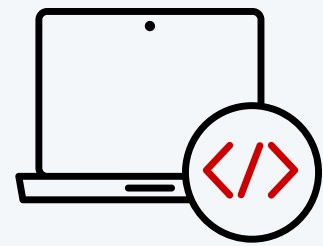


# **[e-spres-oh]** **Company Presentation**

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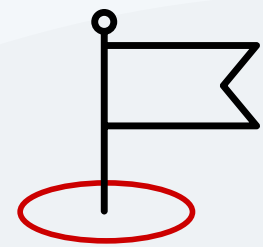
# QUICK FACTS



Web & product **development** company



Working from **Timisoara & Oradea, Romania & remote**



Founded in **March, 2012**

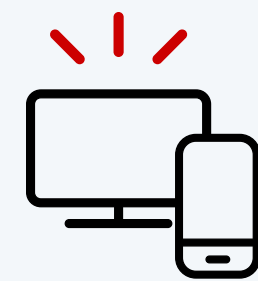


Team of **40+ people**, most with 6 years or more of experience



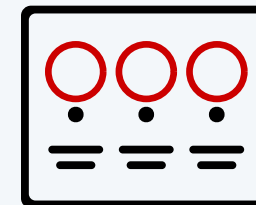
Worked on **over 20 products**

# WHAT WE DO



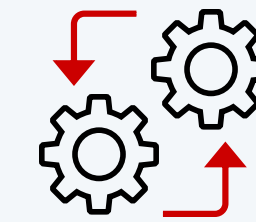
## INTELLIGENT APPS DEVELOPMENT

By combining our expertise in web development with the latest advancement in the field of Machine Learning, we deliver what we call Intelligent Apps.



## UI/UX DESIGN

We offer our user experience and user interface design expertise together with our other services or independently.

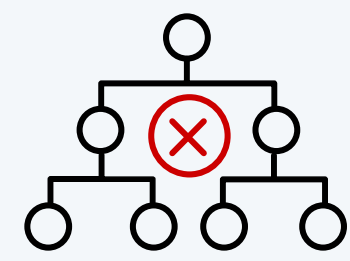


## RETAINER-BASED SERVICES

These type of services are perfect for projects with broad or flexible specs, or for scaling existing development teams fast, for a flexible period of time.

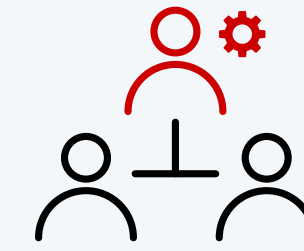
FOR A MORE EXTENSIVE LOOK, PLEASE SEE OUR **SERVICES** PRESENTATION

# FLAT ORGANIZATIONAL STRUCTURE



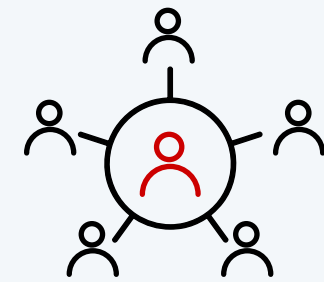
## FRICTIONLESS

No middle management, no superfluous bureaucracy.



## EFFICIENCY

Optimal organizational efficiency within each individual project team.



## SUPPORT

Our technical leaders are there to help and support each member of the team.

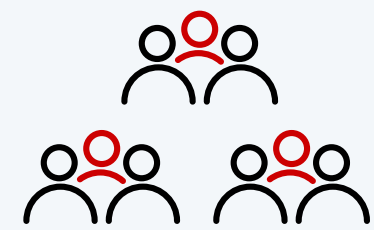


## TRANSPARENCY

Everybody within a team is fully aware of product roadmaps, requirements and priorities.

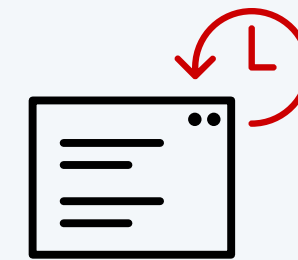
Find out more about this [in this article](#).

# ENGINEERING CULTURE



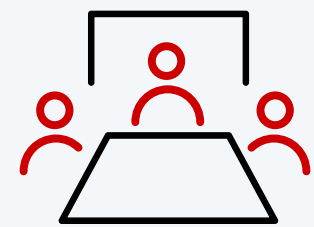
## INDEPENDENT

We have multiple small teams which are autonomous, accountable, collectively & individually responsible.



