

DEVELOPMENT MANAGEMENT CONSULTANTS DMC

(PARTNERSHIP FIRM)

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COMPANY'S PROFILE



INTRODUCTION OF THE FIRM

Development Management Consultants DMC, was created as a result of the merger between Research Oriented Development Systems (RODS), a Peshawar based consultancy firm carrying out independent operations since early 1993, and a group of highly qualified and experienced consultants from the private sector.

Managed by professionals with varied national and international experience, DMC offers a complete range of consultancy services for projects in the public, non-government, as well as the private sector. Based in Peshawar, DMC is uniquely placed to provide consultancy services and trainings to NGO's and Public sector organizations for various projects in NWFP and Tribal areas, as well as rehabilitation and development projects in Afghanistan and the Central Asian Region.

DMC places great importance on developing our practice in a way, which complements the current and future needs of our clients, both established and prospective. To achieve this objective the firm has a policy of maintaining close regular contacts with its clients at principal level. This close personal liaison has proved a decisive factor in our success as consulting engineers and ensures that projects are developed using technology, which is most suitable to the physical, socio-economic and climate environment in which they are to operate. It also leads to cost effectiveness and timely completion of development programs, elements which, together with assured quality, are essential to a truly successful outcome.

PROFESSIONAL IDEALS AND WORKING PRACTICES

We attach the highest importance to providing our clients with a personal service, whether their requirements are large or small. It is our policy, therefore, that a Director assumes personal and overall responsibility for a project, including liaison with the client. This policy has proved to be extremely effective and assures that the client's project receives the careful attention of senior management at all times.

It is also our aim to provide technical excellence in our services. The increasingly complex nature of development projects requires the input of many highly specialized skills, and over the years close working relationships have been established with many leading specialist organizations whose services can be called on at short notice.

With the grace of ALLAH the Almighty, DMC has been short listed by Frontier Highway Authority as NO LIMIT consultant for design and supervision of roads and bridges. We are second to none in the water resources sector. We have also established ourselves in the social sector having viable presence in various social sector projects in NWFP.

QUALITY

POLICY



QUALITY POLICY

We at DMC are committed to provide consultancy services, to the utmost satisfaction of our clients, with the highest level of professionalism and dedication. It is achieved through continuous improvement in level of expertise and commitment of our staff, and provision of necessary resources.

Development Management Consultants is committed to provide quality services with consistency to customer by:

- Consistently meeting or exceeding customer expectations for quality and performance.
- Effective implementation of QMS and its continual improvements.
- Providing professional, ethical and safe working environment

The effectiveness of our Quality Management System is continually improved through collective participation of our staff and Management Reviews.



**MANAGING DIRECTOR
DMC**



Dated: 01 / 08 / 09

ISO 9001 : 2008
CERTIFICATE



Quality Certified

Certificate of Registration

Development Management Consultants (DMC)

House No. 190-B, Street 8, Sector E1, Phase 1, Hayatabad, Peshawar, Pakistan

The above licensee has been assessed and registered by TQCS International Pty Ltd as having the capability to control the quality of goods or services provided in accordance with the conditions of the Licence Agreement at or from the addresses shown above, under a quality management system complying with the requirements of:

ISO 9001:2008

The registration covers engineering consultancy services.

Exclusions: Nil

Issue Date: 28/9/2009
Expiry Date: 7/9/2012

Licence No: PK200-QC
Original Certification: 28/9/2009

President
TQCS International (Group) Pty Ltd

Accreditation Manager
TQCS International Pty Ltd
For and on behalf of the
TQCSI Certification Approval Panel

This certificate verifies the original certificate issued and is valid as long as it is displayed as an electronic copy at www.tqcsi.com and surveillance audits are satisfactorily completed.



TQCS INTERNATIONAL PTY LTD
www.tqcsi.com



www.jas-anz.com.au/register

ENVIRONMENTAL POLICY



ENVIRONMENTAL POLICY

DMC will continually improve its business performance and conduct its operations in an environmentally responsible manner, in order to minimize pollution, improve resource efficiency and recovery, and in order to contribute towards improving sustainability and liveability of community at large. Within the context of the projects we are engaged on, we will achieve this by:

- Conserving energy, water, paper and other natural resources while still providing a comfortable working environment
- Minimizing waste through recycling and using recycled products and materials wherever practical
- Preventing and minimizing pollution
- Providing a sound and healthy environmental workplace, and gradually implementing range of sound work practices of which includes environmental impacts in our purchasing policies where appropriate
- Complying with relevant environmental legislation, regulations, policies and initiatives
- Fostering an environmental responsible culture and encourage directors, employees, specialists, contractors and consultants to develop new ideas and initiatives
- Communicating this Policy to our directors, employees, specialists, contractors and all other stake holders



**MANAGING DIRECTOR
DMC**

Love Our Environment



Dated: 01 / 09 / 09

ISO 14001: 2004
CERTIFICATE



Environmentally Certified

Certificate of Registration

Development Management Consultants (DMC)

House No. 190-B, Street 8, Sector E1, Phase 1, Hayatabad, Peshawar, Pakistan

The above licensee has been assessed and registered by TQCS International Pty Ltd as having the capability to control the environmental systems associated with its operations in accordance with the conditions of the Licence Agreement at or from the addresses shown above, under an environmental management system complying with the requirements of:

ISO 14001:2004

The registration covers engineering consultancy services.

