

# CONTOUR Software

a subsidiary of Constellation Software Inc.

*Recruitment. Resources. Retention. Results*



## CONTOUR INSIGHT

### *Growth - adding Volaris to the Fold*

This year Contour grew around 27%, in terms of head count, and significantly, ended the year starting to serve the needs of the largest Constellation operating group, with two Volaris divisions adding 9 employees at Contour.

Given the recent and projected growth, and the need to access the entire labour pool of the country to serve the needs of divisions working on eclectic technology platforms, Contour ended 2013 having opened up our second office, in Lahore, to be operational in 2014.



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## **Team Building & Training**



Gladstone continued its pursuit of best practices on all fronts, continuing to invest in training and team-building trips, with one UK team lead visiting Karachi, and two Karachi employees visiting the Wallingford office in 2013.



CHS POMS, transitioning their offshore team from Honeywell to Constellation, started their team training off with a meeting in Dubai, for in-person industry and application domain training for their team leads.

Right after his trip to Karachi, the CHS CFO also approved a training trip to Virginia, for some of the Finance staff at Contour.

## **Annual Picnic**

This year, we piled into 3 buses, and took a trip to the picturesque Arabian Sea Golf & Country Club, for our annual picnic.



## **Charitable Events**

This year, Contour employees and the social committee participated in quite a few charitable events and causes.

At the start of the year, 7 employees (names picked out of a hat) got to take their spouses to watch the stage remake of a classic show by a renowned playwright, and in the process help the company contribute to the cause of the 'Health, Education & Literacy Program's' support of a charity hospital on the outskirts of Karachi.

In the first half of the year, Contour also invited a Charity Blood Bank Organization to conduct a Thalassemia awareness session and a blood drive at the Contour office. 58 units of blood were donated not only by Contour employees, but the Social committee was also able to get some employees from another company, located in the same building, to contribute blood.



Towards the end of the year, employees contributed to the cause of rehabilitation and reconstruction in the wake of a major earthquake in Balochistan, with the company also contributing.

## **Constellation Executives Visit**

This year, Contour employees got the chance to meet and discuss their experiences with Dexter Salna, CHS President, and Daniel Schmidt, CFO CHS, when they visited the Karachi office in August.

The trip served to boost the morale of the troops, and give Dexter a better understanding of the types of work being performed by Contour employees.

Another key purpose was to gain a better understanding of, as well as encourage increased sharing of best practices between the divisions.



## **Learning & Growth**

Contour maintained its position as a Microsoft Gold partner, with at least 10 more employees achieving MCPDs. CHS NewStar led the way with 4 from their team.

Along with various other certifications and training courses pursued, as well as knowledge sharing sessions conducted in-house, at least 12 QA professionals, belonging to various CHS & Jonas divisions, are currently enrolled in a three-month post-graduate program, focusing on a curriculum based on the CSQE certification.

One division also received the benefit of a formal trainer visiting our office from Sri Lanka, for technology-specific training.



## **Mango Fest**

This annual fiesta continues to add flavour to the Contour year - thanks to the volunteers who help make it successful.



## Recreation

With ping pong being the most popular activity in the Rec room, the Contour Social Committee organized singles and doubles tournaments, with 64 participants.

CHS FAST proved the ultimate victor, with Wajid Khan not only winning the singles final versus Noman Altaf (also of CHS FAST), but also combining with Noman to win the doubles tournament for FAST.

The Cricket tournaments and events that are now an annual fixture - the Contour Cup, the Contour Cricket League, as well as Inter-company cricket - continued on in 2013, with a greater number of employees requiring the addition of a third team, Constellation Stars, to the previously two-team CHS-Jonas Contour Cup.

Apart from the usual peak of competitiveness that these tournaments witness, this year Contour continued on in our proud win-loss record against other companies - especially those located in the same office building!



## Annual Dinner

This year, our annual dinner event had everything from a video parody of people in the office (produced by, and starring, Contour employees), an employee's humorous delivery of an original poem about the life of a Contour employee, as well as a gift raffle.



As we start the New Year, we renew our commitment to create opportunities for divisions to learn from each other's experiences, and to continuously strive for excellence via implementation of best practices.

**Happy New Year! from Team Contour**