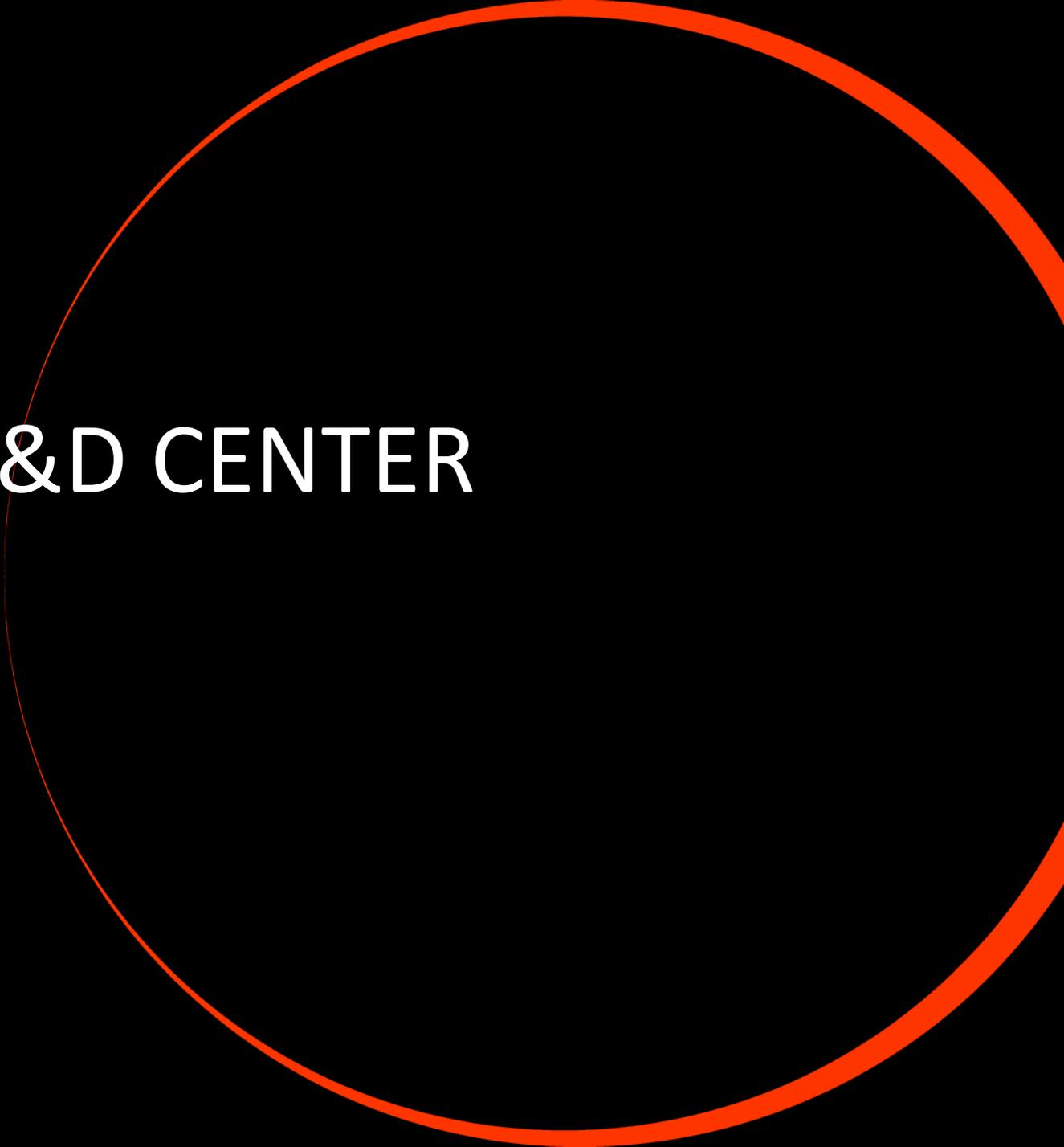




INTERNAL

group of IT companies

**YOUR SOFTWARE R&D CENTER
SOLUTION
IN 2 MONTHS**



You don't have to deal with



Wasting your time on extensive recruitment process

Hiring a candidate takes 3-6 months + notice period from the previous job



Exhausting budget for expensive developers

Significantly higher salaries, huge taxes



Difficulties of laying off

Lengthy process and burden of proof, high compensation

Grow with the Ukrainian tech talent - among the best in the world

Strong engineering skills and proven commercial experience

5 years in average

**We select, you decide
You choose only from relevant vetted candidates**

50% hire rate

Scale-up/down fast

2 months to launch, terminate with 2-week notice

Risk-free

Contract with our EU or US entity, IP belongs to your company

Hire in no time

10 developers in 2 months

Low taxes

Income tax 5%, included in the rate

Dedicated CSM

Your designated person in our company helps with everything



Pricing: what's included

Base pricing model:

Employee's Gross Salary + 15 % + €1000

Model includes:

- Recruitment - 10%/month from Gross Salary
- Legal
- Office & Equipment
- HR & Events
- Training
- Minimum period of collaboration - 12 months (or any period with a recruitment fee equal to 1 Gross Salary)
- We can also produce a tailored offer upon your request

Example:

For a developer with a salary of **€2000/month** the final cost will be: **€2000 + 15% + €1000 = €3300/month**

Comparison



 The Netherlands
Jeroen

Salary Gross:
€ **6 700** / month



 Ukraine
Ivan

Rate:
€ **3 380** / month

3 years of experience

Middle Java Developer

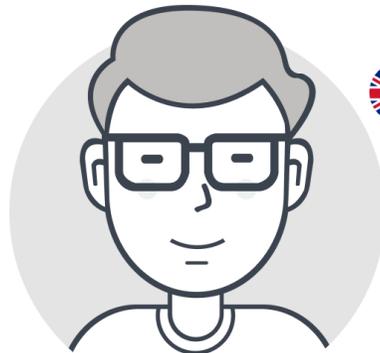
Tech stack

Java 8, Spring Security, Spring MVC, Spring Cache, HTML, CSS, JavaScript

6 years of experience
Senior Full Stack Developer

Tech stack

PHP, JavaScript, Laravel, Symfony, Bootstrap, Vue.js, React.js, Docker



 UK
David

Salary Gross:
€ **7 800** / month



 Ukraine
Anna

Rate:
€ **3 975** / month

Customer journey

Up to 2 months

Start



Creating an ideal profile



Recruitment process



You

Briefly tell us who you need to achieve your business goals

We

- Screen the market and give you available salary range and a number of possible candidates
- Negotiate and sign the contract

You

Give us more details on must-have/preferred hard/soft skills - ideal candidate profiles

We

- Create ideal candidate profiles with you
- Launch recruiting process

You

- Conduct final interview(s)
- Make final hiring decision(s)

We

- Interview candidates
- Vet candidates at technical interviews

Job offer and payment



Onboarding



You

Prepare access, technical documentation and team introduction

We

- Sign Job Offer with candidates
- Send you an invoice for the 1st month
- Prepare accesses, technical documentation, team introduction

You

- Make introduction to your team and processes
- Plan work process and put tasks

We

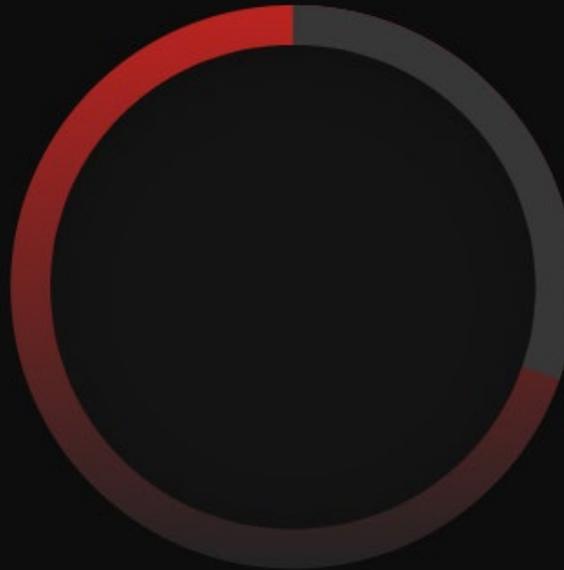
- Provide workspace and equipment
- Welcome on board and introduce to our team

Ukrainian IT market



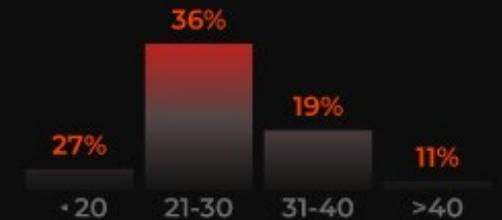
- Software developers 52%
- QA engineers 14%
- Managers 6%
- Other 26%

Our developers work with

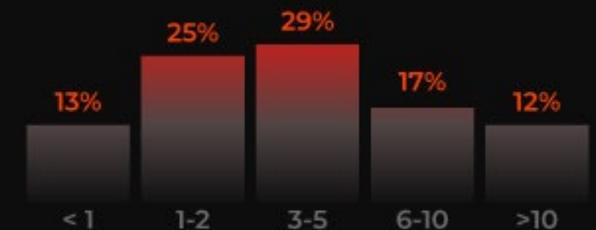


- USA and UK 80%
- Other countries 20%:
Ireland, Israel, Norway,
Sweden, Netherlands, Cyprus,
Switzerland, Germany, Canada

