

COLLABERA STORY!

GLOBALLY LOCAL



Poland is the natural bridge for the European region.

- ✓ Poland is fastest growing economy in Europe.
- ✓ International reports describe the Polish economy as safe for business environment
- ✓ Poland as one of the top countries in UNCTAD'S World investment prospects surveys 2014 – 2016
- ✓ Political stability and financial benefit based on EU and NATO membership



World Bank Group ranked Poland in **24th place** out of 190 economies worldwide



Centre of Europe connecting the region with a larger domestic market



Qualified and competitive workforce along with multilingual capabilities



250+ Professionals
Deployed

20+ global clients
Active within the region

Over 40 resources
consisting of sales, account management, operations, recruitment and delivery

Multilingual
capability to deploy resources in various languages like Polish, English, German, French Dutch, Spanish, Portuguese, Italian, Romanian, Hungarian, Czech/Slovak, Nordic languages (Finnish, Danish, Norwegian)

- ✓ Proactive local database to cater to the potential clients in their niche/hard to find skills
- ✓ Our clients include leaders from various industry sectors from BFSI, Telecom and Technology
- ✓ Established delivery and engagement models

Collabera has an outstanding history that spans over 27 years, being established in 1991, headquartered in Basking Ridge, NJ we have always had the vision to go global. With the zest for being a Global organization working Locally, we started off from the west and gracefully moved towards the east. Today we have extremely content customers who enjoy the journey together and name us as their most preferred partners.

Collabera is going strong with...

\$600 million in revenue with ~
16,000+ Professionals

**A mix of
25 Nationalities**

60+ Offices across
11 Countries

7 Delivery Centers

- 3 in the U.S.
- 2 in India
- 1 in Philippines
- 1 in Poland

We are a Global IT Services company operational in Poland since start of 2016, having a global revenue of more than \$600M with regional offices in Warsaw, Krakow & Wroclaw. Collabera is a strong partner with client centric focus and has been working with global and local clients in the European region. Our strategic intent is to make Poland our regional delivery center for serving clients in the European region.

Krakow Team of 20

Krakow Office:
Business Link Kraków HighFive
Pawia 9, 31-154 Kraków
Phone : +48 883 220 993

Warsaw Team of 10

Warsaw Office :1
Warsaw Financial Center,
Emilii Plater 53, 00-113 Warszawa
Phone : +48 795 388 030

Warsaw Team of 10

Warsaw Office 2:
Brain Embassy – Adgar Plaza One,
7th Floor Postępu 15, 02-676
Warszawa
Phone : +48 883 122 333

Wroclaw Team of 10

Wroclaw office :
Retro office house
Piłsudskiego 67, Wrocław
Phone : +48 662 002 087



Contract Placement

Collabera, recruits and provides employees for short and long-term project assignments with its clients.

Collabera works with a unique client-centric model where a team of expert recruiters and a delivery manager is assigned to each client.

Direct Hire Staffing

Through our direct placement staffing services, Collabera assumes all responsibility for recruiting and screening candidates so you can focus on your business.

Permanent Placement

Hiring an employee on a permanent basis is the most challenging task for companies as they need to be culturally fit as well along with having the right knowledge and experience for the job they are being hired for. Collabera understands its client thoroughly in terms of understanding what technology they use and the work culture they follow. Based on these understandings Collabera makes sure the clients get the best suitable candidate for their openings.

EFFECTIVE RESOURCE MANAGEMENT = LOW ATTRITION

93%

SATISFACTION WITH COLLABERA

88%

TOOK ADVANTAGE OF TRAINING

63%

RECOMMENDED COLLABERA
TO FRIENDS

12%

ATTRITION,
LOWER THAN INDUSTRY
STANDARDS

- Job rotation drives
- Appraisal with a proper feedback mechanism



Personal and
Career Development

- Career plan assistance
- Train & Deploy - Upskill by in house trainers

- Dedicated ER Executive
- SLA driven approach towards resolving every issue within 24 hours



Employee relationship
management

- Regular feedback sessions
- Reward and recognition
- Grievance redressal system
- Star-performer awards, Spot awards
- Referral bonuses & raffles
- Project end bonuses
- Payroll helpdesk

- Within 3 weeks with a prior forecast
- Over 35% redeployment across clients



Redeployment

- Trainings options for latest technologies to upgrade skills
- Relocation and Financial assistance
- Find the right fit project

Redeployment app helps clients to view the detailed resume/profile and find talent from Collabera's redeployment pool to shortlist candidates

- We provide VISA assistance and initial assistance for moving or relocation.
- Local assistance provided.
- Good redeployment model.
- High touch engagement with dedicated POC assigned.

