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I.T. Software Solutions, INC

3801, N. University, Suite 312, Sunrise, Florida 33351



IT Software Solutions, Inc, a premier technology solutions provider based in Sunrise, Florida, was founded on July, 1999. The company's web-site is www.itssonline.com, and its headquarters is located at 3801, North -

University Dr., Suite 312, Sunrise, Florida 33351. Its hours are Monday through Friday from 9:00 a.m. to 6:00 p.m., and it provides for a variety of products, including custom application and mobile development and implementation, business consulting, and infrastructure services. To date, the company has launched its newest project, E-Dart, as a means to develop, market, and distribute a multifunctional, well-integrated application platform.

1.1 COMPANY CULTURE AND PURPOSE

I.T. Software Solutions, Inc. is a multi-faceted technology solutions provider for a myriad of industries needing business consulting, custom software, application development, and infrastructure services. The company employs a team of 21 business professionals and counts Wells Fargo among their reputable clients. With a diverse and talented staff, a women-owned enterprise certification, and its newest slated project, E-Dart, I.T. Software Solutions, Inc will continue to achieve success.

The company's annual revenues have increased from the last fiscal year. These market shares were quickly accomplished due to the firm's sales-oriented company culture, its unique attention to client specifications and needs, and its outstanding track record. It is projected that the company will obtain a double-digit growth rate, taking its well-deserved place in the national market.

1.2 NEEDED PRODUCT DEVELOPMENT

In today's global marketplace, computer technology and software systems are at the forefront of successful businesses. Those enterprises that are equipped with cutting edge products emerge in their industry as prominent forces. As such, the ability to navigate, manipulate, and share information and data from different software applications across company departments is a complex and costly process. The old system of having individual software engineers to monitor and control different department applications lowers cost efficiency and is a cumbersome task due to the non-compatibility between different types of software produced by different companies. As such, within the industry sector, systems integration is the art and science of streamlining and linking together different computer systems and applications to act and coordinate as a whole. The keystone



for systems integration development is information systems know-how and expertise, which lays the framework for engaging different applications from different departments to effectively communicate and process information. The most qualified system engineer and programmer analyst to develop such a project will need to not only understand information systems but will also need a thorough command of what clients, users, and control managers desire for interdepartmental communications.

1.3 PROJECT E-DART

The I.T Software Solutions, Inc’s newest objective is the development, marketing, and distribution of a new proposed desktop framework infrastructure, E-Dart. This product, designed for both small and large enterprises, will address the concerns for an improved systems integration product in order to provide state of the art and cost efficient technologies via an integrated platform of computers, systems, networks, and availability that will improve the business performance of any establishment.

In other words, companies nowadays use multiple computer programs in their business process. E-Dart will provide a centralized platform where all the software can be managed to ‘talk’ to each other in order to automatically update information from one software to the other, significantly increasing efficiency.

E-Dart will guarantee faster growth performance for businesses and will increase employee productivity by streamlining applications to facilitate supply chain, accounting, customer relationship, sales, and inventory functions. The company will create an improved product to serve the needs of Microsoft Click Once.

This Microsoft product integrates custom applications for businesses but has several shortcomings, creating a cumbersome desktop solution. Whereas Microsoft Click Once has several timely systems components that must be installed separately, has faulty and risk associated update mechanisms, and provides unclear logging support, the proposed E-Dart framework will address all of these concerns with added and progressive features. Furthermore, E-Dart will be wildly more versatile in nature than Microsoft Click Once due to the fact that IT Software Solutions, Inc. will design the program to be useful to several operators, software developers, application users, and application support users. As such, the infrastructure allows for easy access to share custom applications between different departments and different functions, for an accessible and easily organized format to navigate between programs, for manageable customization of options, and has other privileges for end-users. Because some firms use programs similar to Microsoft Click Once, it is often difficult to maintain interdepartmental connectivity. Therefore, E-Dart provides a solution by deploying a common technology platform whereby an authorized user from one department will find it convenient to access data of another department.

2.0 MARKET ANALYSIS

The United States is recognized for having the most advanced information technology services in the world, accounting for over 70% of global software research and development. The industry has increased its revenue by 4% each year for the past ten years to \$551 billion in 2010. Furthermore, the research and development expenditures have increased by 6.1% from the previous year to reach \$34.8 billion in 2010. In as much, the International Data Corporation (IDC) estimates that U.S. demand for software will increase more than 5% to \$150.9 billion in 2011 and that demand for information technology services will rise 4.2% to \$226.4 billion from the previous year. The IDC surveys show that infrastructure projects are high priorities among U.S. businesses and that interest is growing for collaborative tools, green information technology, cloud computing, and mobile applications.

Key Trends

A software development survey by ExecutiveBrief conducted in June 2011 dictated the key priorities and focus areas of the software development market. The findings included the following facts:

- 79% of respondents indicated that their software development budgets increased in 2011.
- The majority of respondents indicated that business case planning, solution architecture, and implementation are their greatest challenges and areas that need assistance.
- Priority among respondents remains improving quality and user experience.

