

Sibers Corporate Profile

Sibers provides IT outsourcing solutions specially-tailored to its customers' needs, with a particular focus on software, web and mobile development.

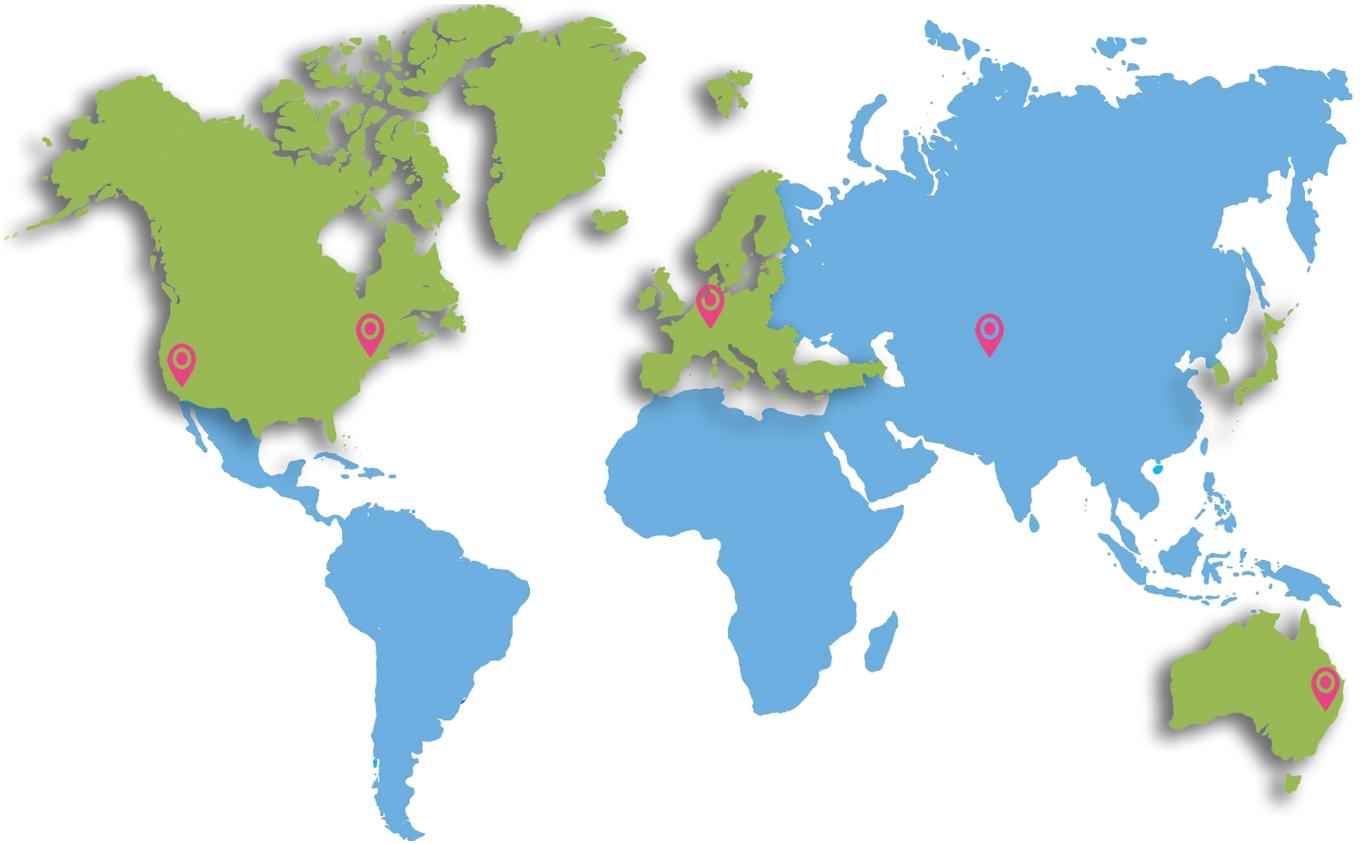
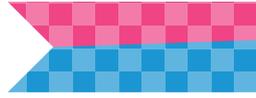
We bring security and integrity to the development process, efficiently blending our assets with your existing structure. We love to code and we know how to do it right.