- Deployed 200 plus resources within a year.
- Opportunity to work with emerging technologies.
- Medicare, Multisport card, Attractive Pay Packages.



Investment Banking Financial Services



Insurance



Automotive/ Manufacturing



BPO/ Call Center



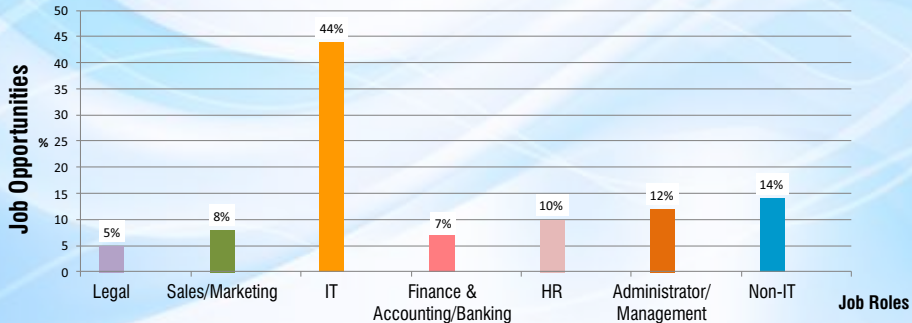
Telecom



Network Infrastructure Security

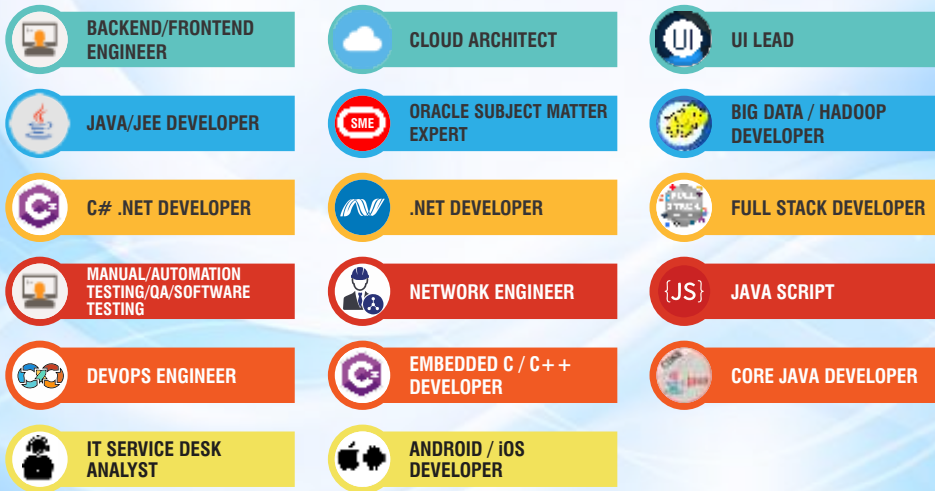


IT Services



IT SKILL REQUIREMENTS IN POLAND

Collabera®



We have more than 200 openings for various roles. For more information about these openings, please visit www.collabera.pl



More than 27 years experience in the IT and Professional Staffing & Services space, with strong financials and a client centric culture

SOLID FOUNDATION



Dedicated, performance driven client engagement teams focused on becoming one of the top 3 vendors

RIGHT APPROACH



Competency based model for better quality and 24/7 recruiting operations for better responsiveness

DEDICATED DELIVERY



Enabling high performance synergistic teams providing better governance, ownership and quality

STRONG GOVERNANCE



High touch employee care model and HR strategies resulting in above industry retention levels and awards

FOCUS ON HUMAN CAPITAL