Along with these findings, the overall landscape of the software development space continues to evolve. In essence, departments and development teams are spread across the world, from being in different states to different countries. This has created a need for efficient distributive infrastructure and processes, which also allows for businesses to have further reach and access to a worldwide talent pool.

In addition, many development teams have adopted an agile development approach that is based on iterative and incremental development. With this approach, requirements and solutions will evolve through collaboration between cross-functional teams.

Ultimately, these behaviors and procedures have created a need for greater software development collaboration tools and platforms that will allow teams to work cohesively while providing for ease of installation, debugging, and support.

Business-to-Business Landscape

I.T Software Solutions, Inc. will specifically target medium- to large-sized enterprises across all industries. This will include corporations as well as software consulting firms across the United States. As the platform grows in adoption, the company will also expand internationally as there is no limit to where this product can be utilized. In terms of end-users, E-Dart will be used by software developers, application users, and support users.

Competitive Landscape

The common technology development platform is still relatively new. Below is a list of the available products in this space with their definitions and summaries:

1. ClickOnce – ClickOnce deployment allows users to publish Windows-based applications to a Web server or network file share for simplified installation. Visual Studio provides full support for publishing and updating applications deployed with ClickOnce. ClickOnce deployment is available for projects created with Visual Basic, Visual C#, and Visual J#, but not for Visual C++. ClickOnce was intended to handle issues with updating applications, provides self-containment for each application, and allows non-administrative users to install applications providing only Code Access Security permissions necessary for the application. <http://msdn.microsoft.com/en-us/library/wh45kb66%28v=VS.90%29.aspx>

2. DDay.Update – A class library for adding automatic update capability to .Net 2.0+ applications. As an alternative to ClickOnce, it uses ClickOnce manifest files, but it avoids some of the do-it-all-for-you pitfalls of ClickOnce. DDay.Update cannot be used for initial deployment. <http://www.ddaysoftware.com>.

3. ZeroInstall - Zero Install is a decentralized cross-distribution software installation system available under the LGPL. It allows software developers to publish programs directly from their own websites while supporting features familiar from centralized distribution repositories such as shared libraries, automatic updates, and digital signatures. It is intended to complement, rather than replace, the operating system's package management. ZeroInstall packages never interfere with those provided by the distribution. Started in 2003, ZeroInstall is developed by volunteers from around the world; contributors include Aleksey Lim, Anders F Björklund, Bastian Eicher, Frank Richter, Mark Seaborn, Michel Alexandre Salim, Rene Lopez, Thomas Leonard, Tim Cuthbertson and Tim Diels. <http://0install.net>

4. Java Web Start - Using Java Web Start technology, standalone Java software applications can be deployed with a single click over the network. Java Web Start ensures that the most current version of the application will be deployed as well as the correct version of the Java Runtime Environment (JRE). <http://download.oracle.com/javase/6/docs/technotes/guides/javaws/developersguide/contents.html>

On the following page, please see a graphical illustration further detailing the competitive landscape in relation to similar products.

Competitive Product Analysis

Feature	E-DART	Java WS	Zero Install	Click Once
Users can install software	Yes	Yes	Yes	Yes
Dependencies handled automatically	Yes	Yes	No	No
Automatic upgrading	Yes	Sometimes	Yes	Yes
Libraries shared between programs	Yes	Yes	No	No
Downloads shared between users	No	No	N/A	N/A
Multiple versions coexist	Yes	No	Yes	N/A
Digital signatures	No	Only one	Yes	No
Conflict-free	No	No	No	No
Decentralized	Yes	Yes	No	N/A
Non-root install of system	Yes	N/A	Yes	N/A
All programming languages	Yes	Only Java	Yes	No
Supports sandboxing	No	No	No	No
Usable when off-line	Yes	Yes	Yes	Yes

Market Opportunity

The opportunity for I.T. Software Solutions, Inc. is extensive and will continue to grow as the market develops further. The company has already built a reputation and has acquired the necessary resources and skill-sets needed to complete this product. With an in-depth understanding of the market, the company can create a superior product that builds on the existing technology and removes all current shortfalls. The tremendous cost savings that will be attributed with this flagship product, along with the increase in efficiencies and productivity, will allow the company to gain a reputation and consequently take over a part of the market. Specifically, provided the competitive product analysis, I.T. Software Solutions, Inc.'s E-Dart project outperforms similar products by Java WS, Zero Install and ClickOnce.

3.0 COMPANY SUMMARY

3.1 COMPANY'S OWNERSHIP

On May 19, 1999, I.T. Software Solutions, Inc. was founded in the State of Florida. The company's President Raj Mondraty is the majority stake-holder.