Issue Date: 16/12/2009
Expiry Date: 7/9/2012

Licence No: PK200-QC-EC
Original Certification: 16/12/2009

President
TQCS International (Group) Pty Ltd

Accreditation Manager
TQCS International Pty Ltd
For and on behalf of the
TQCSI Certification Approval Panel

This certificate verifies the original certificate issued and is valid as long as it is displayed as an electronic copy at www.tqcsi.com and surveillance audits are satisfactorily completed.



TQCS INTERNATIONAL PTY LTD
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SERVICES

CAPABILITIES



ARCHITECTURE & DEVELOPMENT

As the complexity of the construction industry increases there is a growing demand for quality professional engineering advice during the initial development stages. DMC, offer a full range of multi-professional engineering services tailored to the special needs of developers. Our project teams are skilled in disciplines ranging from highways and traffic to geotechnics, structures, drainage and infrastructure

Modern and innovative in outlook, we aim to provide developers with integrated, cost-effective and practical advice. Aware of the need for financial return from developments, our priority is to complete projects on time and within budget, no matter how large or complex.

Our strength is our ability, from initial feasibility to project completion, on complex projects our long experience in all aspects of the development process, helps us work more effectively with local and statutory authorities and other professionals such as planners, architects, landscape architects, economists and surveyors. If required, we can call on additional in house expertise in the specialist structural, environmental and project management fields.

Working in highly motivated teams, our talented staff delivers a professional, prompt and friendly service. We are committed to quality and our engineers work to the highest professional standards. DMC network of associates throughout the country gives clients the benefit of a local point of contact backed by additional support from a large group with access to extensive computing, management and communication systems.

SECTORS

- Commercial
- Retail
- Residential
- Leisure
- Industrial
- Municipal
- Defense
- Educational

- Healthcare

SELECTED ACTIVITIES

- Site identification and appraisal
- Concept layout and design
- Planning applications and negotiations
- Preliminary and detailed design
- Technical approvals and adoptions
- Public consultation
- Construction supervision
- Project management
- Litigation advice.

RANGE OF SERVICES

- Foundations and ground investigation
- Infrastructure
- Flood studies, drainage and sewerage
- Traffic impact studies
- Roads and bridges
- Structural design
- Environmental impact assessments
- Architectural design

STRUCTURES

Today's competitive construction economy has increased the demand for better design concepts, improved construction programs and lower maintenance costs. DMC provides the professional and technical skills to plan design and supervise the construction of a wide range of structures. We aim to provide our clients with the best and most up-to-date advice, whether employed in the traditional role of the engineer or the more recently popular arrangements such as design and construct.

Our philosophy is based on technical excellence and a total commitment to clients. Taking projects through from feasibility to detailed design, construction and commissioning, our engineers are committed to producing cost-effective and practical solutions to the highest standards to ensure our projects meet clients' needs.

Successful construction depends on effective teamwork by all the specialists in the design team. Backed by long experience of working closely with other construction industry professionals, DMC's priority is to ensure a coordinated approach to design concepts and details leading to integrated construction solutions. As a local DMC's technical capabilities cover a wide range of disciplines extending well beyond the traditional role of the structural engineer.

Our network of associates throughout the country gives clients the benefit of a local high quality service backed by additional support from the resources of the whole group, such as access to advanced computing facilities, the latest analytical methods, or the advice of other specialists with many years of practical experience.

SECTORS

- Commercial
- Retail
- Residential
- Leisure
- Industrial

RANGE OF SERVICES

- Project management
- Surveys and inspections
- Structural integrity checking
- Refurbishment and conversion
- detailed design
- Contract document preparation
- Construction supervision
- Failure investigation
- Litigation advice

BUILDING STRUCTURES

- Hospitals
- Offices
- Retail developments
- Factories and warehousing
- Car parks
- Schools
- Prisons
- Military facilities
- Masts and towers
- Leisure facilities.

CIVIL ENGINEERING STRUCTURES

- Tunnels, culverts and subways.
- Drainage and flood control structures.
- Bridges.
- Earth retaining structures.
- Water retaining structures.
- Foundation.

HEALTH CARE

In order to meet the new challenges presented by recent changes in the healthcare sector, senior managers responsible for hospital property and other medical facilities need expert advice more than ever before. Quality engineering input is vital to ensure that special facilities are designed and built to the highest standards and that large and complex hospital sites operate smoothly and efficiently.

DMC provides a full range of professional and technical skills to solve the unique problems of hospital sites and buildings. That means first class structural advice during the design of hospital buildings plus experienced construction supervision and project management during construction. It also means innovative input in technical disciplines ranging from highways and traffic to geotechnics, drainage and infrastructure in order to ensure, for example, good site and building access, efficient circulation and user-friendly parking in a pleasant environment.

DMC understand the importance of all these factors in successful hospital development and with long experience of working in multi-professional teams are able to ensure that completed projects meet optimum design requirements.

SELECTED ACTIVITIES

- Planning initiatives
- Surveys and site appraisals
- Feasibility studies.
- Concept layout and design
- Engineering master planning
- Planning applications and negotiations
- Planning appeals and inquiries
- Statutory authority consultations
- Detailed design
- Contract document preparation
- Construction supervision
- Project management
- Litigation advice.

RANGE OF SERVICES

- Structural planning and design
- Ground engineering
- Foundations
- Infrastructure
- Drainage and sewerage
- Vehicular access and servicing
- Parking and signing
- Roads
- Environmental impact assessments.

ENVIRONMENT

As a result of growing public opinion and increasing legislative pressure, ever-increasing standards of environmental management and compliance are in demand. DMC's multi-disciplinary strengths allow us to offer a full range of professional advice in all aspects of the environment.

