



*The next level  
of service*

## Human Capital Solutions

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## Human Capital Solutions

Finding the best candidates for the job could be a challenge. This is where Blancas Sandoval & Associates, PA and UHY Consulting SA provide executive recruiting solutions to our clients.

We build long lasting relationships, provide sourcing solutions specific to your needs and we are committed to making the right placement. We're ready to solve your unique hiring needs.

Our engagement model is a process that allows us to focus on client needs and provide quality candidates to the hiring manager while providing the best candidate experience.

We are confident that we can provide you with the quality and timeliness of service that you seek and deserve.

We also believe that we are uniquely qualified to serve your organization based on the following:

- Our philosophy of providing professional services emphasizes cost-benefit in developing approaches to client requests and collaborating with your team to provide the highest level of service.
- We are a service organization. We understand the continuing obligation to earn your patronage through responsive service and constant attention to the needs of your organization.

We look forward to the opportunity and privilege of serving you and will be pleased to supply further information you require regarding our services. You may contact us directly at 51-1-707-3872 (Peru) or 954.302.1772 (US)

Very truly yours,

***UHY Consulting, S.A. & Blancas Sandoval & Associates, PA.***

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## UHY Consulting – Business Consultants

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- In UHY Consulting, S.A. we are part of an association of auditing and consulting independent firms organized by Urbach Hacker Young International Limited - UHY International.
- UHY allows us to share experiences and exchange know-how with more than 7000 professionals worldwide, organize multidisciplinary teams to perform cross-border transactions and have more than 200 offices located in major business centers worldwide. Therefore, we can advise our clients regardless of geographic market in which they are placed with full guarantee of quality and responsiveness.
- UHY has been one of the first full members of Forum of Firms, an association of global networks of audit and consultancy created by the International Federation of Accountants (IFAC), which guarantees a level of quality and consistency in the audit of financial statements and the adoption of International Standards on Auditing (ISAs).
- The expansion of its business to foreign markets will be supported by the office of UHY in the region of destination. We will provide detailed information on:
  - Ways of doing business and contacts
  - Legal and tax systems
  - Accounting and auditing requirements
  - Political and social customs
- Our professionals also have benefited from the synergies generated by UHY. The involvement of our staff in exchanges with other member firms is a practice that today has proved their efficiency both in the area of specific training as in overcoming language and cultural barriers.

## About UHY – The Network

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**We are a cohesive worldwide network of independent member firms providing audit, accounting, tax and business advisory services across the globe.**

- Established in 1986, UHY is a business driven, tight-knit network
- Doing business in nearly 240 major business centres in 78 countries with access to over 6300 professionals and staff
- UHY is the 23<sup>rd</sup> largest international audit, accounting and consultancy network (by revenue)
- In 2010 our revenue was USD583 million
- UHY has expanded representation by 66% since 2005
- PCAOB registered member firms (31) span 23 countries
- UHY is a full member of the Forum of Firms
- The network's executive office is based in London, UK

## UHY Services – Firm’s Capabilities

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- **Audit & Assurance**, including: statutory audit, internal review, compilation and review of financial statements, performance and value for money audits, risk assessment, special purpose and international audits.
- **Business Solutions**, including: business plans and development options, international expansion, budgeting, financial planning and control, maintaining accounting records, reviewing management reporting systems, business valuations, cash flow and profit projections, alternative methods of extracting profits, practice management and business systems, payroll administration and company secretarial services, family finances, trusts and inheritance, risk assessment and management.
- **Corporate Finance**, including: strategic business advice, business valuations, optimum financial structure, development strategy, fundraising, admission to capital markets, management incentive schemes and exit strategy.
- **Corporate Governance**, including: accounting standards, ethics, legal & compliance, professional standards.
- **Corporate Recovery & Insolvency**, including: debt collection, corporate turnaround, asset protection or repossession, developing or implementing good management practices, refinancing, debt management, insolvency planning and personal liability protection.
- **Corporate Services**, including: appropriate commercial and tax-efficient structures for international expansion and cross-border ventures.
- **Forensic Accounting**, including: litigation support, valuations, economic damages, fraud evaluations, criminal proceedings and money laundering issues.
- **Management Consulting**, including: business re-engineering, human resources, information technology, marketing & sales, public relations, risk management, strategic planning & analysis, treasury, computer security.
- **Tax**, including: corporate tax, direct taxation, indirect taxation, international tax and personal tax, transfer pricing, transnational group structuring, trading through a branch, dividend, interest and royalty planning, international Customs issues, trust and partnership matters.