3.2 LOCATION

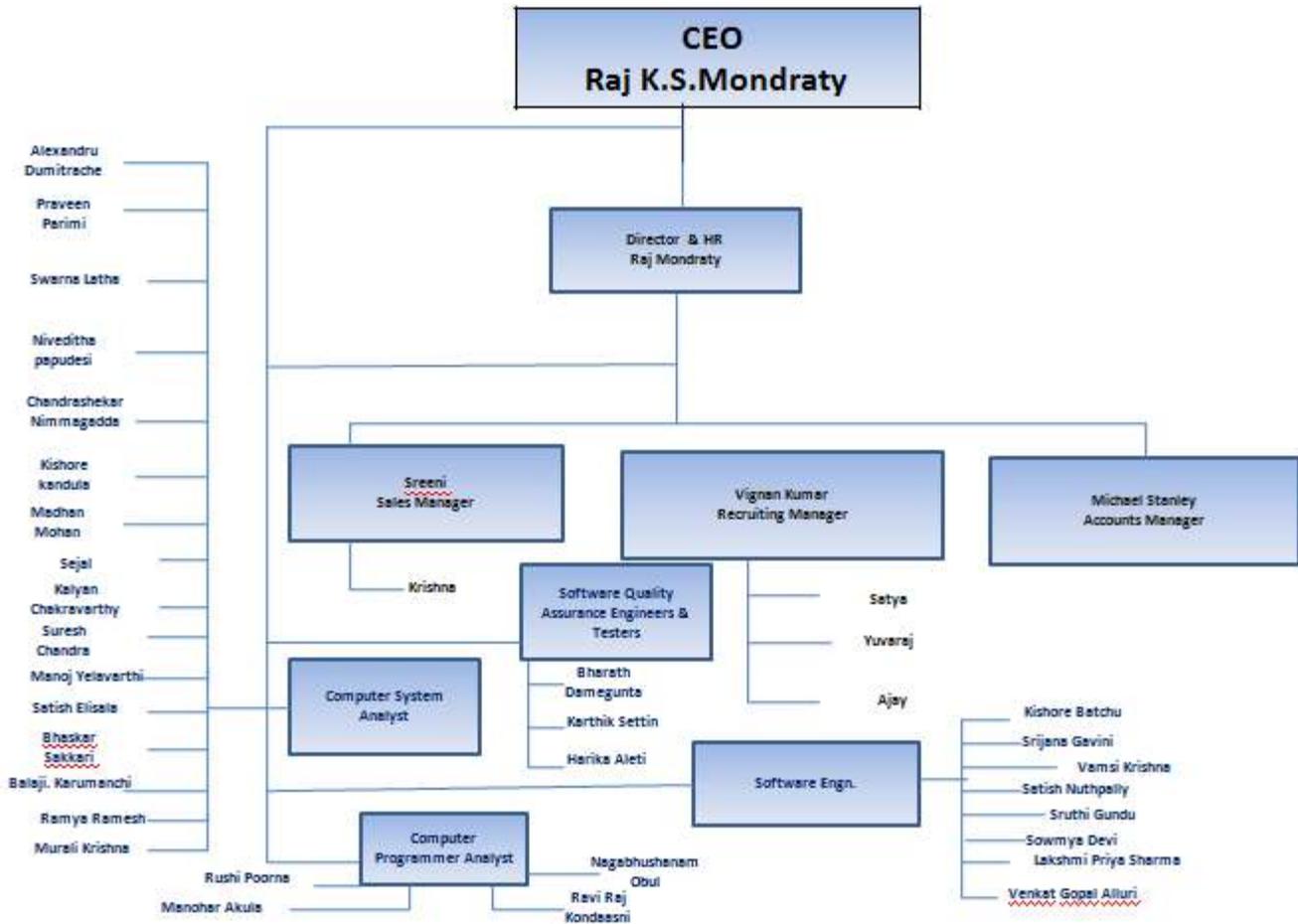
On April 20, 2008, I.T. Software Solutions, Inc. signed a lease with DEL P LLC to rent office 3801, North University Drive, Suite 312, Sunrise Florida 33351. At the signing of the lease, I.T. Software Solutions, Inc. paid a security deposit equal to the first month's rent. For additional photos, please see the Appendix.



3.3 COMPANY ORGANIZATIONAL CHART

Our employees who are into Business systems analyst, Computer systems analyst, Computer Programmers will therefore assist in the production of I.T. Software Solutions, Inc's E-Dart project. As such, he will analyze solutions for business problems and will also draft and design software specifications, consult with the project manager, and advise on systems development opportunities that can be utilized to meet solution objectives. His unique skills regarding information systems and client-based preferences will position the E-Dart staff for quick success with great traction. It should be known that in Year 1, the E-Dart team counts 7 employees while I.T. Software Solutions, Inc. counts 21 total personnel.

Organizational Chart
I.T. Software Solutions, Inc.