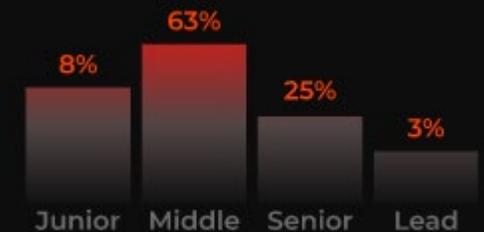
AGE



EXPERIENCE (YEARS)



QUALIFICATION LEVEL



Business model migration

Projects and expertise in:

- HealthCare
- Logistics
- Trading
- FinTech
- LegalTech
- Travel
- Retail
- eCommerce/Marketplaces

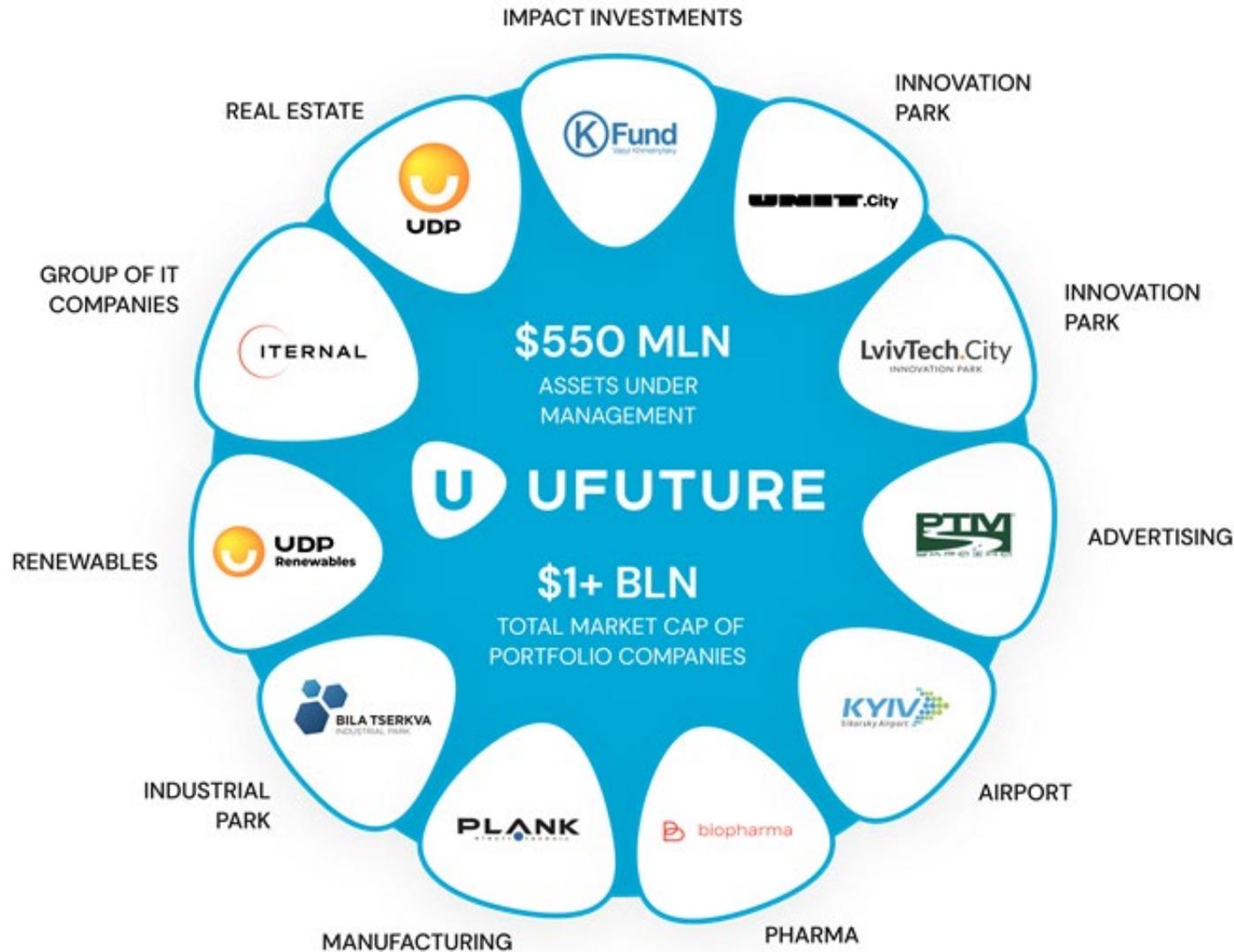
Pop-up R&D

Time&Material

Project-based

Significantly reduce your risks of bad hiring and its consequences

ITernal: part of a big group



Compliance of



**European
Investment
Bank**

Selected companies





Check how many talents can join your team now



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