# UHY Services – Recruiting Solutions

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## Who We Are

- Specialized recruiting experts
- Strong relationships with candidates & clients
- Serving a diverse portfolio of clients ranging from Fortune 500 to small to mid-sized businesses

## Where We Specialize

- Finance & Accounting
- Interim CFO Executives
- Engineering & Manufacturing
- Information Technology
- Sales & Marketing
- Human Resources
- Legal
- Banking & Mortgage

## How We Deliver

- Contract & project assignments
- Contract to hire
- Direct hire placements
- Retained Search

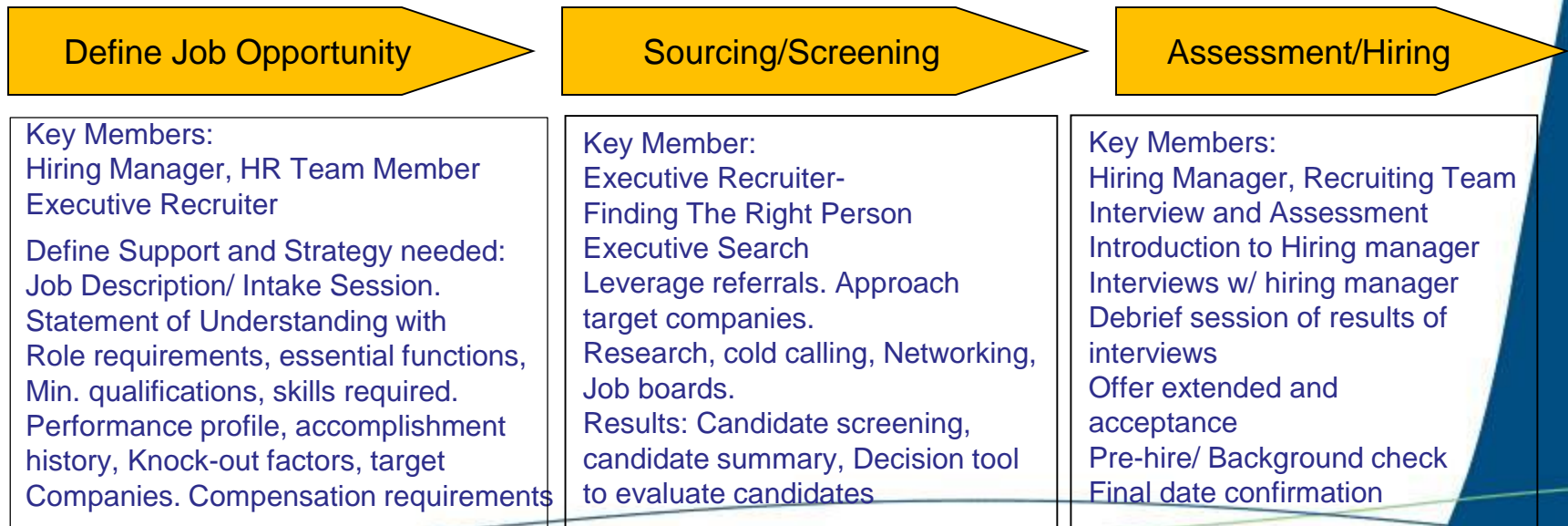




# Our Recruiting Services – Finding Top Talent

**Finding the best candidates for the job could be a challenge. This is where UHY Consulting provides executive recruiting solutions to our clients.**

- We build long lasting relationships, provide sourcing solutions specific to your needs and we are committed to making the right placement. We're ready to solve your unique hiring needs.
- Our engagement model is a process that allows us to focus on client needs and provide quality candidates to the hiring manager.
- High Level – Engagement Model



## The Search Process

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Once the client has accepted the search engagement with our firm the process is structured in the following steps:

- Intake Session with hiring manager. During the intake we gather all necessary information about the role you are trying to fill and your organization.
- We provide you with a Statement of Understanding with all the requirements for the position you are trying to fill.
- Start outreach to potential candidates.
- Provide weekly updates with prospect candidates to review.
- Conduct first/second /final round of interviews
- Collect feedback and interview guides from interviewers
- Consult on selection decision
- Check candidate references
- Review offer package
- Get final approval for final offer and extend offer to selected candidate
  
- **Guarantee:** We offer our clients 60 days guarantee for replacement.
- **Cost:** Our contingency search fee is a % of the annual base salary for the position.