Our approach, which combines innovation with timely delivery, is perfectly attuned to our clients' goals.

Independent from the dynamism and complexity of business requirements, our vast, collective experience and comprehensive solutions library allow us to build cost-effective programming teams and set realistic budgets.

Founded in 1998, Sibers has worked on more than 2,000 projects and currently employs 150 full-time team members.

Key Markets and Global Locations



KEY MARKETS:

North America, Europe, Australia, New Zealand

GLOBAL LOCATIONS:

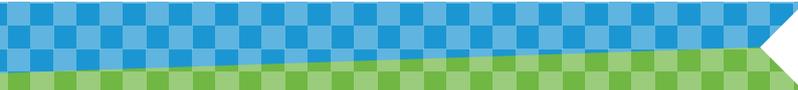
Los Angeles, CA, USA (U.S. Headquarters)

New York, NY, USA (U.S. East Coast Office)

Sydney, NSW, Australia (Australian Office)

Hildesheim, Germany (European Office)

Bishkek, Kyrgyzstan (Development Office)



Service

We research, develop and test software and applications for Windows, Unix, web and mobile platforms.

Our most effective work is for clients who have chosen outsourcing as extension to their own team.



Solution

During last 22+ years of offshore outsourcing, Sibers has built several teams of talented engineers and designers, seamlessly plugging them into pre-existing teams and diverse company cultures to deliver and manage complex projects. As a business matures, so too does our integration, which further expedites the achievement of goals and objectives. The more we learn about your business, the more effective we are.

To follow is an overview of the processes we've developed to accomplish our clients' goals, as well as several success stories.

Industries

Digital
Printing

Healthcare

Education
(e-Learning)

Marketing and
Advertising

Multimedia,
Entertainment

Manufacture

Real Estate

Consumer business and
Retail (e-Commerce)

Remote Team for Start-ups

Attributes: Speed, Flexibility, Ideas.

A remote team is the best choice for start-ups, as it's our belief that an iterative development process offers the highest flexibility level for innovative projects with requirements that are either undefined or likely to change during development. The "remote team" model provides for constant communication, short iterations, repeated reviews and frequent deliveries.

In sum:

- Short iterations and frequent deliveries based on constant communications
- A great solution for complex, innovative projects whose requirements are undefined and/or frequently changing
- Each Sibers team member is fully immersed in the project and excited about the client's ideas



Remote Team for Middlemen

Attributes: Transparency, Integration, Reliability.

Sibers' Remote Development Center (RDC) is a unique modification of our Offshore Development Center business model. It's offered especially to middlemen seeking to build long-term relationships with us. The RDC works on all client projects, and its activities are overseen by a dedicated Project Manager. Utilizing the RDC allows middlemen to easily modify the Sibers team's structure/expertise according to the client's evolving needs and requests.

In sum:

- Flexibly integrates into the client's business
- Ability to easily change the Sibers team's composition according to the client's needs
- A dedicated Project Manager specialized in accurate reporting and planning practices



Remote Team for Established Businesses

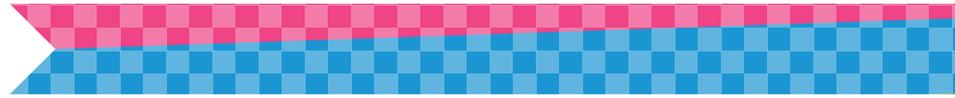
Attributes: Business Value, Risk Sharing, Processes Integration.

The external development team is a natural extension of our client's local staff. This approach does not require a substantial up-front investment and runs on a fixed monthly budget. Clients have the ability to remotely monitor staff, progress, individual impact and burn rate: in short, you can work and communicate with our developers as if you're in the same room.