Our aim is to provide cost-effective and practical environmental solutions to the highest standards. Our philosophy is based on technical excellence and a total commitment to our clients' needs. In the increasingly sophisticated environmental sector our unique strength is the ability to balance environmental, economic and technical and policy issues.

DMC ranges from major strategic and policy studies to the analysis of individual sites. To ensure our solutions meet client's needs we assemble an integrated package of professional skills and services tailored to each individual project. Operating within a formal quality management system to national and international standards, our associates deal with projects from problem definition to the implementation of effective solutions.

Close working links with other environmental professionals, such as economists, chemists, biologists and ecologists, allow us to call on additional support from specialists in associated fields whenever required.

TECHNICAL SKILLS

- Noise and vibration
- Air pollution
- Water pollution.
- Traffic
- Ecology
- Agriculture
- Visual and social impact

FIELDS OF ACTIVITY

- Environmental impact assessment
- Risk assessment
- Environmental modeling
- Engineering design
- Litigation advice

SECTORS

- Transportation infrastructure
- Commercial and industrial development
- Waste management
- Landfill
- Mineral extraction
- Process industries
- Retail and residential
- Water.

PROJECT PLANNING

- Initial appraisal
- Feasibility studies
- Surveys and site investigation
- Laboratory testing

PROJECT DEVELOPMENT

- Planning applications
- Public consultations and exhibitions
- Project management
- Construction supervision

RESTORATION AND AFTERCARE

- Remedial and control measures
- Pollution control
- Site monitoring
- Landscaping.

WATER RESOURCES

The requirement for higher standards in water supply and wastewater treatment together with programs to upgrade flood defense and drainage, has led to an increased demand for water engineering expertise.

We and our associate's experienced water engineering teams have the creative, technical and commercial skills, coupled with extensive construction and project management expertise, to produce practical, cost-effective and integrated solutions based on the latest engineering techniques.

Working closely with clients, we provide an efficient, professional and friendly service at all stages of a project, from feasibility studies and environmental impact assessments, through design, site supervision and contract administration to commissioning and training of client's staff. To ensure our projects meet client's needs we operate a formal quality management system to national and international standards. DMC's water engineering skills are just part of a powerful set of multi-disciplinary design and consultancy capabilities available from a countrywide network of associates.

WASTE WATER AND EFFLUENT TREATMENT

- Foul water sewerage
- Pumping station and storm overflows
- Assessment of existing treatment works
- Improvement to existing treatment works.
- New treatment works
- Sludge treatment and disposal
- Trade waste treatment and disposal

FLOOD CONTROL AND DRAINAGE

- Catchments management planning
- Drainage area planning
- Hydrological investigations
- Hydraulic analysis
- Economic appraisal
- River improvement works
- Flood storage

- Pumping stations
- Surface water drainage
- Land drainage.

WATER TREATMENT AND SUPPLY

- Water intake structures
- Ground water supply systems
- Water treatment works
- Pumping stations and pipelines
- Water distribution systems.

WATER RESOURCES

- Hydrology and hydro geological investigations
- Hydraulic analysis
- Economic appraisal
- Dams, reservoirs and wells

TRANSPORTATION

Increasing population, greater demand for travel and growth in freight traffic has put transport systems throughout the world under increasing pressure. Quality professional input is vital to ensure the efficient and safe movement of people and goods with reduced congestion and improved environment.

Our transportation specialist, provide analytical and technical skills in a range of disciplines including demand modeling, economic and environmental analysis, highway and traffic engineering, safety engineering and public transportation planning and operations.

With a philosophy based on technical excellence and a total commitment to clients, we aim to provide practical solutions based on state-of-the-art technology. Our particular strength is our ability to balance engineering and planning expertise with environmental, economic and political issues at all stages of projects, from initial feasibility through to completion.

Our associates have worked with high profile clients in both the public and private sectors for many years, our transportation skills are just part of a powerful set of design and consultancy capabilities in a wide range of technical disciplines. DMC personnel and associates have extensive experience, from feasibility to completion stage, of express ways, major highways, and rural & urban roads. Our high tech professional associates have complete up to date knowledge of the present transportation techniques.

SCOPE AND SERVICES

- Data collection and analysis
- Demand forecasting and modeling
- Feasibility studies, planning surveys.
- Infrastructure and operational planning
- Operational economic and environmental evaluation.
- Detailed engineering design
- Project implementation/supervision.

- Technical training.
- Applied research

TRANSPORT PLANNING

- Integrated transport strategy
- System appraisal
- Highway appraisal

TRAFFIC AND ENVIRONMENTAL MANAGEMENT

- Town centre studies
- Network management
- Traffic impact studies
- Traffic signals and systems
- Traffic calming
- Parking studies and schemes
- Pedestrian movement and facility design
- Road safety audit and remedial design.

RURAL DEVELOPMENT

In many parts of the world efforts to promote rural development have undergone substantial changes in recent years. To make them more effective government services aiming at the rural sector are increasingly been decentralized and they are delivered with strong participation of target groups and beneficiaries.

DMC's rural Development unit supports this process by providing its expertise and suitable tools (Management information systems, Monitoring & Evaluation etc.) to increase the efficiency of these decentralized authorities.

In many countries government agencies have withdrawn completely from rendering services for which they were responsible so far and left the field open to the private sector, professional bodies, non-government agencies and self-help organizations.

To create and to promote institutions which are geared to the newly evolving needs is the challenge of rural development of today. The unit of Rural Development with its multi-sectoral approach is experienced and well equipped to assist in this process. Its main role is to initiate and to moderate this "Process of change" in collaboration with our partners.

