



Business Momentum Advisory Services

"Your growth, our business"

Company Profile

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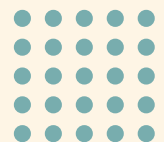


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Business Momentum Advisory Services
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Overview

Business **Momentum Advisory Services (BMAS)** has its genesis from the idea and strong belief that efficient business solutions must be made available to all small and medium-sized enterprises and big corporations alike, regardless of their current business capacity.

BMAS is comprised of professionals who came together to answer the calling of making business solutions available to all business players on the Zambian Market, we are committed to delivering strategic and innovative business solutions to organizations across various industries.

Our aim is to partner with businesses that seek to navigate the challenges of a rapidly changing business landscape and to become a trusted partner in achieving and sustaining momentum, thus our motto: **“Your Growth, Our Business”**.



Our Values



Bringing affordable customer solutions to your door step



Meeting clients at their point of need



Advancing premier business solutions



Solving our client's business challenges proficiently



Vision

To be the premier business partner in propelling businesses towards their peak potential. We aspire to set new standards in the field of business advisory through our unwavering commitment to empowering enterprises of all sizes to thrive, adapt and evolve in a dynamic business environment.



Mission

Our mission is to empower businesses to achieve sustainable growth, resilience and strategic success through expert guidance and strategic solutions.



We simplify complexity. Our services are structured into three core clusters to support your business from foundation to growth.

Business Setup & Compliance

Getting your business started and keeping it compliant.

- Company & Entity Registration (PACRA, NGOs, Cooperatives)
- Statutory Compliance Registrations (NHIMA, NAPSA, Workers Compensation, ZRA)
- Expatriate Work Permit Processing
- Company Secretarial & Minute-Taking Services

Strategic Business Support

Data-driven insights for informed decision-making.

- Market Research & Trend Analysis
- Business Plan & Company Profile Development
- Operational & Financial Statement Audits HR & Payroll Systems Implementation

Integrated Payroll & HRIS Solutions

We implement and manage streamlined Human Resource Information Systems (HRIS) and payroll services.

Our BMAS Staff Portal provides a central, secure platform for employees and managers.



Human Resources (HR) Solutions

Building, managing, and optimizing your workforce.

- HR Outsourcing & Advisory: Full HR function support.
- Talent Management: Recruitment, screening, interviews, and onboarding.
- HR Framework Development: Job descriptions, employment contracts, and complete Employee Handbooks.
- Strategy & Structure: Organizational design, succession planning, and employer branding.
- Performance & Pay: Salary benchmarking, HR metrics analysis, and engagement surveys
- Training needs analysis as well as training and development programs
- Team Building Activities



Our Target Market

We partner with ambitious businesses that are building their future. Our services are specifically designed for:

1 Ambitious SMEs & Startups

We are the trusted partner for small and medium-sized enterprises and startups navigating growth, compliance, and scaling challenges.



Business Owners & Founders: Entrepreneurs seeking expert guidance to enhance operations and strategic decision-making.



Growth-Oriented Businesses: Companies looking to expand their market presence, diversify offerings, or enter new markets.



High-Growth Companies: Organizations scaling rapidly that need support with optimization, legal compliance, and financial planning.

2 Committed Management Teams

We empower the leaders charged with execution and strategy within growing organizations.



Strategic Planners: Management teams responsible for setting and implementing company direction.



HR & Operations Leaders: Professionals managing people, processes, and the day-to-day challenges of expansion.

3 Partners Seeking Long-Term Value

We build lasting relationships with clients who view us as an extension of their team.



Long-Term Partnership Seekers: Businesses desiring an advisory relationship that evolves with their changing needs over time.



Geographical Reach: We serve clients regionally, nationally, and internationally, adapting our support to their scope and capabilities.

Why us?



In a dynamic advisory landscape, Business Momentum Advisory Services stands apart. We combine deep local expertise with a modern, partnership-driven approach to deliver tangible results.