In sum:

- The Sibers team shares your business's values and goals, and works as a natural extension of your local staff
- Communication is a snap – you'll feel like our developers are sitting right next to you
- The Sibers Customer Care Manager represents your company's business, ideas and goals remotely

Focus



■ Web Development ■ Custom Software Development ■ Mobile App Development

Professional Expertise in

PHP Symfony, Laravel, Magento, Drupal, WordPress

JS React, Angular, Vue.js, Ember.js, Node.js, jQuery

C# .NET Frameworks, ASP.NET, Entity Frameworks, Cocoa, Xamarin

Java Spring, Play, ZK, Eclipse, uDig, WildFly, Apache Spark

Python Django, Flask, TensorFlow, Tornado

iOS Objective-C, C/C++, Cocoa Touch, Swift, Native iOS Frameworks

Android Android SDK (Kotlin, Java), Android NDK (C), Unity (C#), JavaScript

QA Functional, Smoke, Regression, Re-testing, Build Verification Test, Installation, Usability, Exploratory, Ad-hoc, Interoperability, Performance and Load, Stress, Stability/Reliability, Volume, Failover and Recovery, Configuration, Requirements Validation and Verification, IAP Hack, Cross-browser, Cross-device, UI/UX

success story #1

Matisseo



Time to market:

3 months

Work approach:

Remote team for established businesses

Manpower investment:

20,000 man-hours

Team size:

5 engineers

End result:

Moved from small service to top 1 in France and Europe

In 2008, Matisseo, a popular French photobook publishing service, turned to us to improve the already existing website and desktop editing software to address the business challenges supporting its growth and expansion.

Sibers team developed an online photobook editing tool, an order processing system featuring prepress automation and some business optimization solutions. As a result, the project's audience has essentially expanded. The backend order processing applications have reduced handwork, errors and enhanced the production effectiveness at least 5 times. Within the business optimization task we solved a combinatorial problem of optimum substrate fill.

Matisseo is now a huge multifunctional publishing platform available on myriad devices and the most popular photobook service in France.

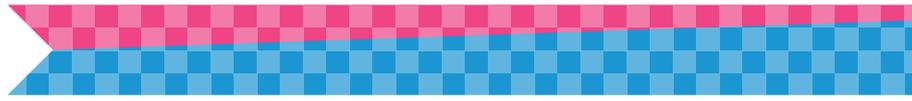


Thank you very much for the perfect work you have done. I am impatient to continue our online studio project and see it in production.



success story #2

Vitralogy



Time to market:
6 months

Work approach:
Remote team
for start-ups

Manpower investment:
7,000 man-hours

Team size:
7 engineers

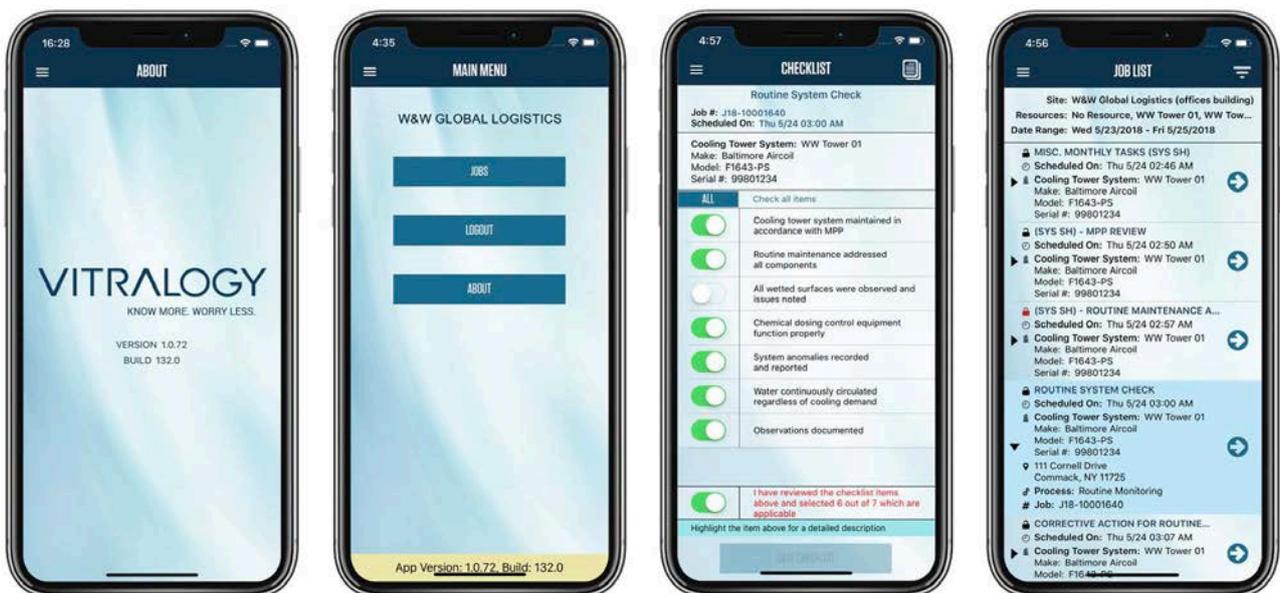
End results:
The solution not only successfully helps to avoid Legionnaires' outbreaks, but also is financially profitable for the clients