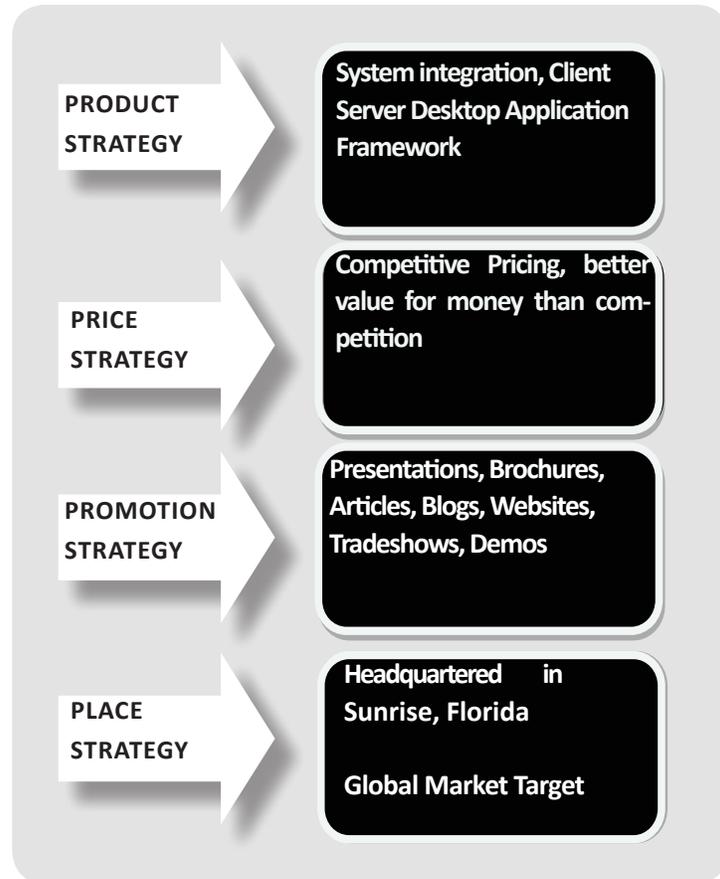


4.0 STRATEGY AND MARKETING

4.1 MARKETING AND DEVELOPMENT STRATEGY

I.T. Software Solutions, Inc. has already gained market visibility in the integration system market. This gives the company a true competitive advantage as it will be able to leverage existing relationships and partnerships to launch this new product.

Initially, the company will test the product with specifically targeted clients. Based on the outcome, the company will begin to approach past clients as well as past prospects in order to market the value proposition of E-Dart. By taking this step-by-step approach, the company will be able to adjust and improve features as feedback is provided. As the product gains success, the company will use it as a Trojan horse to gain access to bigger clients, who would be interested in getting more intricate customizations. It is expected that E-Dart will be a catalyst to unravel substantial growth for I.T. Software Solutions, Inc.



The management team has taken a very strategic approach and has provided the necessary resources to ensure that E-Dart is an elite product. The company intends to spend \$2 million over the next three years to complete the project. The company has hired the necessary personnel to complete the development of E-Dart, and key functionalities will be added that are in tune with the clients' needs. This is ultimately the area where I.T. Software Solutions, Inc. will shine.

In terms of actual marketing initiatives, along with direct presentation to existing and past clients, I.T. Software Solutions, Inc. will participate in all industry tradeshows and conferences. Blogs and articles will be written for industry magazines to showcase the company's expertise and innovation. A dedicated section in the company website will be developed that properly highlights the product. A competition comparison chart will be displayed front and center, along with a brochure and overview guide. Demos and Power point presentations will also be utilized on the site in order to clearly show the benefits and features of E-Dart.

4.2 COMPETITIVE ADVANTAGE

- 1- Marketable and Needed Product
- 2- Designed for the Technological Community
- 3- Widespread Utility

The product is very marketable and impacts a market of tremendous size. With proper visibility, it will be well adopted by the technological community. To some degree, it benefits from not being the first to market as it has taken the best features of existing products and has added new features that remove the existing shortfalls. With the abil-

ity to gain widespread use and by removing programming language dependency, it can be expected that the company will be able to hit all goals and milestones projected in this document.