- ✓ **Deeply Local, Globally Informed:** Our core strength is an unmatched understanding of the Zambian market, regulations, and business culture, ensuring solutions that work here.
- ✓ **Technology-Powered Agility:** We leverage cutting-edge tools and data analytics to drive efficiency and provide actionable insights for a digital age.
- ✓ **Built for Partnership, Not Transaction:** We forge long-term strategic alliances, evolving with your business to become a true partner in your sustained growth.



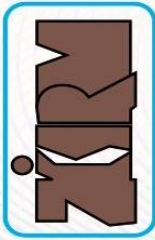
Clients we have worked with



CERT NO : 250104402026



Member ID: 25010440



ZAMBIA INSTITUTE OF HUMAN RESOURCE MANAGEMENT

(Enacted by Act of Parliament No. 3 of 2022 of the Laws of Zambia)

Practicing Certificate

This is to certify that

BUSINESS MOMENTUM ADVISORY SERVICES LIMITED

Having complied with the provisions of the ZIHRM Act No 3 of 2022
of the Institute is entitle to practice as _____
Institutional (ZIHRM)

Valid Until _____
DECEMBER - 2026

President

Honorary Secretary

Registrar





**ZAMBIA
REVENUE
AUTHORITY** | *My Tax
Your Tax
Our Destiny*

General Tax Clearance Certificate

TPIN: 2002149035

Jurisdiction: ISMTO_Lusaka

Taxpayer Name: W & S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED
Physical Address: COUNCIL OFFICES OFF MOSI O TUNYA
ROAD, WOODLANDS WOODLANDS Lusaka



Province: LUSAKA PROVINCE

Date: 26/01/2026

Email: BMASFRONTDESK@GMAIL.COM

Certificate Number: 2677406233

Contact Number: 0976324612

Dear Sir/Madam

RE: TAX CLEARANCE CERTIFICATE FOR W & S BUSINESS MOMENTUM ADVISORY SERVICES

This is to certify that W & S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED trading as W & S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED with TPIN 2002149035 is duly registered for tax purposes.

In addition, this tax clearance certificate has been issued to W & S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED trading as W & S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED pursuant to section 81 B of the Income Tax Act (CAP 323).

This certificate is valid up to 31/12/2026.

Accordingly, in terms of section 81 B of the Income Tax Act, for the duration of this certificate, the above named is free to conduct business in line with the trading license held.

Please note that any established act of non-compliance with the provisions of the Income Tax Act shall invalidate this Certificate.

You are advised to always scan the QR code to verify the validity of this Tax Clearance Certificate especially when submitted on a date different from the print date.

Yours Faithfully,

RICHARD KAPASA

Commissioner Domestic Taxes
Zambia Revenue Authority

NOTE: This notice has been issued for and on behalf of the Commissioner General

Zambia Revenue Authority Domestic Taxes Division
Enquiries Email: advice@zra.org.zm Website: www.zra.org.zm
ZRA National Call Center: 4111

WORKERS' COMPENSATION FUND CONTROL BOARD



EMPLOYER COMPLIANCE CERTIFICATE

THIS IS TO CERTIFY THAT

W&S BUSINESS MOMENTUM ADVISORY SERVICES LIMITED

EMPLOYER ACCOUNT NUMBER: 0004610933/1701

IS REGISTERED WITH THE WORKERS' COMPENSATION FUND CONTROL BOARD AND IS COMPLIANT WITH THE PROVISIONS OF THE WORKERS' COMPENSATION ACT NO.10 OF 1999 OF THE LAWS OF ZAMBIA



AUTHORISED SIGNATORY

CERTIFICATE NUMBER

ECN_0005034715

DATE ISSUED

19/01/2026

VALID UP TO

31/12/2026

WORKERS HAVE A RIGHT TO COMPENSATION

CONTACT



US



7 Nalikwanda Road Woodlands,
Lusaka - Zambia



+260 976 939318
+260 976 324612



Email: bmasfrontdesk@gmail.com

LinkedIn: Business Momentum Advisory Services

