



for prospective employees

1. Customer – obsessed.

- BetInvest is maniacally focused on defining who the customer is, what the customer wants and what the customer will value enough to pay for it. We do it before a single line of code is written. Our employees are proactive and process – oriented about understanding everything they can about potential customers.





Question: (Prospective Employee only)

- What would you rather sell – vitamins or painkillers? Explain why? What qualifies someone as BetInvest's potential Client?

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2. No politics

- Everybody within BetInvest is giving a credit to everybody else. Ideas are judged on the merits, not on who came up with them.





Question: (Prospective Employee only)

- Give us an example when too much politics was bad for the company you worked for.

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3. It's not a job, it's a mission.

- BetInvest is composed of people who could be doing a hundred other things, but actually choose to work themselves silly over the particular product or service the company is building. That is because they think it is important.





Question: (Prospective Employee only)

- What makes you passionate about this job?

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4. Intolerance to mediocrity.

- BetInvest rewards A – players and gets rid of those who are not pulling their weight. If you are not prepared to meet a high bar, it is probably not the right place for you.





Question: (Prospective Employee only)

- Would you work with somebody better than you? Explain why?

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5. Watching pennies.

- Every dollar counts. Our customers choose us not because our products and services are less expensive than those provided by other companies, but because we do not waste our customers' money.





Question: (Prospective Employee only)

- Do you think that saving money might sometimes be a bad idea? Explain why?

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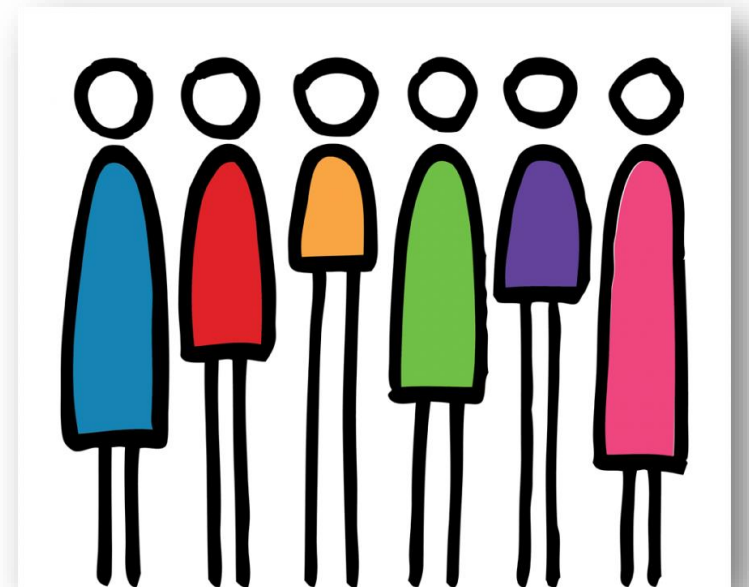
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6. Equity driven.

- BetInvest creates a sense that everyone on board is building something significant, an enterprise that will be valuable in the long term. Any of our employees can have a piece of that future.





Question: (Prospective Employee only)

- What was your biggest achievement at previous job?

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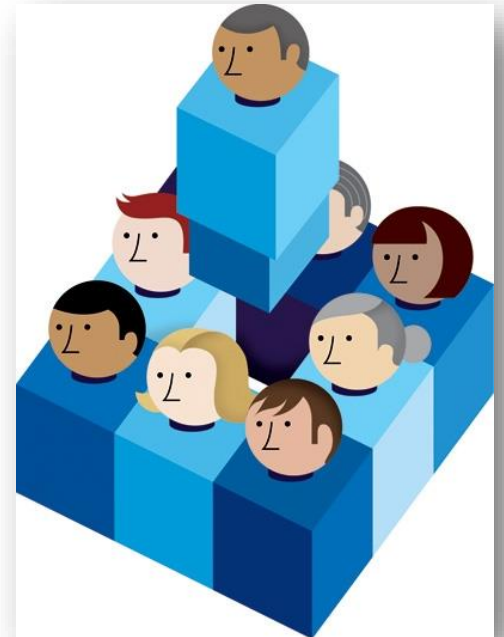
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7. Perfect alignment.

- People within BetInvest are doing what they are good at and within the right roles. Every employee, from the CEO to the office manager, is on the same page.





Question: (Prospective Employee only)

- Do you think it is just better to do what you are good at or try and learn new things? Explain why?

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8. Good communication, even in bad times.

- Transparent communication is our hallmark. No one is confused about the vision and where the company is headed. Communication is open and free – flowing. Hard issues are addressed directly and never ignored.





Question: (Prospective Employee only)

- How would you describe a person with good communications skills?

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9. Mutual respect.

- Within BetInvest everyone shares a mutual respect for what each party brings to the table and celebrates wins from wherever they come.





Question: (Prospective Employee only)

- Do you think that technical folks are more interested in cool technology than in building what market wants? Explain your answer.

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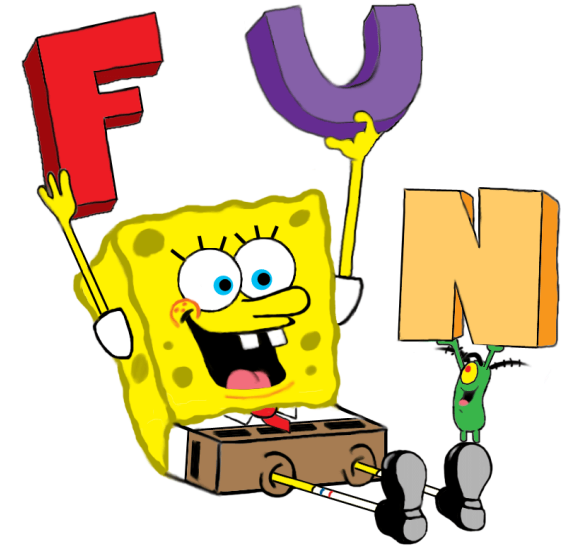
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10. Fun.

- We believe that work should be fun. Whining is unwelcome.





Question: (Prospective Employee only)

- What is for you an ideal job?

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11. Integrity.

- Nobody cuts corners. BetInvest maintains the highest integrity in the way it treats customers, writes code and goes about its daily business.





Question: (Prospective Employee only)

- After reading these statements about our company, why do you think you would be the right choice for us?

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