# Our Core team

## Team Members



Carlos Sandoval, MBA  
Partner



Susana Blancas, JD  
Partner

## Relevant Experience

### Professional Experience:

Carlos Sandoval Zapata, MBA. Graduated from the global MBA program at University of North Carolina at Chapel Hill and an Accounting Bachelor from the Florida International University. Mr. Sandoval has more than 20 years of professional experience working in financial institutions and corporate functions. He has conducted business valuations, M&A transactions and due diligence processes in Peru and internationally. He has extensive experience in executive recruiting in the US and LATAM.

### Professional Experience:

An attorney from Universidad de Lima with experience in tax and corporate law. Mrs. Blancas is a public accountant graduated from the University of North Carolina, Charlotte, North Carolina. She has a Masters in Taxation from University of Lima. She advises American and European companies with operations in Peru and USA.

# Legal Considerations

## Hiring in Peru

- Employers in Peru may hire workers under a fixed-term or an indefinite basis
- There are numerous types and subcategories of fixed-term contracts, including temporary, market needs and entrepreneurial reorganization agreements
- Employees may be hired for a probationary period of three months to one year, after which time they become entitled to legal rights against unjust dismissal
- **Employment Termination.** Unlike in the United States, where most workers are considered at-will employees, workers in Peru are entitled to many legal and procedural safeguards.
- If a court determines a dismissal to be unlawful because the employer has not provided a valid reason to the worker, or the reason cannot be legally substantiated, the employee usually will be entitled to a payment equal to the average monthly compensation for each year of service, up to a maximum of twelve months.

## Our Commitment To Quality

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- Each independent member firm of UHY has signed a 'Quality Charter' committing to the adoption and achievement of performance and service objectives considered as essential to deliver this quality promise to clients.
- The expectations UHY has of its member firms are benchmarked to recognised international professional standards. UHY sets specific quality goals and expectations for its independent member firms to meet, covering areas such as client service efficiency and relationship management, professional work standards, depth and breadth of products, services and geographical coverage. Collectively, they represent UHY's aim to provide clients with consistent, seamless, professional and timely cross-border services.
- We are evaluated annually against UHY's quality expectations, allowing us to assess our performance and outcomes, and look for new ways to improve further. We focus on quality through:
  - Leadership
  - Compliance with ethical obligations set out by the International Federation of Accountants in its global standard, Code of Ethics for Professional Accountants
  - Full membership of the Forum of Firms. The Forum's goal is to promote consistent and high quality standards of cross-border financial reporting and auditing practices worldwide, and the adoption of international auditing standards.
  - Client acceptance procedures
  - Human resources policies and procedures, such as education and training
  - And, of course, quality control procedures in accordance with internationally-recognised standards.
- It is our belief in quality as a value and the successful implementation of that value across all our service areas that make our network even more dedicated to quality than other networks.

# Appendix – Case Studies & UHY resources



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# UHY Global Representation

## Middle East & Africa

- Angola
- Egypt
- Israel
- Jordan
- Kenya
- Kuwait
- Lebanon
- Mauritius
- Morocco
- Nigeria
- South Africa
- United Arab Emirates

## Americas

- Argentina
- Brazil
- Canada
- Chile
- Colombia
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Jamaica
- Mexico
- Peru
- Puerto Rico