21 employees in year 1
178 employees in year 5

MANAGEMENT AND PERSONNEL

PERSONNEL					
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
PERSONNEL COUNT					
President	1	1	1	1	1
Vice President	1	1	1	1	1
Lead software architect	1	1	2	3	5
Lead software engineers	1	1	4	8	10
Senior software engineer	0	1	1	2	2
Software engineers	10	16	35	80	95
Business development managers (nam)	3	5	16	40	50
National account managers	1	1	1	2	2
Programmer analysts	1	3	3	4	4
Customer relationship managers (bdm)	1	3	3	5	5
Administrative assistants	1	2	2	3	3
TOTAL PERSONNEL	21	35	69	149	178
PERSONNEL WAGE					
President	\$120,000	\$123,600	\$127,308	\$131,127	\$135,061
Vice President	\$100,000	\$103,000	\$106,090	\$109,273	\$112,551
Lead software architect	\$120,000	\$123,600	\$127,308	\$131,127	\$135,061
Lead software engineers	\$100,000	\$103,000	\$106,090	\$109,273	\$112,551
Senior software engineer		\$82,400	\$84,872	\$87,418	\$90,041
Software engineers	\$65,000	\$66,950	\$68,959	\$71,027	\$73,158
Business development managers (nam)	\$53,000	\$54,590	\$56,228	\$57,915	\$59,652
National account managers	\$60,000	\$61,800	\$63,654	\$65,564	\$67,531
Programmer analysts	\$45,000	\$46,350	\$47,741	\$49,173	\$50,648
Customer relationship managers (bdm)	\$30,000	\$30,900	\$31,827	\$32,782	\$33,765
Administrative assistants	\$25,000	\$25,750	\$26,523	\$27,318	\$28,138
PERSONNEL COST					
President	\$132,000	\$135,960	\$140,039	\$144,240	\$148,567
Vice President	\$110,000	\$113,300	\$116,699	\$120,200	\$123,806
Lead software architect	\$132,000	\$135,960	\$280,078	\$432,720	\$742,836
Lead software engineers	\$110,000	\$113,300	\$466,796	\$961,600	\$1,238,060
Senior software engineer	\$0	\$90,640	\$93,359	\$192,320	\$198,090
Software engineers	\$715,000	\$1,178,320	\$2,654,902	\$6,250,398	\$7,645,019
Business development managers (nam)	\$174,900	\$300,245	\$989,608	\$2,548,239	\$3,280,858
National account managers	\$66,000	\$67,980	\$70,019	\$144,240	\$148,567
Programmer analysts	\$49,500	\$152,955	\$157,544	\$216,360	\$222,851
Customer relationship managers (bdm)	\$33,000	\$101,970	\$105,029	\$180,300	\$185,709
Administrative assistants	\$27,500	\$56,650	\$58,350	\$90,150	\$92,854
TOTAL PAYROLL	\$1,549,900	\$2,447,280	\$5,132,422	\$11,280,767	\$14,027,216



5.0 FINANCIAL FORECAST

In the financial forecast, a slow-growth economy has been taken into account. The Company has prepared a 5-year financial forecast for its operations.

5.1 BREAK-EVEN ANALYSIS

Minimum sales / day
\$7,013 for year 1

BREAK EVEN ANALYSIS					
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
Monthly operating cost	\$150,772	\$239,501	\$499,570	\$1,081,371	\$1,341,567
Min monthly sales	\$150,772	\$239,501	\$499,570	\$1,081,371	\$1,341,567
Min daily sales	\$7,013	\$11,140	\$23,236	\$50,296	\$62,398

The Company will need to make \$7,013 per day in year 1 in order to cover its operating costs and start making a profit. This will require minimum monthly sales of \$150,772. Any sales above this threshold will go straight to the profit line.

5.2 SALES

UNIT SALES & PROFIT SUMMARY						
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	
Number of days of operations	258 days	258 days	258 days	258 days	258 days	
Gross margin	100%	100%	100%	100%	100%	
Per Year	Average number of clients from existing business	14	23	46	92	105
	Average number of clients for E-Dart	0	1	4	8	12
	Average fee per client for existing business	\$170,000	\$175,100	\$180,353	\$185,764	\$191,336
	Average fee per E-Dart client	\$500,000	\$515,000	\$530,450	\$546,364	\$562,754
Per Year	Total sales derived from existing business	\$2,380,000	\$4,027,300	\$8,296,238	\$17,090,250	\$20,090,332
	Total sales derived from E-Dart business	\$0	\$515,000	\$2,121,800	\$4,370,908	\$6,753,053
	Total Annual Sales	\$2,380,000	\$4,542,300	\$10,418,038	\$21,461,158	\$26,843,385
	Total Monthly Sales	\$198,333	\$378,525	\$868,170	\$1,788,430	\$2,236,949
	Average Profit (EBITDA) per month	\$47,562	\$139,024	\$368,600	\$707,059	\$895,382
	Average Profit (EBITDA) per day	\$2,212	\$6,466	\$17,144	\$32,886	\$41,646

5.3 PROFIT AND LOSS

The Company forecasts a sales increase from \$2,380,000 in year 1 to \$26,843,385 in year 5. Earnings Before Depreciation, Amortization Interest and Taxes (EBITDA) is forecast to increase from \$570,740 in year 1 to \$10,744,584 in year 5. The EBITDA margin is forecast to reach 40% in year 5. Net profit is forecast to grow from \$342,444 in year 1 to \$6,597,019 in year 5.