MAIN FIELDS

- Promotion of rural institution in the fields of:
 - Credit
 - Marketing
 - Processing
 - Input Supply
 - Planning
 - Conception development
 - Organizational Support, management and training.
 - Privatization of services and transfer of responsibility to professional organizations and local self-help groups
 - Support to Project Management Units and Aid Coordination Units.
 - Regional development planning and implementation.
 - Multi-disciplinary development in rural areas
 - Promotion of small and medium enterprises.

- Realization of micro-projects
- Development of wholesale and retail markets.

THE SERVICES

- Execution of studies at feasibility level.
- Implementation of projects in all phases of the project cycle in close collaboration with the client and local partners.
- Moderation of planning seminars and workshops.
- Provision of qualified backstopped services.

PARTICIPATORY COMMUNITY AND SOCIAL SECTOR DEVELOPMENT

DMC lies in its multidisciplinary professional resource base and integrated approach in preparation of multi sectorial projects in social, institutional and community development.

The experts have proven track record of hand on expertise in their respective field. DMC provides state of the art and appropriate solutions using best of the breed methodologies to social and Participatory community development projects.

DMC has been uniquely placed for participating and involving community in identifying, formulating studies for demand driven projects.

DMC has been providing consulting services, support to the clients in the following areas.

INSTITUTIONAL STRENGTHENING CAPACITY BUILDING

The professional and well experienced staff had conducted numerous studies from design and development of comprehensive policy programs to strengthening and capacity building institutions as per the needs of the institutions,

Some of the studies DMC conducted include

- Designing and conducting workshops and seminars,
- Training need assessment of institutions,
- Preparing training plans and modules,
- To Arrange training programs and identifying training institution for Institutional Strengthening Capacity building,

COMMUNITY DEVELOPMENT

The specialized social sector division of DMC is capable of carrying out all community development related activities as well as providing consultancy services like,

- Awareness campaigns,
- Motivating community people,
- Formulating & organizing community members,

- Training,
- Capacity building for planning, monitoring, implementing, operating and maintaining through a sustainable way using participation approach.

GENDER DEVELOPMENT

The specialized social sector division of DMC is capable of carrying out all gender development related activities with special emphasis on women development activities as well as providing consultant services in the areas of gender development like empowerment of women through followings,

- Awareness programs,
- Training programs,
- Micro credit linkage development,
- Skilled development center,
- Informal schools,
- Appropriate house hold technology programs,
- Health hygiene and medical camps.

SOCIOECONOMIC SURVEY

Our well experienced staff carries out studies, surveys and assessment using proven & tested methodologies through participatory approaches.

- Household surveys,
- Community socioeconomic surveys,
- Social assessment,
- Community needs assessment.

STUDIES, ASSESSMENT AND EVALUATION

Our well experienced team carries out studies, surveys and assessments with appropriate and proven research based methodologies and approaches.

- Environmental assessments,
- Environmental impact assessments,
- Natural & man made disaster assessment studies,
- Case studies,
- Benefit monitoring and evaluation (BME),
- Post project evaluation,
- Mid term evaluation,
- Third party validation.

PARTICIPATORY PLANNING

The DMC experts have long track record of participatory planning by involving community people at grassroots level all the way to the top level. The team in the

process then identifies their demand and prioritizes to develop a detail participatory plan for development. The participatory plan includes a logical framework that consists of both tangible & non tangible indicator to monitor and evaluate project as well as consisting of feed back mechanism for improved planning.

The participatory planning includes;

- Community participatory plan,
- Community action plan,
- Development of indicators for M & E,
- Project planning,
- Financial management and planning,
- Land use planning,
- Social planning.

MANAGEMENT INFORMATION SYSTEMS

DMC's Information Systems department has over 15 years' experience in the application of information systems, particularly GIS, within the company and for external clients. Expertise in the operation and implementation of systems through which data is collected, stored and analyzed is fundamental for decision-making.

Matured software engineering and management practices help provide the best solutions and services within schedule and at affordable cost.

It is DMC role to analyze business processes and system requirements and use experts wealth of experience to create real, time saving applications.

The Information Systems department has been developed to analyze and review the management of data and information on a project, regardless of size, and suggest cost-effective solutions.

These solutions provide the client with easy, quick and cost effective access to project information from a single location via web or office-based protected systems.

Depending on a project's specifications, the Information Systems department works in the following areas as separate services or as an integrated solution:

GIS

Map production, data analysis, visual representation, 3D modeling, web-based GIS systems, movie files, spatial analysis, data conversion, aerial and satellite interpretation, GPS data capture and surveying.

SUPPLY CHAIN MANAGEMENT SOLUTIONS

Effective and integrated supply chains are of strategic importance to companies who wants to gain competitive advantage. DMC have the knowledge and the experience in conceiving, designing, developing, deploying and maintaining Enterprise applications.

DMC forte is Enterprise supply chain management solutions that includes, warehouse

management stock, inventory control, wireless tracking, retail management POS solution, RFID, Barcode and full range of logistics consultancy & solutions.

ERP (ENTERPRISE RESOURCE PLANNING) SOLUTIONS

From distributed order systems, warehouse management, shop floor management, sale and operation planning, DMC ERP Solution is a best-in-class, high-performance solution utilized by the world's leading manufacturing firms, logistics companies, and retailers to fuse the demand chain with the supply chain. DMC ERP (Enterprise Resource System) is an ERP business solution that is easy to customize and implement across range of manufacturing software for small to mid-sized companies of which includes, make to order, make to stock, job shop and custom manufacturers, distribution and warehouses just to name a few.