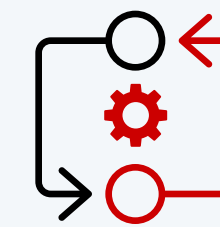
## IMPROVEMENT

Doing regular retrospectives and post-mortems sessions help us understand how to continuously improve our processes.



## PLAN

On a daily basis, team members work closely together and plan together -- loosely coupled, but tightly aligned.

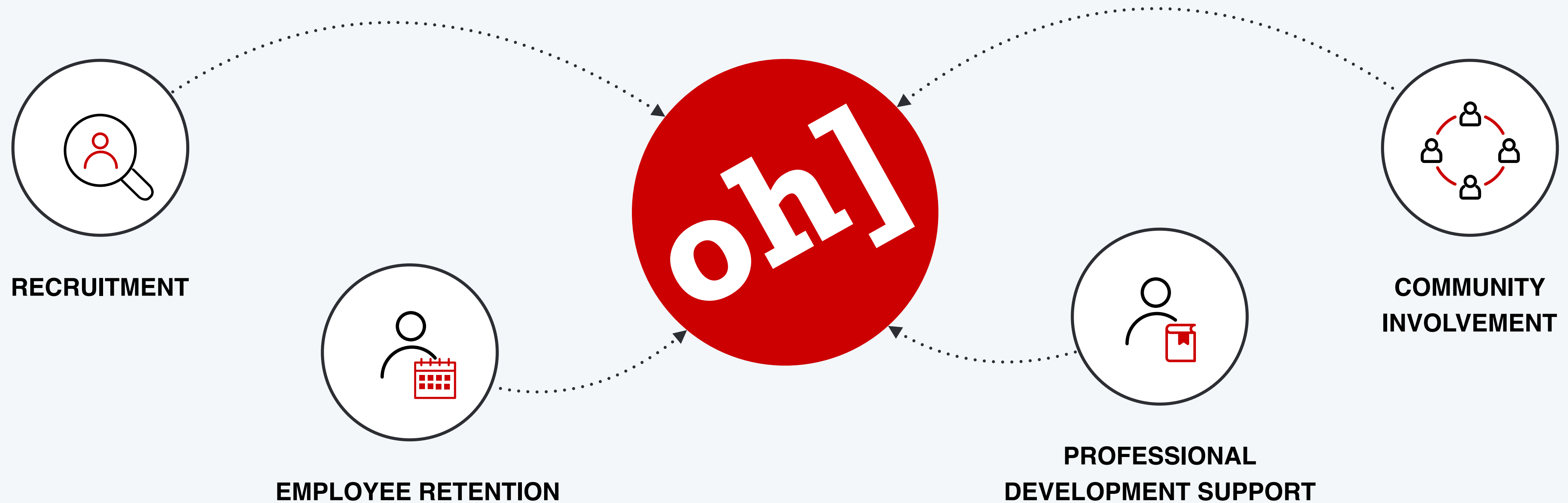


## LEAN

We apply Lean Startup methodologies, by integrating MVP (Minimum Viable Product) with Validated Learning.

# WHAT MAKES US UNIQUE

The right blend of focus between:





# WHAT MAKES US UNIQUE

## - Recruitment -

We offer our user experience and user interface design expertise together with our other services or independently.



### HIRING PROCESS

Proven hiring process with informal peer interviews, code reviews.



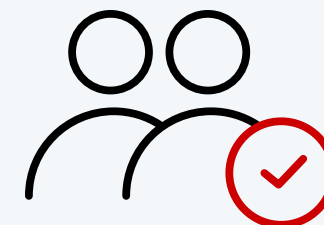
### TOP TALENT

Only the best 5% of candidates make it through our process and are offered a position.



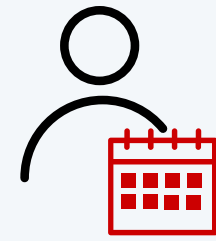
### COMPATIBILITY

Team and project compatibility is a required characteristic for any new hire.



### CLIENT APPROVAL

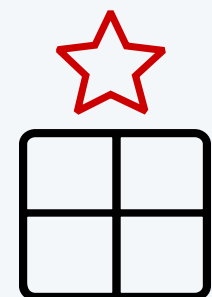
Over 90% client approval on all first-round candidates, for retainer-based engagements.



