



Vibrant, Inc. is a privately-held company founded in the year of the new millennium – 2000. We are a full services IT provider based in New Jersey with extended operations across the continental US and in India through a strategic partner network. We pride ourselves in bringing high energy and innovative thinking to help our clients achieve their goals.



VISION

To be the partner-of-choice, enabling companies to convert ideas into competitive advantage for sustained performance and growth.

VALUE

- Broad range of services and solutions across the Systems Development Life Cycle (SDLC)
- Deep pool of energetic, dedicated, and knowledgeable professionals
- Commitment to building long term relationships through quality service and predictable results enabling clients to achieve sustained performance
- Proven delivery methodology grounded in superior project management, extensive experience in managing multi-location development combined with continuous process improvement efforts
- 'In your face' customer centricity.



OUR SERVICES

STRATEGIC SOURCING & IT STRATEGY

Vibrant, Inc offers a host of services spanning the systems development life cycle (SDLC) starting with visioning and planning through post-implementation support.

Project / Program Management

Project leadership alone can drive the outcome of a project – either a huge success or a complete failure. Vibrant can provide experienced and motivated project leadership to ensure that the project is a success, through the day-to-day oversight and control of the multiple project/program dimensions -Task, Resource and Financial Management - Stakeholder Expectations Management - Risk and Change Management

Vibrant had helped companies in conceptualizing and defining the next generation IT operation that's built for speed, agility and efficiency - centered on a core set of internal competencies while leveraging the broader ecosystem of IT service providers to collectively deliver tangible value to the business. IT should not be viewed simply as a 'necessary evil' to support the business, but as a strategic asset to drive and enable the business.

- ❖ IT Strategy & Planning
- ❖ Applications Portfolio Optimization / Rationalization
- ❖ Software/Vendor Evaluation and Selection

BUSINESS PROCESS TRANSFORMATION

Vibrant had helped companies realize greater value and productivity from its business activities by redefining how they operate and unleashing hidden capabilities that have been overlooked through 'in the box' thinking. Through a rigorous diagnosis of its current business processes, gaps and non-value add activities are first surfaced and then addressed through targeted recommendations for enhancing or overhauling current processes while assessing the overall risk and return on such process changes.

ENTERPRISE ARCHITECTURE

In view of emerging technologies or current technology trends e.g. Service Oriented Architecture (SOA), Vibrant's seasoned Enterprise Architects will work hand-in-hand with internal architects to develop or redefine architectural models across technology domains – data, application, infrastructure and integration. These models will be aligned tightly with the broader business and process models and will be based on predefined architectural principles and technology standards. The over-arching goal will be to leverage existing technology assets, thus improving or extending the return on these investments.

CUSTOM DEVELOPMENT

Be it a small web development project, an extension of bespoke applications or a company wide systems implementation, Vibrant has the necessary resources, onsite and offshore, to service your technology development needs. Based on the nature and scope of work, the Global Delivery Model (GDM) will be leveraged accordingly – optimizing the mix of onsite/offshore resources to deliver per project schedule, budget and quality standards.

SUPPORT & MAINTENANCE

As IT budgets are squeezed, emphasis has been placed on increasing the return on IT dollar spent and aligning internal IT resources to higher value activities. This, in part, has contributed to the growth and maturity of the application outsourcing market, where the day-to-day support and maintenance of applications have been farmed out to external IT service providers. Let Vibrant be that external IT service provider. Vibrant positions itself as a virtual extension to a company's IT operation, taking full ownership and accountability of all support & maintenance activities and delivering these services via the Global Delivery Model (GDM), while seamlessly integrating with internal IT processes.

ERP - PEOPLESOFT SERVICES



Founder of Vibrant, Inc. is experienced PeopleSoft Infrastructure and support specialist working through multiple implementations from Version 5.0 through Version 9.0. Vibrant, Inc. provide services through the life cycle of implementation, upgrade or support services.

- ❖ Upgrade Services
- ❖ Implementation Services
- ❖ Consulting Services
- ❖ Support Services

UPGRADE SERVICES

We understand PeopleSoft upgrade process. Each upgrade brings in its own complexities. No one approach fits all client needs. We had done multiple upgrades and developed set of tools and utilities which will help the upgrade process

We had provided services in the assessment, actual upgrade run, provided technical resources for retrofitting customization, and provided Application / database administration support

IMPLEMENTATION SERVICES

Vibrant had built both technical and functional teams along with client resources to implement or add additional modules at a fast pace. We had developed best practices through various implementations which helps us to hit the ground on day one.

CONSULTING SERVICES

Vibrant can come in at any phase of PeopleSoft implementation and put in our qualified resources to supplement client resources. We can supplement our resources as needed and help clients progress through the implementation by adhering to deadlines.

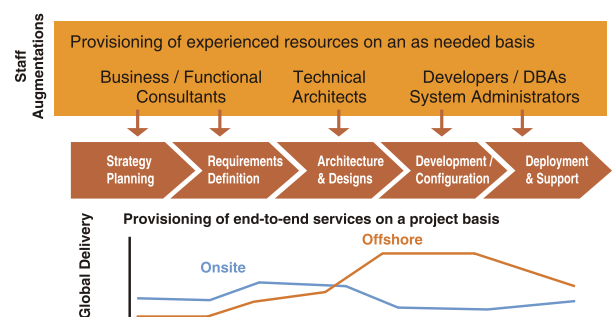
SUPPORT SERVICES

Vibrant provides support services which can take over mundane tasks and free up your DBA and Application administrator resources. Vibrant can customize support service offering according to the needs, of the client. We can provide regular support services like HR Tax Updates, Applying Service Packs, Applying maintenance updates, Issue Resolutions, Change Management Process, Testing and Report development.