Year 1
\$2,380,000 Sales
\$570,740 EBITDA

	PROFIT AND LOSS ('000 \$)				
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
SALES	2,380	4,542	10,418	21,461	26,843
Cost of sales	0	0	0	0	0
GROSS MARGIN	2,380	4,542	10,418	21,461	26,843
PAYROLL (incl. taxes & benefits)	1,550	2,447	5,132	11,281	14,027
Marketing, advertising and tradeshow	12	23	52	107	134
Auto/truck	0	0	0	0	0
Bank Charges	2	2	2	2	2
Contract Labor	0	0	0	0	0
Dues & Subscriptions	1	1	1	1	1
Equipment Rental	0	0	0	0	0
Health Insurance	155	245	513	1,128	1,403
Other insurance	24	45	104	215	268
Legal & Accounting	10	10	11	11	11
Licenses	0	0	0	0	0
Merchant Account fees	0	0	0	0	0
Miscellaneous	2	5	10	21	27
Office Supplies	4	4	4	4	5
Postage	1	1	1	1	1
Rent	16	31	34	35	36
Repairs & Maintenance	2	5	10	11	13
Security	0	0	0	0	0
Supplies	1	2	5	11	13
Taxes (Other)	0	0	0	0	0
Telephone & Internet	4	5	6	8	9
Payroll service	2	2	3	4	5
Travel & Entertainment	24	45	104	135	142
TOTAL OPERATING COST	1,809	2,874	5,995	12,976	16,099
EBITDA	571	1,668	4,423	8,485	10,745
Start-up expenses	0.0				
Depreciation & amortization	0	2	4	10	14
Net interest expense	0	0	0	0	0
EARNINGS BEFORE TAXES	571	1,666	4,419	8,475	10,730
Income taxes	228	666	1,768	3,390	4,133
NET PROFIT	342	1,000	2,651	5,085	6,597
GROSS MARGIN %	100%	100%	100%	100%	100%
EBITDA / SALES	24%	37%	42%	40%	40%
NET PROFIT / SALES	14%	22%	25%	24%	25%

5.4 CASH FLOW

As shown in the table below, the Cash Flow from Operations (CFO) is forecast to grow to \$6,877,737 in year 5. The Cash Flow balance at the end of year 5 is forecast to reach \$18,464,632 .

Cash balance end of year 1
\$1,479,213

	CASH FLOW ('000 \$)				
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
CASH FLOW FROM OPERATIONS (CFO)					
EBITDA	571	1,668	4,423	8,485	10,745
Start-up expenses - non recurring expense	0				
Payment of income taxes	0	-228	-666	-1,768	-3,390
(Incr) Decr in account receivable	73	-237	-644	-1210	-590
(Incr) Decr in prepayments & accrued income	0	0	0	0	0
(Incr) Decr in inventory	0	0	0	0	0
Incr (Decr) in trade creditors	0	0	0	0	0
Incr (Decr) in other creditors (payroll taxes)	64	37	110	253	113
(Incr) Decr in other assets (rent deposits)	0	0	0	0	0
Total Cash Flow From Operations	708	1,240	3,223	5,760	6,878
CASH FLOW FROM INVESTMENTS (CFI)					
Increase in Tangible Fixed assets	-15	-15	-40	-30	-30
Total Cash Flow From Investments	-15	-15	-40	-30	-30
CASH FLOW FROM FINANCING (CFF)					
Net Interest Income (expense)	0	0	0	0	0
Principal repayment of debt	0	0	0	0	0
Increase (Decrease) in debt	0	0	0	0	0
Issue of ordinary shares	0	0	0	0	0
Total Cash Flow From Financing	0	0	0	0	0
NET CASH FLOW	693	1,225	3,183	5,730	6,848
CASH FLOW BALANCE - BEGINNING OF PERIOD	787	1,479	2,704	5,887	11,617
CASH FLOW BALANCE - END OF PERIOD	1,479	2,704	5,887	11,617	18,465
CASH FLOW FROM OPERATIONS / SALES	30%	27%	31%	27%	26%
NET CASH FLOW / SALES	29%	27%	31%	27%	26%

5.5 BALANCE SHEET

This table shows the annual balance sheet results with total equity (“net worth”) increasing to \$16,775,893 at the end of year 5.

BALANCE SHEET ('000 \$)					
	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
ASSETS					
Current Assets					
Cash	1,479	2,704	5,887	11,617	18,465
Accounts Receivable	261	498	1,142	2,352	2,942
Inventory	0	0	0	0	0
Other	0	0	0	0	0
Total Current Assets	1,740	3,202	7,029	13,969	21,406
Long Term Assets					
Goodwill	0	0	0	0	0
Gross Tangible Fixed assets	15	30	70	100	130
Accumulated depreciation	0	-2	-6	-16	-31
Financial fixed assets	0	0	0	0	0
Total Long Term Assets	15	28	64	84	99
Total Assets	1,755	3,230	7,093	14,052	21,506
LIABILITIES & EQUITY					
Current Liabilities					
Trade creditors	20	20	20	20	20
Other creditors	64	101	211	464	576
Taxes payable	228	666	1,768	3,390	4,133
Short-term notes payables	0	0	0	0	0
Total Current Liabilities	312	787	1,998	3,873	4,730
Long Term Liabilities	0	0	0	0	0
Total Liabilities	312	787	1,998	3,873	4,730
Equity					
Shareholders equity	100	100	100	100	100
Retained earnings	1,001	1,343	2,343	4,994	10,079
Start-up net earnings	0	0	0	0	0
Net earnings	342	1,000	2,651	5,085	6,597
Total Equity (Net worth)	1,443	2,443	5,094	10,179	16,776
Total Liabilities and Equity	1,755	3,230	7,093	14,052	21,506

6.0 CONCLUSION

On May 19, 1999, I.T. Software Solutions Inc. was founded in the state of Florida. The firm specializes in technology solutions and provides results-oriented services for technology consulting, business consulting, and infrastructure redevelopment. I.T. Software Solutions Inc. has established itself as a leading force within the information technology (IT) sector by delivering products and services that exceed their clients' expectations. To date, the company's objective is the development, marketing, and distribution of a new desktop integration framework called E-Dart.

