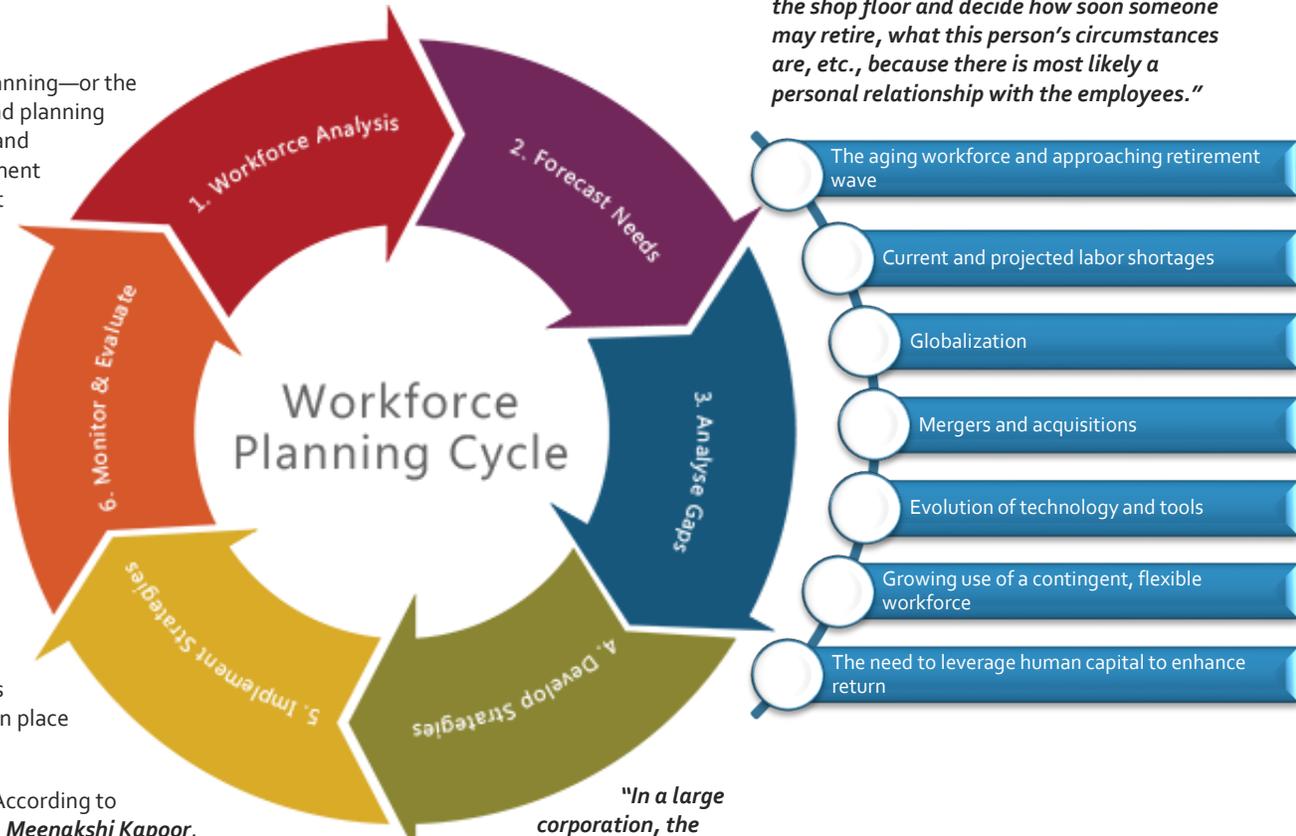
Recent Notable Projects

The **Minnesota Department of Human Services (DHS)** called upon Symphony using the SITE program for a program manager to help bring several active, highly visible projects to successful completion to enable the MNsure technical solution to be deployed and fully operational. The team will be responsible for managing a pre-identified MNsure IT project portfolio. These may include several cross-agency projects with key collaborators from MNsure, MN.IT and the State Department of Human Services (DHS). The total value of the total portfolio of projects being impacted exceeds **\$50 million dollars**.

Strategic Workforce Planning

Strategic workforce planning—or the analytic, forecasting and planning process that connects and directs talent management activities to ensure that an organization has the right people in the right places at the right time and at the right price to execute its business strategy.

One of the industry's biggest challenges is attracting new talent and sustaining a workforce as many workers prepare to retire. Thus, this is the perfect time to implement a plan to make sure the shop has the proper employees in place to sustain the business.



Meenakshi explains. *"In a small shop, the person in charge of planning can look around the shop floor and decide how soon someone may retire, what this person's circumstances are, etc., because there is most likely a personal relationship with the employees."*

According to **Meenakshi Kapoor**, founder and CEO of Symphony the process of workforce planning can be applied to large and small companies.

"In a large corporation, the CEO and/or CFO doesn't have a personal relationship with every employee, so they have to use workforce data to project employee turnover, retirement, internal career moves, and other changes over time."



Symphony

Private Cloud powered by Microsoft Cloud Platform

**Unprecedented
Security, Functionality
and Control, backed by
industry-leading SLAs**

Microsoft Cloud Platform delivers the agility and efficiency of a public cloud, combined with the enhanced security, control, and performance of a dedicated environment. It gives you the power of the cloud without the pain of running it, so you can focus on your core business.

Our team of experts will design and deploy your own private cloud running on Microsoft Cloud Platform. This cloud, built on top of the familiar Microsoft technologies of Hyper-V® and System Center, has a full web-based interface thanks to the Windows Azure® Pack, enabling user self-service.

Our specialists proactively monitor and maintain the health of your private cloud and are available to help you 24x7x365. We provide a 100% Network Uptime Guarantee and a Three-Hour Hardware Replacement Guarantee.

Looking for a managed Hyper-V Server virtualization solution without the additional cloud layers? [Ask us](#) about Hyper-V Server powered by **Symphony**.



What is Microsoft Azure?

Azure is Microsoft's cloud computing platform, a growing collection of integrated services—analytics, computing, database, mobile, networking, storage and web. Here is what else Azure is...

It is open and flexible

Azure supports the broadest selection of operating systems, programming languages, frameworks, tools, databases and devices. Run Linux and Docker containers; build apps with JavaScript, Python, .NET, PHP, Java, Node.js; build backends for iOS, Android and Windows devices. Azure



supports the same technologies millions of developers and IT professionals already rely on and trust.

It is ready for any business

From small dev-test projects to global product launches, Azure is engineered to handle any workload. More than 57% of Fortune 500 companies rely on Azure, which offers enterprise grade SLA's on services, 24x7 tech support and round-the-clock service health monitoring.

It is economical and scalable

Azure's pay-as-you-go services can quickly scale up or down to match demand, so you only pay for what you use. Per-



minute billing and a commitment to match competitor prices for popular infrastructure services like compute, storage and bandwidth means you are always getting unbeatable price for performance.

It enables you to unlock insights

Azure's predictive analytics services like Machine Learning, Power BI and Stream Analytics are redefining business intelligence. Make smarter decisions, improve customer service and uncover new business possibilities from your structured, unstructured and streaming Internet of Things data.





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