SERVICE DELIVERY MODEL

Our services can be leveraged through Four primary delivery models:

- ❖ Staff Augmentation
- ❖ Global Delivery
- ❖ Time & Materials Consulting
- ❖ Fixed Priced Contracts



CORPORATE CITIZENSHIP

Founder of Vibrant, Inc. is a Paul Harris Fellow, and a dedicated Rotarian, who is involved in many social projects both in the community and international.

When associates join Vibrant, Inc., they are given the option to participate financially in our efforts at making sizable donations to various charitable organizations through monthly donations to Rotary International, Boys Scouts of America, Girl Scouts of the USA, Habitat for Humanity,

We at Vibrant are socially responsible on our actions by

- ❖ Maintaining a high standard of business ethics
- ❖ Working as part of the community
- ❖ Protecting the environment
- ❖ Providing good corporate governance
- ❖ Engaging in fair trade and business practices, as well as fair workplace relations

CAREERS

BENEFITS

When companies put employees and customers first, their employees are satisfied, their customers are loyal...and their continued success is sustained." - Harvard Business Review

Vibrant, Inc., is headquartered in Princeton, New Jersey, however, our consultants live throughout the country and travel to client sites, as required. Vibrant prides itself on hiring candidates who have a wide range of backgrounds, but share the goal of attaining success in doing what they enjoy. Vibrant, Inc. is an organization that thrives on the high energy of experienced, entrepreneurial employees. Like any good consulting firm, Vibrant, Inc., is focused on customer satisfaction. However, we understand that creating customer loyalty is inherently tied to employee satisfaction. To achieve this goal, we strive to create an environment that helps our employees maximize their potential, realize their dreams and create a successful work/life balance. In turn, our clients are provided with outstanding service from employees who truly love what they do.

For that reason, Vibrant looks for people who:

- ❖ Demonstrate the ability to think and act proactively
- ❖ Work well with little or no direction
- ❖ Possess a high level of industry or technology experience
- ❖ Display high energy and an upbeat personality

Focus on excellence and customer satisfaction are the top priorities.

The company seeks to maintain its reputation as an outstanding employer and to ensure high levels of employee motivation and commitment. It is Vibrant's policy to value and treat applicants and employees without regard to race, color, religion, creed, sex, age, national origin, ancestry, ethnicity, sexual preference, marital status, handicap, disability or veteran status. Equal opportunity is one of the company's most firm and basic beliefs.

Vibrant, Inc. offers a competitive compensation and benefits package that commences on an employee's first day with Vibrant, Inc. This package is available to all full time staff. Our package is designed to attract and retain team members that will deliver exceptional results to our clients. The benefits program* offered by Vibrant includes:

- ❖ Top Wages
- ❖ Medical, dental, and vision insurance
- ❖ Company paid life, short term disability, and long term disability
- ❖ Insurance
- ❖ Paid time off
- ❖ Holiday leave
- ❖ Direct deposit
- ❖ Employee assistance program
- ❖ 401K retirement savings plan
- ❖ Training

By providing ongoing educational opportunities to our employees, we have created an environment that fosters innovation while adhering to strong project management processes

Our staff training includes:

- ❖ Technical training
- ❖ Project and process management training

*Certain eligibility requirements must be satisfied.

CULTURE

People are Vibrant's greatest asset. Our employees come from every conceivable background – academia, manufacturing, retail, public sector, education, pharmaceuticals, financial services, professional services, and so on. Vibrant's professionals have the backgrounds to go into a client site and instantly gain the trust and respect of the client. We have been in their shoes. Our professionals aren't a "bunch of suits" coming in to tell a client how to change; rather, we partner with our clients to facilitate change by helping to lead them to the best solution. Our focus is knowledge transfer and teamwork, providing the client with ownership for the project

We understand that it is imperative to hire the best and brightest to deliver our solutions. Our employees are certified technical professionals with master's degrees in specific industries and capable of applying this knowledge to craft solutions that meet our customer's unique business needs.

Vibrant is a recognized leader in offering full-service solutions by offering a unique blend of technology, operations, and business expertise to our clientele. On average, Vibrant's experienced professionals have 8 years of experience -- 6 years of real- world industry experience and 2 years in consulting.

INVESTING IN THE FUTURE

At Vibrant, Inc., our people are our core asset. Because of this, we have made a significant investment utilizing the Carnegie Mellon's Software Engineering Institute PeopleCMM model across the organization. The purpose of the P-CMM is to help software development companies undertake increasingly complex projects by helping them to attract, grow, motivate, deploy, and retain the talent necessary to improve their capabilities. PeopleCMM model not only benefits our employees, but our customers realize the value through faster project completion, lower project budgets and overall efficiency.



Canvan Macklan
Software Engineering Institute

People Capability Maturity Model

5. Optimizing	
Continuously improve methods for developing personal and organizational competence	Continuous Workforce Innovation Coaching personal competency Development
4. Managed	
Quantatively manage organizational growth in workforce capabilities and estblish competency -based teams	Organizational Performance Alignment Organizational competency Management Team-Based Practices Team Bulding Mentoring
3. Defined	
Identify core competendes and align workforce activities with them	Participatory Culture Competency-Based Practices Career Development Competancy Development Workforce planing Knowledge and Skill Analysis
2. Repeatable	
Instill basic discipline into workforce activities	Compensation Training Performance Mangement Staffing Communication Work Environment
1. Initial	

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