Our employees has extensive experience in various technologies such as Business Systems Analysts, Computer systems analyst, Computer Programmers will therefore has the necessary skills to ensure that I.T. Software Solutions Inc's newest project, E-Dart, will succeed in its endeavors.

The Company expects sales to grow from \$2,380,000 in year 1 to \$26,843,385 in year 5 with a Company headcount of 21 and 178 employees respectively.



I.T. Software Solutions Inc.
A Solution For All Kinds of Careers

www.itssonline.com



APPENDIX: I.T. SOFTWARE SOLUTIONS BROCHURE

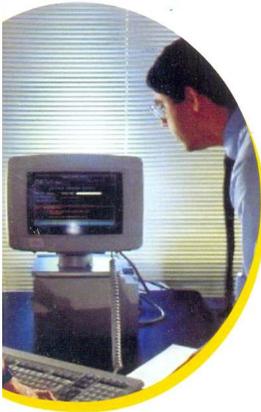
IT Software Solutions, Inc (ITSS) emerged as our response to the 'need of the hour' of corporate America - "Professional Staffing to support Virtual Organizations". ITSS is a highly networked team of computer professionals, sharing common interests. We strongly believe that quality work can be produced by only quality professionals. 'Quality' is significantly measured by the quantum of value added to the services delivered. In pursuance to this ideal, we recruit and maintain professionals who can combine their specialized technical acumen with excellent communication and interpersonal skills.

We support and encourage holistic development of our team members, as they are looked upon in the workplace to excel and set standards. Our team of professionals are technically, professionally and academically adequately accomplished. They bring with them their broad spectrum of industry experience.

ITSS Experienced consultants work with your senior executives, business managers, and IT staff, collaborating with them to search for pragmatic business solutions.

We utilize the Total Quality Management (TQM) approach -- well-trained staff; disciplined, rigorous methodology; proven techniques and tools; and a structured project management framework.

Our project team works as part of your team -- working with you, not just for you. Your staff gains vital experience by working with the project team. In cases where this technology transfer approach is not appropriate, we provide consultants with specific expertise to assist your team. Focus is on the delivery of innovative management consulting services with primary concentrations in



- **Business Strategy**
- **Business Process Re-Design**
- **Enterprise Performance Measurement**
- **Technology Strategy**
- **Technology Architecture**
- **Awareness, Evaluation, Selection of Methodology, Tools, and Package Solutions**
- **Infrastructure Architecture Development**
- **Business Analysis and Requirements Definition**
- **Feasibility and Cost-Benefit Studies**
- **Project Planning and Management**
- **Quality Assurance**

CORE VALUES

Quality

We consistently provide the right fit - high quality services and products that best match our clients' needs. We are highly sensitive to our clients' goals, delivering on our promises and offering quality services for the life of the project and beyond.

Honesty

We follow honest and ethical business practices.

Integrity

We do what's right and follow through on our commitments. We are accountable for our services and actions. Teamwork We are motivated by results and value teamwork. We are committed to and truly care about our coworkers, clients, consultants and strategic partners.

Family

We are family-friendly and encourage a balance between work and family life.