DMC full-featured array of features, includes estimating and quoting, Inventory Control, Integrated Purchasing, Master Production Scheduling(MPS), Material and Capacity Requirements Planning, demand-driven manufacturing, inventory management, business performance measurement and financial control. DMC supply chain management software products meet the highest demands for short response times and large transaction volumes.

SYSTEM PERFORMANCE AUDIT

Once established, an information system must be audited periodically to ensure that it is performing all the tasks required of it as efficiently and effectively as possible. Growth of the organization, increased volume of business, changes in the business environment, technological changes and newly conceived information requirements all place increased demands on existing information systems and often cause them to be modified or extended on an ad hoc basis.

An information system audit should be performed every three years, or when processing capacity appears to be strained and upgrading of facilities is being considered.

DMC staff has the specialized skills and experience to perform a thorough audit on existing information systems and to recommend changes in design, equipment, software and procedures, to bring them up-to-date and to peak performance.

DATABASE DEVELOPMENT

Small to medium scale database design, development and build. Linking multiple databases and web-based systems.

IT

Network assessment, design and implementation & management, project site reviews, technical input to tenders or established projects.

SYSTEM ANALYSIS

Office, IT and user requirement studies

WEB TECHNOLOGIES

Our web solutions division is a one stop provider of web design, web development , Document control, database management, GIS/AutoCAD integration, extranet systems, portal development, content management system, CMS, intranet, e-business, extranet and website design as well as web-based GIS facilities

Our developers have years of experience in Internet technologies , including server side (ASP, PHP, ASP.net, Cold Fusion, database support including JDBC, ODBC, DAO, etc..). So if you would like to see particular technology for your web solution we can help you.

We follow ISO code of standards and continuously adopt best practices to deliver the right web solution to you.

MOBILE AND PDA SOLUTIONS

DMC IT division specializes in building dynamic mobile, PDA and handheld software applications. DMC have expertise in developing wireless applications using industry standard technologies such as WAP, WML and J2ME.

DMC have developed a comprehensive range of PDA field mobility solutions including field solutions for sales workforce, warehouse and Job management.

Businesses which have adopted our DMC mobility solutions report improved productivity and efficiencies resulting in benefits such as increased revenue, decreased costs, and improved accuracy in invoicing, ordering, and task management.

USER SUPPORT

IT support, GIS

DMC has adopted world-class standards in development, support and services and strives to improve products, processes and system continuously.

PROJECT MANAGEMENT

Managing a large, complex project is never easy. It usually places additional demands on your time, resources and budgets. Successful project delivery requires strong project management and leadership, and team members with the right talents and relevant skills. DMC help clients by providing trained specialists to complement their project team. When and where necessary, DMC provides industry-experienced project managers ensuring the timely and successful implementation of the project.

Advice can cover location, type of facility, construction needs, potential risk factors and resource planning. Programme and cost targets, activities and interfaces are all closely monitored so that potential problems are identified early and prompt corrective action is taken. We place great emphasis on controlling and managing change, and each project is managed proactively to prevent it developing its own inertia.

No matter how large or complex your project is, DMC project management specialists are capable of supporting your needs. DMC project management specialists have attained Institute of Project Management accreditation.

Project management comprises the management of all that is involved in achieving a project's objectives safely and within agreed time, cost, technical, quality and other performance criteria. Services provided by our experienced specialist staff include:

OUR PROJECT MANAGEMENT OFFER ORGANIZATIONS

PROJECT MANAGEMENT TRAINING

Special mentoring options are also available to train and support current management staff and assist them with their needs in developing or managing a project or program. This includes the creation and conduct of workshops covering issues such as project management and teamwork utilizing experiential learning in workplace simulation workshops. They are interactive and fun.

BUSINESS REQUIREMENTS & ANALYSIS

Understanding and effectively defining organizations business requirements is a core service provided by DMC. By analyzing current business processes and comparing these with organizational direction and future requirements, DMC experienced team is able to define a gap analysis and proceed to detail specific business requirements.

CHANGE MANAGEMENT

The best software in the world, implemented in record time and on budget may still result in project failure if the users choose not to use it. Managing change during projects is the way of bringing the “hearts and mind on board”.

Key change management strategies must be implemented and effectively communicated and distributed thought-out the wider stakeholder community – in parallel to the project management Gantt chart.

DMC assist organizations in developing and executing change management strategies that ensure:

- Optimal project and stakeholder communication,
- Fear and surprise is replaced with knowledge and awareness,
- Learning and education requirements are complete and effective,
- On going support and learning strategies are implemented,
- Avenues of feedback are developed and open from day one.

DMC bring vast experiences in organizational change management (OCM). Our consultants adhere to DMC’s OCM methodology and develop rigorous business engagement strategies to minimize impact of transitions.

BUSINESS PROCESS MANAGEMENT

BPM is the ability to see and control all parts of a long-lived, multi-step information request or transaction that spans multiple applications and people in one or more companies.

BPM means harnessing and enhancing the value of business processes within extended enterprise, no matter who they involve.

A BPM solution is a graphical productivity tool for modeling, integrating, monitoring, and optimizing process flows of all sizes, crossing any application, company boundary, or human interaction.

METHODOLOGY-OUR APPROACH

To become a world-class project management consulting practice, DMC has invested in research and development of a proven methodology known as the DMC deliverance Framework (DDF).

Unlike conventional methodologies, the DDF is business-case centric and integrates systems development and delivery processes congruent to its ISO9001 certified quality system. The methodology draws heavily on the Project Management Body of Knowledge (PMBok) and Prince 2.

Typically, DMC project managers would adopt and adhere to clients existing methodology to ensure alignment with concurrent initiatives, and supplement them with elements of the DDF as required.