## WHAT MAKES US UNIQUE

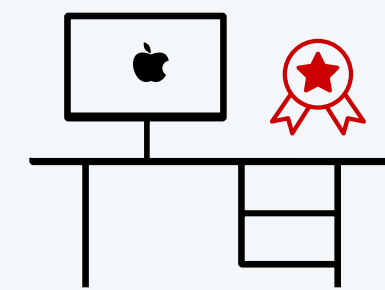
### - **Employee Retention** -

We go to great lengths to keep our team happy and engaged. Therefore, we offer a wide range of benefits & perks, unmatched by any company in the area.



#### INDIVIDUAL BENEFITS PACKAGE

Private health insurance, paid fitness subscriptions, public transport subsidy, flexible time-off policies, weekly massage sessions;



#### STATE OF THE ART OFFICE SPACES

Award-winning office spaces in Timisoara & Oradea, including a social club for afterwork socializing.

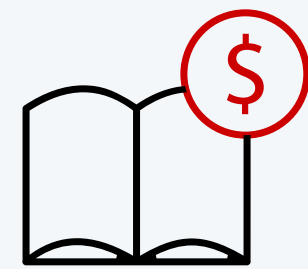




# WHAT MAKES US UNIQUE

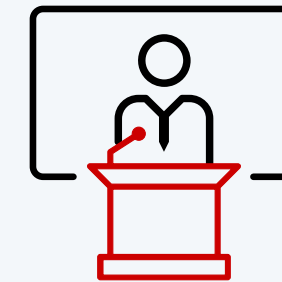
## - Professional Development Support -

Team members set individual professional objectives, which we encourage and support



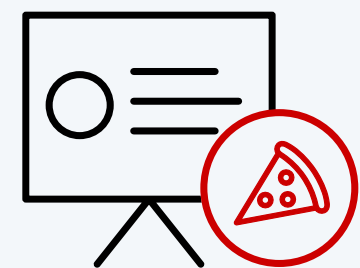
### TRAINING

Personalized training budget for workshops, online courses, and other learning programs.



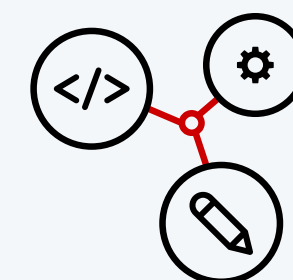
### CONFERENCES

Alloted paid time-off for conferences, workshops, or seminars of the each person's choice.



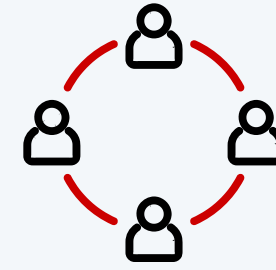
### DEMO LUNCH

Weekly demo lunches with the entire team, where team members take turns in presenting.



### COMMUNITIES OF PRACTICE

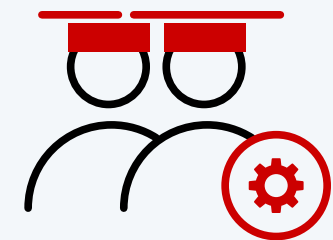
Internal support for collective learning in each of our fields or interest through CoPs.



## WHAT MAKES US UNIQUE

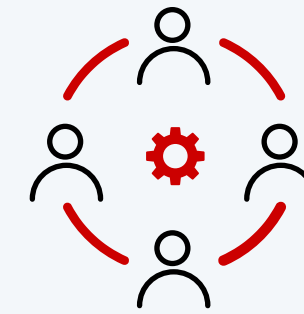
### - **Community Involvement** -

Being a responsible company, which also means being involved in the local community, is very important to us.



#### STUDENT SUPPORT

We sponsor, mentor, and support various student organizations.



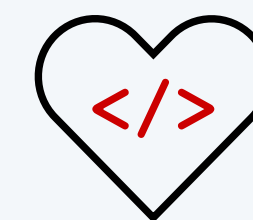
#### MEET-UPS

Our offices host tech meet-ups, workshops, and seminars on a regular basis.



#### SOCIAL ENGAGEMENT

We support different NGOs financially and through direct involvement of our team.



#### PRO BONO INITIATIVE

Free web development services provided to select NGOs across Romania.

**For work references or any additional information,  
please feel free to contact:**

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