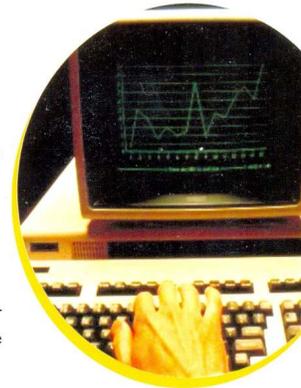
Health

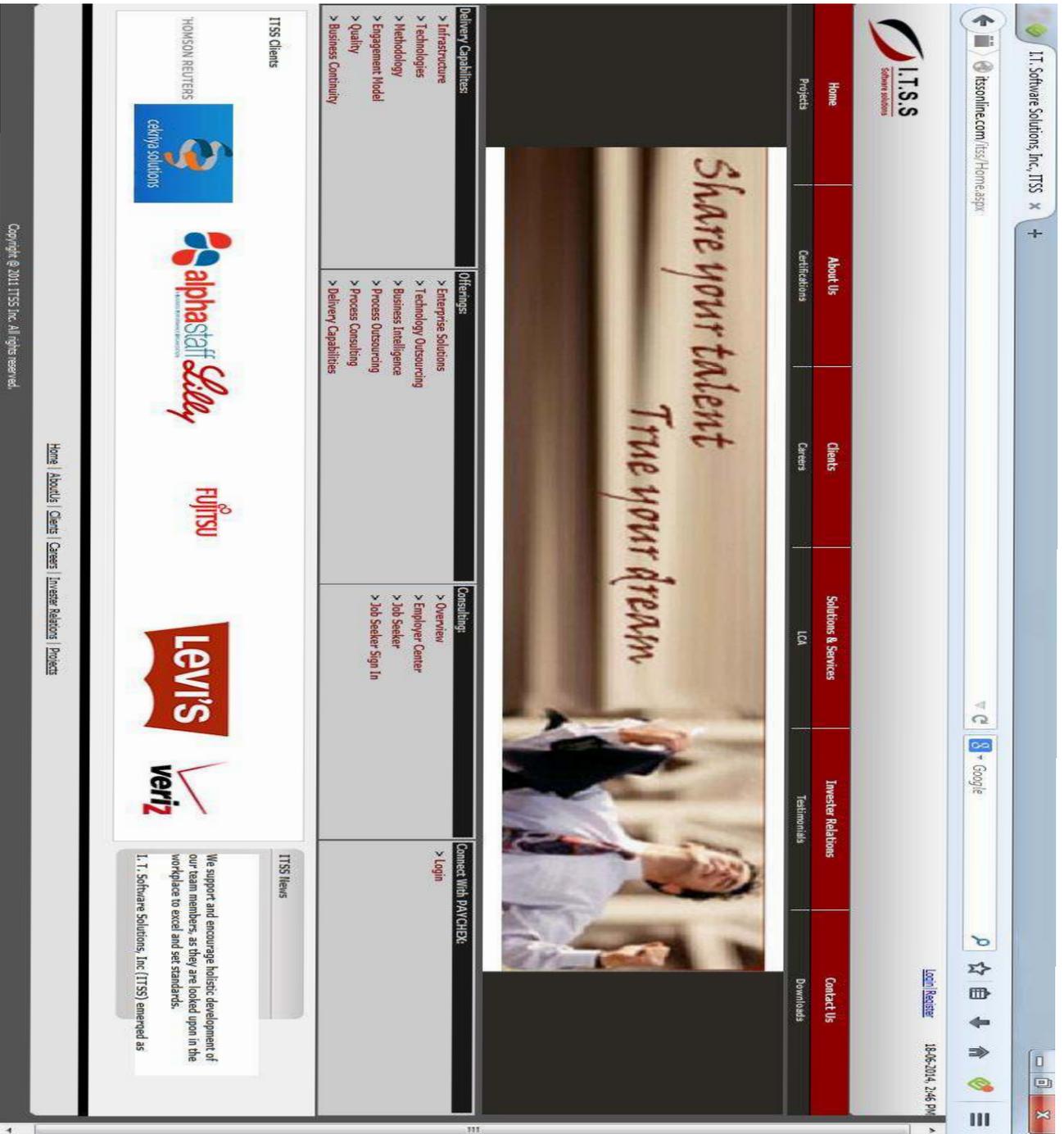
We foster the health and wellness of our employees and consultants by providing the best healthcare affordable.

Education

We encourage continuous learning. This is a commitment to stretching and challenging each other.

Community





The screenshot shows the ITSS website homepage in a browser window. The browser address bar displays "itssonline.com/itss/Home.aspx". The website features a navigation menu with the following items: Home, About Us, Clients, Solutions & Services, Investor Relations, Contact Us, Projects, Certifications, Careers, ICA, Testimonials, and Downloads. The main content area includes a large banner with the text "Share your talent True your dream" and a photograph of two men in business attire. Below the banner, there are four columns of links:

- Delivery Capabilities:**
 - > Infrastructure
 - > Technologies
 - > Methodology
 - > Engagement Model
 - > Quality
 - > Business Continuity
- Offerings:**
 - > Enterprise Solutions
 - > Technology Outsourcing
 - > Business Intelligence
 - > Process Outsourcing
 - > Process Consulting
 - > Delivery Capabilities
- Consulting:**
 - > Overview
 - > Employer Center
 - > Job Seeker
 - > Job Seeker Sign In
- Connect with PAYCHER:**
 - > Login

On the left side, there is a "TTSS Clients" section with logos for HOKKON REUTERS, cefly's solutions, alphastaff, Sully, FUJITSU, LEVI'S, and veriz. On the right side, there is a "TTSS News" section with a text box stating: "We support and encourage holistic development of our team members, as they are looked upon in the workplace to excel and set standards. I. T. Software Solutions, Inc. (ITSS) emerged as". At the bottom of the page, there is a copyright notice: "Copyright © 2011 ITSS, Inc. All rights reserved." and a navigation menu: "Home | About Us | Clients | Careers | Investor Relations | Projects".

APPENDIX: OFFICE PHOTOS