- Uruguay
- USA
- Venezuela

## Asia-Pacific

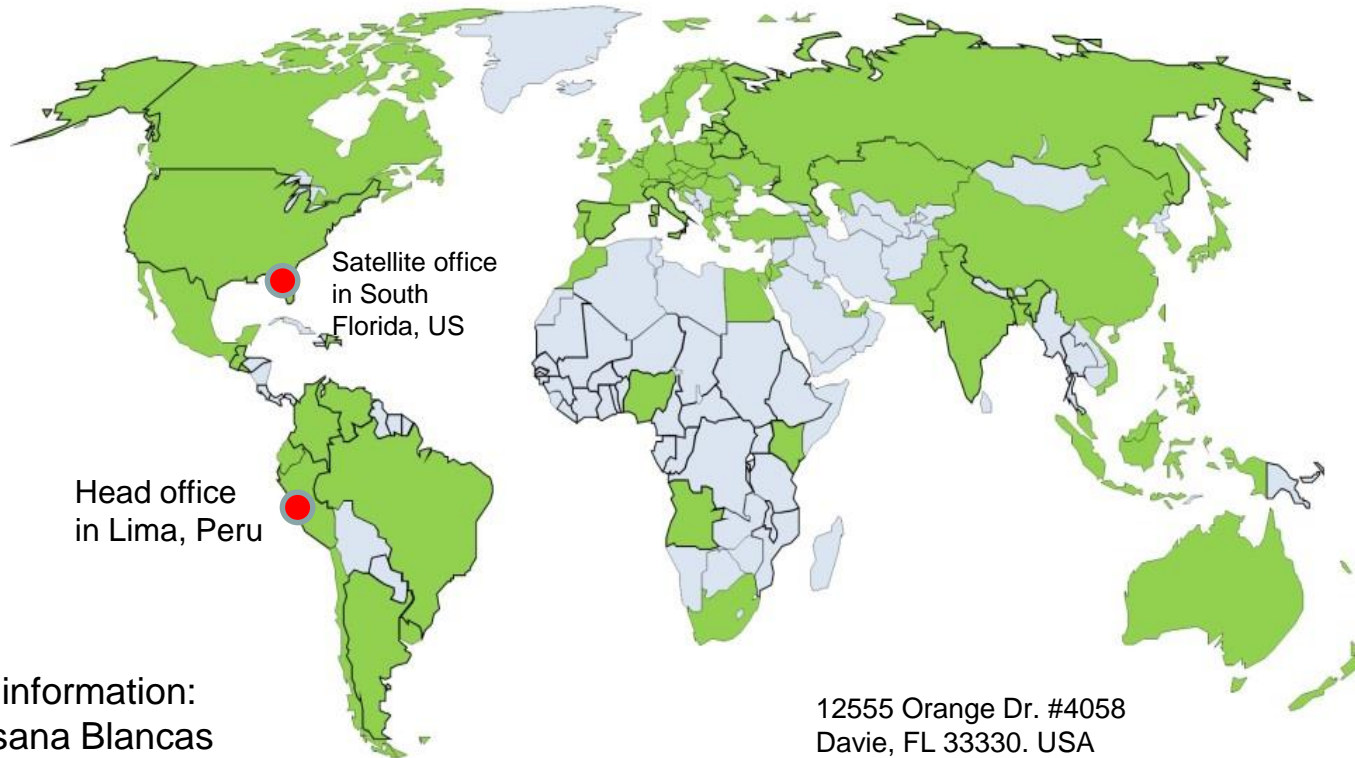
- Australia
- Azerbaijan
- Bangladesh
- China
- Hong Kong
- India
- Indonesia
- Japan
- Kazakhstan
- Korea
- Malaysia
- New Zealand
- Pakistan
- Philippines
- Singapore
- Taiwan
- Vietnam

## Europe

- Albania
- Austria
- Belarus
- Belgium
- Bulgaria

- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Guernsey
- Hungary
- Ireland
- Isle of Man
- Italy
- Latvia
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russian Federation
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- United Kingdom

## UHY global representation



Head office  
in Lima, Peru

Satellite office  
in South  
Florida, US

Contact information:  
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A member of Urbach Hacker Young International Limited  
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The UHY network is a member of the Forum of Firms

