



History

Complete Coding Solutions was founded in 2004 by James Hayes. The shareholders are James Hayes and Gys Muller.

Philosophy

Our core business is the development of products for the financial industry that generates an annual license fee. This does not exclude consulting work, which often stems from clients using our products, requiring advice on their other products, business, business processes or development processes. We deliver a competitive advantage to our clients due to the fact that we understand the local market and can deliver complete support and development at local rates. A careful selection of staff ensures that excellent industry knowledge is combined with development and coding skills.

Directors

James Hayes (Managing Director)

After obtaining a BA and BComm qualification from the University of Stellenbosch, James completed his articles at Price Waterhouse Coopers in 1993. He started his career as a Financial Manager in the FMG sector before completing his MBA (Stellenbosch) part time in 2000. He started his career in the financial services when he joined Ernst & Young in 2001 on a project at Sanlam. Thereafter, he gained valuable experience of the asset management industry and specifically the taxation and the IT side at Old Mutual Asset Managers (OMIGSA) where he was responsible for the design and implementation of a capital gains tax calculator. In 2004, James founded Complete Coding Solutions, specialising in implementation advice, bespoke software development and products for the financial services industry.

Gys Muller (Technical Director)

Gys obtained a BComm degree at the University of Stellenbosch in 1991. After his studies he started his career in the asset management industry as a research assistant at Old Mutual Investments. After 2 years as a research assistant, his focus moved to software development for Old Mutual Investment's research team. He spent 10 years at Old Mutual Investments (later OMIGSA) involved in the IT department doing business analysis, systems analysis and design, development and project management. During his last 4 years at OMIGSA, Gys was the Development Manager for all in-house software and for software developed by external parties for the Research team. In 2004 he resigned from OMIGSA and started consulting to STANLIB on their Capital Gains Tax project and Sanlam Investment Managers on their Investment Decision Support System. In 2006 Gys joined Complete Coding Solutions while working as a consultant at RMB Asset Managers on their outsourcing project to JPMAS.

In November 2006 he started consulting to Sanlam and BB&D as a Data Architect on a web based development project. During this project he was involved in database design, object modeling and rules engine specification and testing. Since 2009 Gys has devoted all his time to marketing, development and implementation of Complete Coding Solution's software at clients.

Staff

Cobus Keyser (Senior Business Analyst)

Cobus originally qualified in the field of civil engineering before venturing into the software industry. He obtained an entrance into the financial markets when he joined SunGard in 2002. Sungard is a multi-national software vendor to the financial industry. During his 7 years stay at SunGard, he was involved in implementation projects of front office, back office and middle office software products at various leading asset managers, locally and internationally. He was also closely involved in the development of various bespoke software components that accompanied the implementation projects and this included the development of integration layers between various SunGard products, as well as integration between SunGard products and software from other software vendors. Cobus brought a wealth of financial industry software knowledge to Complete Coding Solutions when he joined early in 2009.

Gerda Hayes (Senior Programmer)

Gerda completed her BSc (Mathematics and Computer Science) at the University of Stellenbosch (Cum Laude) and thereafter she did her honors in Computer Science at Stellenbosch in 1991. She started her career at Pioneer Foods as a SAP programmer (ABAP), where she played a major role in the migration to SAP from legacy systems. In 2004, she joined Complete Coding Solutions where she was instrumental in the architecture and development of the systems offered by Complete Coding Solutions.

Roux Beets (Senior Technical Consultant)

Roux joined Complete Coding Solutions in 2008 as a part time consultant. After completing his BCom (Computer Science) at University of Stellenbosch, he did an honors degree in Business Management in 1992. Roux has been a consultant in the software industry since 1993 and also specialised in the financial services industry, his largest client being Old Mutual. In 2003, he obtained his qualification as a Microsoft Certified Professional. Roux has been actively involved in the development of complex financial systems and databases at corporate level. He is an expert in MS C#, Visual Studio and the .Net Framework, as well as SQL.



•• Products

Our products are the result of detailed industry knowledge combined with excellent design and coding skills using the latest technology available.

•• Complete Link

- Calculating the unit prices and values of unit trusts and the various classes thereof, portfolios, building blocks and products.
- Calculating complex management fees at any level with reference to the client, product, building block and asset composition.
- Reporting on assets within a client, product (or any other structure) according to any number of views or sector classifications.
- Reporting on historical cost, average cost, exposure etc. at any level.
- Managing the liability accounting for funds, building blocks or products. This includes the treatment of investment and disinvestment transactions.
- Reporting on accrual and reporting expenses at a client, product or building block level for income or expenses within the portfolios or any of the entities.
- Rebalancing of a product or building block according to a model structure.
- Work flow management on client, product or portfolio level whereby issues or actions can be logged, allocated and managed with regard to the above entities.
- Look-through capability that enables reporting at a client level on its holding in the lowest level assets.

•• S24J Calculator

- Calculates S24J interest accruals according to the relevant legislation.
- Certified by independent auditors on a result set.
- Parceling methods includes: First In First Out, Weighted Average, Last In First Out, Highest Yield First Out (minimizing interest accruals for tax purposes).
- Calculating CGT for these transactions.

•• CGT Calculator

- Calculates Capital Gains Tax for all instruments.
- Incorporates all corporate events on South African Instruments
- Caters for First In First Out, Weighted Average, Last In First Out, Highest Yield First Out (minimizing interest accruals for tax purposes).

•• Services

Complete Coding Solutions provides management and consulting services with regard to:

- Development of software solutions
- Implementation of software
- Consulting on and implementation of the splitting of funds into the four tax funds at Life Companies for CGT purposes
- Consulting on Systems and Processes for Asset Managers and Pension Funds
- Legislative requirements for calculating Capital Gains Tax
- Consulting and documentation on outsourcing back office systems to a third party administrator
- Consulting to clients on database design and performance tuning
- Consulting to clients on development of a Business Object Model

•• Clients

Current and previous clients include:

- Novare Investments
- Rand Merchant Bank Asset Managers
- Prudential Portfolio Managers
- Prudential Portfolio Managers (SA) Life
- Standard Bank Liberty Life Asset Managers (STANLIB)
- Sanlam
- Barone, Budge & Dominick (BB&D) (Software development house)
- Acsis

•• Social Responsibilities

Management of Complete Coding Solutions amongst others, serves on the board of Kimon Foundation SA (Goeie Hoop). Kimon Foundation SA provides a home on a temporary basis for diseased, abandoned, abused, neglected, orphaned or homeless children, in the age bracket up to 10 years old. The foundation not only provides a home, but also trains foster mothers for this task and supports such foster mothers who have already completed training at their facilities.

•• Contact Us

Contact us by using any of the following methods below

Telephone Number • +27 84 456 7789 • +27 82 329 7995

Fax Number • +27 21 853 1902