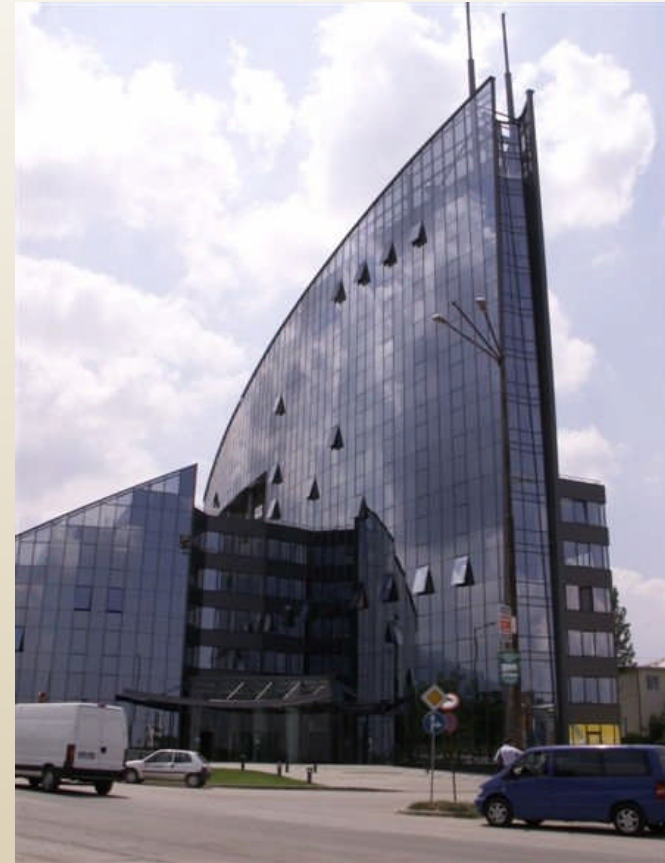




Vector Management Bulgaria EOOD Business Consultancy

Bulgaria has seen rapid business growth since joining the EU in 2007. In response to this growth Vector's service offering in Bulgaria has been expanded to include a range of business consultancy services.

Vector Management Bulgaria EOOD was founded in 1997 when Vector's Managing Director, Malcolm Trigg, recognised Bulgaria's development potential. Focussing our activities in construction project management, Vector Management quickly grew to become the largest Project Management company in the country with offices in Sofia and Varna. Now clients can take advantage of our complete range of business consultancy services to help your business to develop and prosper.



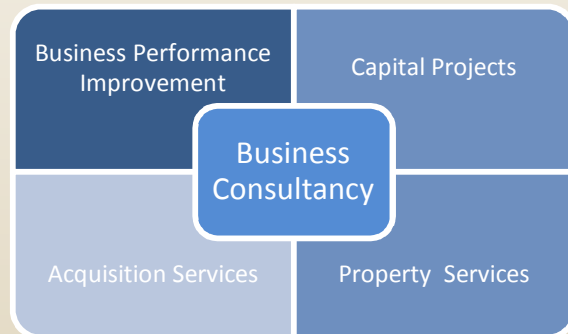
Vector Management's Bulgaria office

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Vector Management Bulgaria Business Consultancy

Vector's business consultancy consists of four broad services



Each of our services are delivered by experienced consultants who have strong track records of achievement in their business areas.

In addition to our in-house staff, Vector has access to a wide network of specialist business consultants who can be called upon to provide the exact expertise and resources needed to deliver effective solutions within the timescale required.



Our clients are important to us and we work hard to provide a high standard of service. Our consultants will:-

- Be professional, objective and independent;
- Understand your business;
- Know what you want;
- Deliver what we promise;
- Act and respond quickly;
- Be technically excellent;
- Work together to achieve commitment to change ;
- Be innovative and enthusiastic.



Maximising Business Performance

Vector's services in Business Performance Improvement help organisations to survive the bad times and prepare for the good times by working with our clients to rationalise organisation structures, reduce overheads and boost productivity. Services include:-

- Organisational restructuring in response to business and market change;
- Overheads and staffing level reduction programmes;
- Business process design;
- Implementation support and change management;
- Re-engineering organisation culture and values.
- Business location and re-location;
- TQM based service improvement;
- Customised skills training and team building;
- Performance coaching;
- Documenting and training procedures and processes;
- Developing grading and job description frameworks,

Contact Rossen Kolev: General Manager

Tel: +359 2 854 94 15

Business Performance Improvement

- ▶ *JP Morgan*
- ▶ *Pearson Group*
- ▶ *Citicorp*
- ▶ *London Electricity*
- ▶ *Law Courts*
- ▶ *Insurance Companies*
- ▶ *British Airways*



Maximising Return on Investment

Our cross sector Capital Project services are focussed on ensuring that our client's business projects are successfully planned, conducted and delivered in a way that achieves return on investment as quickly as possible. Vector can bring an objective and experienced approach to:-

- Project feasibility and benefits planning;
- Project Risk management (including success assessment);
- Project Structuring; work stream and change focus;
- Integrated working;
- Communications and stakeholder management;
- Team building and training focussed on specific projects or general needs;
- Leadership coaching;
- KPI development and balanced scorecard.

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Capital Projects

- ▶ *OTP/DSK Bank*
- ▶ *British Airports Authority*
- ▶ *China Civil Aviation Authority*
- ▶ *DHL*
- ▶ *FedEx*
- ▶ *EDS*
- ▶ *Frans Maas Bulgaria*
- ▶ *JP Morgan*



Acquisition Services

We offer practical and achievable solutions for re-structuring, improving business performance and growing a business or service.

Vector specialises in advising public and private sector organisations on how best to acquire, outsource or manage their property portfolios and procure their essential services.

Vector's PPP advisory services, for example, combines our development skills with our knowledge of infrastructure financing, management and technical experience: looking at changing markets and reviewing the specifics of our clients markets. Our services include:-

- PPP advisory consultancy
- Re-structuring organisations and right-sizing
- Overhead reduction reviews
- Outsourcing strategies and implementation
- Acquisition support
- Lenders and buyers due diligence
- Lender supervision
- Property portfolio valuation and rationalisation

Contact Rossen Kolev General Manager

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Acquisition Services

- ▶ *Maquarie Bank*
- ▶ *JP Morgan*
- ▶ *Bexair (Bahrain)*
- ▶ *Lender supervision for a leading Bulgarian bank*
- ▶ *Balfour Beatty*



Maximising Property Contribution

Property is likely to be the most expensive business overhead after staff costs. Vector business consultants can make your fixed assets work harder by ensuring corporate property portfolios are linked as closely as possible to the primary business activities of the organisation. Our services include:

- Strategic property studies;
- Portfolio re-structuring;
- Income enhancement reviews;
- Business location & re-locations;
- Distressed properties;
- Property value workouts.

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Property Services

- ▶ *Morgan Stanley*
- ▶ *JP Morgan*
- ▶ *Glaxo Smith-Kline*
- ▶ *Anglian Water*
- ▶ *Maquarie Bank*
- ▶ *Credit Suisse*