In 2015, because of Legionnaires' outbreak in Bronx, New York City Department of Health and Mental Hygiene enacted Local Law 77 setting out the rules for all cooling towers in the city. We developed a solution for building owners to stay compliant with cooling towers maintenance rules & regulations and avoid further outbreaks.

The solution includes two .NET-based apps – web and mobile. Mobile Xamarin app, done by us from scratch, supplements the web one. Together they provide a simple path to automating cooling towers' maintenance activities: performing pre-scheduled system checks and capturing and storing the results of the checks, tests and corrective actions.

As a result, while helping New York City to fight for public health, the app simultaneously accomplishes a business task allowing building owners to avoid financially significant penalties, staying compliant with the city's new law.

“ After trying several companies, all claiming to have the skills and experience we needed, we found that Sibers was a good fit with our needs. We have found the Sibers team is always ready to listen and our team always works hard to deliver a great service.



success story #3

Videoshop



Time to market:
4 months

Work approach:
Remote team
for start-ups

Manpower investment:
50,000 man-hours

Team size:
14 engineers

End result:
The app has become
one of the most
popular, top-rated
video editor

Videoshop is a video editor featured in the Top-10 iTunes chart.

We managed to make an easy-to-use video editor but with complex functionality, beyond just cutting and combining clips. The app is fast and smooth even while dealing with high resolution videos.

Due to the iterative development working approach, Sibers team was able to start with basic video editing functionality and then turn the app into an S-class application, with the first-rate features and intuitive interface.

“ *Of all companies I have worked with, I give my highest recommendation to Sibers group for all aspiring app developers and entrepreneurs.* ”

success story #4

Mod-Pac



Time to market: 5 months

Work approach: Remote team
for established businesses

Manpower investment:
30,000 man-hours

Team size: 4 engineers

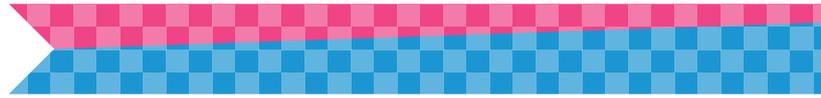
End result: 200% productivity
increases

The client, a manufacturer of premium quality folding cartons, aimed to optimize the processes and operations.

Sibers has developed a large, rich-featured custom enterprise management system. At the heart of it there is the Vendor Management Inventory System which combined two apps: customer relationships and inventory management. Now the factory can manage the higher demand, smoothly plan works and satisfy the needs of customers.

“ *We continue to be very happy with Sibers. As the owner of a large manufacturing firm, for over 20 years I have worked closely with software development teams to reduce our operational costs and to make us Better, Faster, Cheaper, and Closer.* ”

Sibers Key People



Anya Bannova
VP Sales and Customer Care

Anya joined Sibers in 2001 and was the first girl in the company, back when we counted only 10 heads. Now she leads all sales and customer care activities and inspires the team with a drive for innovation, a client-oriented attitude and a charming smile. She's a fighter on the front-line of software trends, and her loyalty lies with the customer.