We bring vast experiences in organizational change management (OCM). DMC consultants adhere to PMP Standard methodology and develop rigorous business engagement strategies to minimize impact of transitions.

HUMAN RESOURCES



HUMAN RESOURCE

DMC set out to make its mark in the field of engineering consultancy with only a handful of people in 1995, but had to expand very rapidly to meet the enormous work load it was able to generate for itself. Today, it has on its rolls a staff strength of 196 employees including 100 highly qualified engineers, architects, planners, geologists, economists and other professionals. The break-up of staff is as follows:

BREAK-UP OF PROFESSIONAL AND PARA-PROFESSIONAL STAFF (As on April 30, 2009)

SPECIALIZATION	STAFF
<ul style="list-style-type: none"> ⊙ Professional Staff <ul style="list-style-type: none"> ■ Civil Engineers ■ Electrical Engineers ■ Mechanical Engineers ■ Agriculture Engineers ■ Chemical Engineers ■ Architects/Planners ■ Geologists/Material Specialists ■ Computer Engineers/Scientists ■ Economists ■ Sociologists ■ Agronomists ■ Chartered Accountants ■ Graphic Designer ■ Remote Sensing Analysts ■ Environmental Scientists ■ Geological Engineer 	<ul style="list-style-type: none"> 25 3 2 3 1 3 3 10 1 1 1 1 1 1 1
Sub-Total	58
<ul style="list-style-type: none"> ⊙ Para-Professional Staff <ul style="list-style-type: none"> ■ Associate Engineers ■ Surveyors/Quantity Surveyors ■ Supervisors/Inspectors ■ Draftsmen ■ Research Officers ■ Computer Programmers ■ Data Entry Operators ■ Laboratory Technicians ■ Accountants ■ Others 	<ul style="list-style-type: none"> 12 30 25 30 3 11 10 5 5 7
Sub-Total	138
<ul style="list-style-type: none"> ⊙ Total Staff Strength 	<ul style="list-style-type: none"> 196

PAKISTAN ENGINEERING COUNCIL





Registration No CONSULT/884

Date of Registration : 29-08-1998

CERTIFICATE OF REGISTRATIONUNDERPAKISTAN ENGINEERING COUNCIL ACT 1975

This is to certify that M/s .DEVELOPMENT .MANAGEMENT .CONSULTANTS.....

Address .190-B .ST#8 .SECTOR-E1 .PHASE-I .HAYATABAD .PESHAWAR.....

have been registered as Consulting Engineers at Serial No .CONSULT/884.....

of the Register of Pakistan Engineering Council with following particulars:-

Type of Ownership (~~021,022~~, 023, ~~024~~) (PARTNERSHIP)

Field of Specialization:

(Project-profile Code Nos.) 1201,1203,1204 (i),1206,1215 (ii),1226,1235 (SEVEN ONLY)
(FOR CIVIL ENGG WORKS ONLY)Date of Issue
13/04/2009Registrar
Pakistan Engineering Council,
P.O. Box 1296,
Islamabad.

- Note: 1. The Certificate of Registration shall expire on 31st December 2009.....and will be renewed on payment of required fee before 31st January for the next year.
2. Description of project profile codes is shown on reverse.

PAKISTAN COUNCIL OF ARCHITECT / TOWN PLANNERS



S. No. 212069
Book No. 310



REGISTRATION NO. A-2153

PAKISTAN COUNCIL OF ARCHITECTS AND TOWN PLANNERS
REGISTRATION RENEWAL CERTIFICATE

This is to certify that Ar. Muhammad Kashif
has paid the prescribed Renewal Fee for calendar year/s 2009 and his/her
registration with this Council as ARCHITECT has been duly renewed upto December 31, 2009
under the provisions Pakistan Council of Architects and Town Planners Ordinance, 1983.

DATE 16/01/2009

(Seal)

Tahira S. Fayli
REGISTRAR



Certificate of Membership

MUHAMMAD KASHIF

has in the year 2006 been declared Associate
of the Institute of Architects, Pakistan and is entitled to exercise the right
and privileges under the conditions prescribed in its Constitution and Bye-Laws

S. Akeel Bilgrami
President

Silwat Afzal
Hon. Secretary

Membership # A-974-06
issued in March 2006

NATIONAL TAX NUMBER

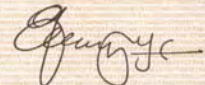


GOVERNMENT OF PAKISTAN
CENTRAL BOARD OF REVENUE
(DEPARTMENT OF INCOME TAX)

NATIONAL TAX NUMBER CERTIFICATE

Name	DEVELOPMENT MANAGEMENT CONTS.
Business Premises / Employee of / Proprietor of	CIVIL COLONY KOHAT ROAD PESHAWAR
National I.D. Card No.	
Firm Registration No.	10065/9/12097
Company Incorporation No.	
Status /Nature	REGISTERED FIRM
National Tax Number	1157346-5
Date of Issue	25/09/2000
XXXXXXXXXXXX Date of Expiry	XXXXXXXXXXXX
Old NTN (if applicable)	01-11-0144425




Chief Coordinator
Computer Wing

FINANCIAL SOUNDNESS





Dated: February 24, 2009

TO WHOM IT MAY CONCERN

It is certified that **MUSHTAQ AHMAD** is maintaining his two accounts titled **DEVELOPMENT MANAGEMENT CONSULTANTS, Current USD Account # 50902101128304**. Since 24/08/2006 & **Current PKR Account # 50902001128301**, since 31/12/2004.

His dealing with us is quite satisfactory. He enjoys good market reputation & sound financial position.