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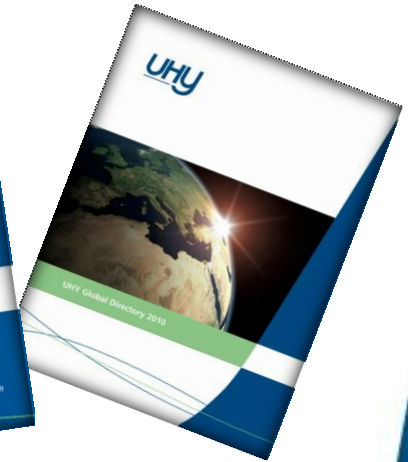
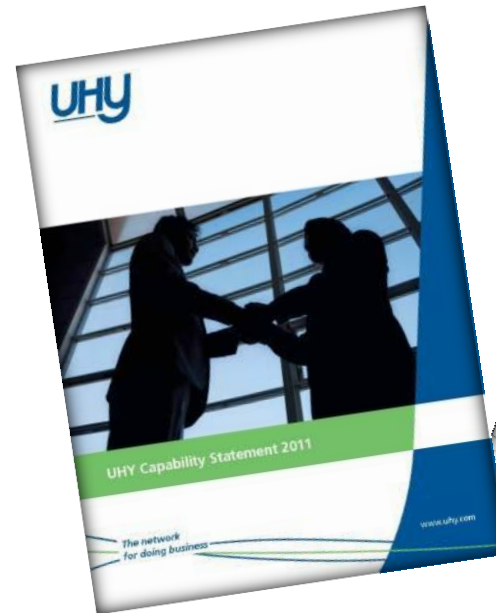
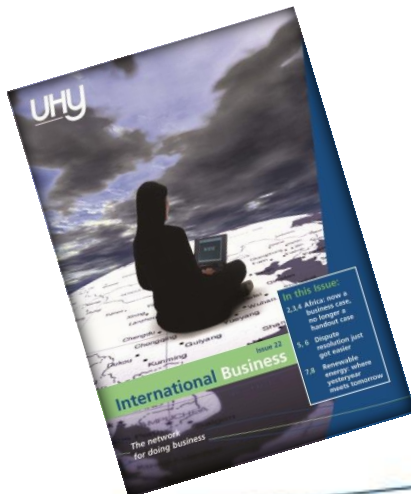


## UHY resources

UHY provides a range of complementary international materials featuring current business issues.

The following publications can be downloaded from the UHY Website: [www.uhy.com](http://www.uhy.com)

- **UHY International Business:** Newsletter for clients discussing current international business issues
- **UHY Global Transfer Pricing Guide:** International guide to transfer pricing in countries around the world



- **UHY Doing Business:** Country reports to assist the establishment of international businesses
- **UHY Global Directory:** Contact details of UHY firms throughout the world
- **UHY Capability Statement:** Case studies of UHY clients illustrating how we work together internationally, and the depth and breadth of the UHY network across sectors, specialisms and geographical regions

# ATP Oil & Gas Corporation

Engaged in the acquisition, development and production of oil and natural gas properties in the Gulf of Mexico and the North Sea.



Founded in 1991 the company has leasehold and other interests in 76 offshore blocks, 53 platforms and 147 wells, including 11 subsea wells, in the Gulf of Mexico. ATP also has interests in 10 blocks and two company-operated subsea wells in the North Sea, the UK.

Its global headquarters are in Houston, Texas, the US, with regional offices located in Guildford, the UK, and Ijmuiden, the Netherlands.

In 2005 ATP became a client of UHY Advisors in the US. Managing Director Barbara Shirley says the client chose UHY for Sarbanes-Oxley work because of its international organisation and the experience her team had gained working on similar projects.

ATP interviewed each team member before selection and validated UHY's industry and technical experience.

UHY's strong international links meant that the project could be confidently assigned to local country offices, capitalising on local capabilities and expertise to the benefit of the client.

The same methodology and tools were used by UHY in both the US and the UK, resulting in seamless client service delivery and project integration.

# Jetion Holding Ltd

Manufacturer of high performance solar cells and solar modules was admitted to AIM earlier this year and raised £30.5 million (USD 62.7m), giving the company a market capitalisation of £112 million (USD 230.5m) on admission.



Since forming in 2004, Jetion has grown rapidly as global demand for renewable energy sources continues to gather pace. Their turnover in 2006 reached USD 45.5 million, from a single production line.

In 2007 a further line was added and the AIM listing will fund the roll-out of two additional production lines, which will double Jetion's production capacity to 100 megawatts.

Staff from UHY Hacker Young's London and Nottingham offices worked alongside Vocation International CPA Co. Limited in China to complete the due diligence in Jiangyin, Jiangsu Province, where Jetion is based.



# CRC Holding Corp.

Providing specialised equipment and services used in the construction of oil, gas, water or other products' transmission pipelines, CRC Holdings Corp. and its subsidiaries, operate worldwide.



When appointed as auditors in 2006, UHY LLP gained the support of UHY Saxena in the UAE, UHY Hacker Young, UK, and UHY's member firm in France, GVA. They assisted the audit consolidation process, providing local statutory audits of subsidiaries. In 2007, UHY's member in Scotland, Campbell Dallas, joined the team to audit a newly acquired entity in Scotland.

CRC's management requested that the consolidated audited financial statements be produced on a strict timetable and UHY LLP has been able to achieve those deadlines due to the co-operation between UHY member firms and their timely liaison with the local CRC companies that they audit.

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