This certificate is being issued upon the specific request of our client and without any liability or responsibility on part of our Bank and or its officer(s).

Authorized signature

Authorized signature



REF: HYT/OPS/2009
Date: 24th February 2009

TO WHOM IT MAY CONCERN

This is certified that M/s Development Management Consultants are maintaining a Saver Classic Account No. 5302-0006920-1524 with us since 27th June 2003. They are financially very sound and enjoy good market reputation. Furthermore they have good banking relations with us and conduct of their account has been satisfactory till date.


Authorized Signature


Authorized Signature

This certificate is issued on the specific request of the customer and does not constitute any risk or liability on part of the Bank or any of its employees. This document is highly confidential, issued in response to a request and may be incomplete in nature. The contents or value of any securities given are as an opinion and may not be disclosed to a third party, in the event of which, the contents of this letter will become null and void.

NIB Bank Limited
Hayatabad Branch
B-1 Phase 5 Hayatabad Peshawar.
Tel: (92-91) 5825306-5825279-80
Fax: (92-91) 5825281
www.nibpk.com

RETURN OF TOTAL INCOME/STATEMENT OF FINAL TAXATION										IT-2 (Page 1 of 2)	
UNDER THE INCOME TAX ORDINANCE, 2001 (FOR INDIVIDUAL / AOP)										N*	
1		CNIC			17301-9681218-7			NTN		1175346-5	
2		Name			MUSHTAQ AHMED			Gender		Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>	
3		Business Name			DEVELOPMENT MANAGEMENT CONSULTANTS			Year Ending		JUNE 30, 2008	
4		Business Address			HAYATABAD PESHAWAR			Tax Year		2008	
5		Res. Address						Person		IND <input checked="" type="checkbox"/> AOP <input type="checkbox"/>	
6		E-Mail Address						Phone			
7		Principal Activity						Res. Status		Non-Res. <input type="checkbox"/> Resident <input checked="" type="checkbox"/>	
8		Employer						Birth Date			
9		Representative						Revised N*			
10		NTN			Proprietor/Member/Partners' Name			% in Capital		Capital Amount	
11		Others									
12		Total						100%			
13		Items						Code		Total	
14		Gross Sales						3101			
15		Cost of Sales [11 + 12 + 13 - 14]						3116			
16		Opening Stock						3117			
17		Purchases						3104			
18		Manufacturing/ Trading Expenses						3111			
19		Closing Stock						3118			
20		Gross Profit/ (Loss) [9-10]						3119			
21		Other Revenues/ Fee/ Charges for Services						3131			
22		Profit & Loss Expenses						3170			
23		Net Profit/ (Loss) [(15 + 16) - 17]						3190			
24		Inadmissible Expenses						3191			
25		Admissible Deductions (Attach Annex-A for Tax Depreciation)						3192			
26		Income/(Loss) relating to Final and Fixed tax						3199			
27		Brought Forward Loss Adjusted/(Loss for the year Carry Forward) Attach Annex-B)						3990			
28		Total Income [Sum of 24 to 30]						9099			
29		Salary Income including Arrears						1999			
30		Business Income/ (Loss) [(18 + 19) - 20-21-22]						3999			
31		Share from AOP (Untaxed)						312019			
32		Share from AOP (Taxed)						312029			
33		Capital Gains						4999			
34		Other Sources Income/ (Loss)						5999			
35		Foreign Income/ (Loss)						6399			
36		Deductible Allowances [32 + 33 + 34]						9139			
37		Zakat						9121			
38		Workers Welfare Fund						9122			
39		Charitable donations admissible for straight deduction						9124			
40		Exempt Income [Sum of 36 to 39]						6199			
41		Salary Income						6101			
42		Business Income						6103			
43		Capital Gains						6104			
44		Other Sources Income/ (Loss)						6105			
45		Taxable Income/ (Loss) [23 - 31]						9199			
46		Gross Tax						9201			
47		Tax Reductions, Credits & Averaging						9249			
48		Tax Already Paid including Adjustments (Attach Annex-C)						9499		22,344	
49		Tax Payable/ Refundable (transferred from Final/ Fixed Tax)						4594			
50		Net Tax Payable [(41 - 42 - 43) + 44]						9999		-22,344	
51		Tax Paid as per CPR No.						9471			
52		Net Tax Refundable, may be credited to my bank account as under:						9999		-22,344	
53		Bank									
54		Branch Name & Code									
55		A/C Number									

Mushtaq Ahmed
Signatures

Note-1 : Grey blank fields are for official use



Annex-C
Tax Already Paid Including Adjustments and with Return

2008
C

NTN **1175346-5**

CNIC **17301-9681218-7**

Particulars		Code	Amount (Rs.)
Advance Tax			
1. First installment	CPR No.	Evidence of payment attached	
2. Second installment	CPR No.	Evidence of payment attached	
3. Third installment	CPR No.	Evidence of payment attached	
4. Fourth installment	CPR No.	Evidence of payment attached	
5. Sub-Total [Add 1 to 4]		9461	
Tax Collected/Deducted at Source			
(Other than tax collected/deducted on receipts/value of goods subject to final taxation)			
6. On import of goods		Evidence of payment attached	94019
7. From salary			94029
8. On profit on debt		Evidence of payment attached	
	Certificate/Account No. etc.	Bank	Branch
			Share%
			94049
			94049
			94049
9. On payments received by non-resident		Evidence of payment attached	940539
On payments for goods		Evidence of payment attached	940619
11. 0		Evidence of payment attached	940629
12. On withdrawal from pension fund		Evidence of payment attached	94028
13. On cash withdrawal from bank		Evidence of payment attached	
	Certificate/Account No. etc.	Bank	Branch
			Share%
			94119
			94119
			94119
14. On trading of shares at a Stock Exchange		Evidence of payment attached	94138
15. On financing of carry over trade		Evidence of payment attached	94139
16. With motor vehicle tax (Other than goods transport vehicles)		Evidence of payment attached	
	Registration No.	Engine / Seating Capacity	Owner's Name
			Share%
			94149
			94149
			94149
17. With bill for electricity consumption		Evidence of payment attached	<input checked="" type="checkbox"/>
	Consumer No.	Subscriber's CNIC	Subscriber's Name
			Share%
	04621400509456U		Shoukat Ali
			94159
			8,600
			94159
			94159
18. With telephone bills, mobile phone and pre-paid cards		Evidence of payment attached	<input checked="" type="checkbox"/>
	Number	Subscriber's CNIC	Subscriber's Name
			Share%
	5829255		Shoukat Ali
			94169
			300
	5829244		Shoukat Ali
			94169
			2,639
	5811380		Shoukat Ali
			94169
			100
	5830781		Shoukat Ali
			94169
			350
	03339126974		Dev. Management Consultants
			94169
			8,470
	03339129903		Dev. Management Consultants
			94169
			1,135
19. Others			750
20. Sub-Total [Add 6 to 19]		94599	22,344
Adjustment of Prior Year(s) Refunds Determined by Department			
21. Refund adjustments (To the extent adjustment is required against the current year's tax payable, if any)			
	Refund Assessed		Previous Adjustments
	Tax Year	Amount (Rs.)	Tax Year
			Amount (Rs.)
	Available for Adjustment		Current Adjustments
	Amount (Rs.)		Amount (Rs.)
(a)			
(b)			
(c)			
(d) Sub-Total [Add 21(a) to 21(c)]		Evidence of refund due attached	9498
Total Tax Already Paid Including Adjustments			
22. [Add 5 plus 20 plus 21(d)] and transfer to the main return IT-2 (1 of 2) Col 43		9499	22,344
Workers Welfare Fund Paid with Return			
23. CPR No.		Evidence of payment attached	9308

Shoukat Ali



RETURN OF TOTAL INCOME/STATEMENT OF FINAL TAXATION

IT-2 (Page 2 of 2)

UNDER THE INCOME TAX ORDINANCE, 2001 (FOR INDIVIDUAL / AOP) N°

CNIC	17301-9681218-7	NTN	1175346-5
Name	MUSHTAQ AHMED	T.Y	2008
Business Name	DEVELOPMENT MANAGEMENT CONSULTANTS	RTO/LTU	

Final Tax Statement 115(4)

	Source	Code	Receipts/Value	%	Code	Tax Due
51	Imports	64011		6	65011	
52		64012		1	65012	
53		64013		2	65013	
54		64014		3	65014	
55	Dividend	64031		5	65031	
56		64032		10	65032	
57		64033		7.5	65033	
58	Profit on Debt	64041		10	65041	
59	Royalties/Fees	640511		15	650511	
60		640512			650512	
61	Contracts (Non-Resident)	640521		6	650521	
62	Supply of Goods	640611		3.5	650611	
63		640612		1.5	650612	
64		640613			650613	
65	Services	640621		6	650621	
66	Contracts (Resident)	640631	51,239,483	6	650631	3,074,369
67		640632			650632	
68	Exports/Indenting Commission/Exp.Services	64071		0.75	65071	
69		64072		1	65072	
70		64073		1.25	65073	
71		64074		1.50	65074	
72	Foreign Indenting Commission	64075		5	65075	
73	Property Income subject to WHT	64081		5	65081	
74	Prizes	64091		10	65091	
75	Winnings	64092		20	65092	
76	Petroleum Commission	64101		10	65101	
77	Brokerage/Commission	64121		10	65121	
78	Advertising Commission	64122		5	65122	
79	Stock Exchnage Commission	64131		0.01	65131	
80	Goods Transport Vehicles	64141			65141	
81	Retail Turnover upto 5 million	310102		0.5	920202	
82	Retail Turnover above 5 million	310103			920203	
83	Total (51 to 82)		51,239,483		6599	3,074,369

	Source	Code	Receipts/Value	%	Code	Tax Due
84	Property Income not subject to WHT	210101		5	920235	
85	Purchase of locally produced edible oil	310431		1	920208	
86	Flying Allowance	112001		2.5	920234	
87	Employment Termination Benefits	118301			920211	
88	Total (84 to 87)				9202	

89	Total Tax Due (83 + 88)					3,074,369
90	Tax Paid/ Deducted	Evidences Attached	<input type="checkbox"/>	94591		3,074,369
91	Tax Payable/ Refundable to be transferred to Net Tax Payable (to 44)					

Verification

I, **MUSHTAQ AHMED**
holder of CNIC No. **17301-9681218-7**, in my capacity as Sell/ Partner or Member of Association of Persons/Representative (as defined in section 172 of the Income Tax Ordinance, 2001) of Taxpayer named above, do solemnly declare that to the best of my knowledge and belief the information given in this Return/Statement w/s 115(4) and the attached Annex(es), Statement(s), Document(s) or Detail(s) is/are correct and complete in accordance with the provisions of the Income Tax Ordinance, 2001 and Income Tax Rules, 2002 (The alternative in the verification, which is not applicable, should be scored out).

Date : _____

Mushtaq Ahmed
Signatures

Acknowledgement

02608

15 OCT 2008

03, Regional Tax Office Peshawar

Signatures & Stamp
of Receiving Officer with Date