Vadim Zabrodin
Senior Project Manager

With Sibers since 2005, Vadim became Senior Project Manager and Business Analyst after gaining considerable experience as a .NET Developer. His natural ability to understand business goals and production requirements translates into successfully launched IT projects and satisfied customers. His good-natured personality cheers project teams up during the whole development cycle.



Alex Shpak
CEO

Alex, our CEO, joined Sibers as a Junior Java Developer way back when Sibers employed only 12 people. He's now the overseer of every process and every project in our pipeline, and his days are spent ensuring that our Project Managers are communicative, flexible and technically apt, our technical team leaders are inventive and all the company works smoothly. Yes, he is quite busy.



Yury Bannov
Founder

Following the line of thinking embraced by every other entrepreneur in the history of civilization, Yuriy decided in 1998 to found Sibers so he could be his own boss. Shortly thereafter, the company was noticed by 3COM Corporation, which promptly acquired it. When the dotcom bubble burst, Sibers experienced a second birth by becoming independent once more. Yuriy, the symbolic captain of our ship, has steered Sibers through waters both peaceful and turbulent, never leaving a project or client behind.

References



“ We’ve worked with Sibers since 2009 developing several new technologies for our business. I’ve been very happy with their expertise and response to any issues that require response. Sibers has a broad set of development skills to help you with any kind of project. They have very good people to work with and I would absolutely recommend them.

Clint Pollock, President
at [EZWebPlayer](#)

+1 877 647 9007
clint@simpleconsulting.com

Hanover Park, IL,
USA



“ As the owner of a large manufacturing firm, for over 20 years I have worked closely with software development teams to reduce our operational costs. Sibers has served as our remote software development team since 2014 and their performance has been outstanding. I highly recommend them.

Daniel Keane, President
and CEO at [Mod-Pac Corp.](#)

+1 716 566 9231
dkeane@modpac.com

Buffalo, NY,
USA



“ Sibers have been extremely responsive and helpful, and are keenly interested in my success. Given their responsiveness, the project size has increased. I recommend them highly and without reservation. If you would like more information, please contact me via email.

Michael Krigsman, President
at [Cambridge Publications, Inc.](#)

+1 617 739 1860
mkrigsman@documentation.com

Brookline, MA,
USA



“ We really recommend Sibers to anyone looking for high-quality offshore development/outsourcing. Sibers provided excellent programmers which have worked on a variety of complex tasks and performed very well.

Loren Roosendaal, CEO
at [IC3D Media](#)

+31 681772535
lorenroosendaal@logos3d.com

Breda,
Netherlands



“ Some of the significant aspects of my interaction with Sibers include their ability to communicate effectively and outstanding ability to translate business requirements into workable technology solutions. They are highly responsive to implement change requests and provide suitable suggestions/solutions when required.

Paul Dames, Founer and Owner
at [ApprovalFlow Pty Ltd.](#)

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Australia

Certifications and Recognitions



Microsoft Gold Certified Partner

PRO: Designing and Developing Enterprise Apps using Microsoft .NET Framework

PRO: Designing and Developing ASP.NET Apps using Microsoft .NET Framework

Developing Windows Azure and Web Services

Microsoft .NET Framework – Windows Communication Foundation Development

Microsoft .NET Framework – ADO.NET Application Development

Microsoft .NET Framework – Windows Forms Application Development

Microsoft .NET Framework – ASP.NET Application Development

Microsoft .NET Framework – Windows-based Client Development

Microsoft .NET Framework – Application Development Foundation

Microsoft .NET Framework – Web Applications Development

Microsoft .NET Framework – Accessing Data

Zend Certified Engineers

Oracle Certified Professional Java SE Programmers

Upwork Top Rated Provider

AppFutura Certified Developer

Sibers in The 2010 Global Outsourcing "Top 100" Lists:

– By Region Served: Australia/New Zealand – Top 10

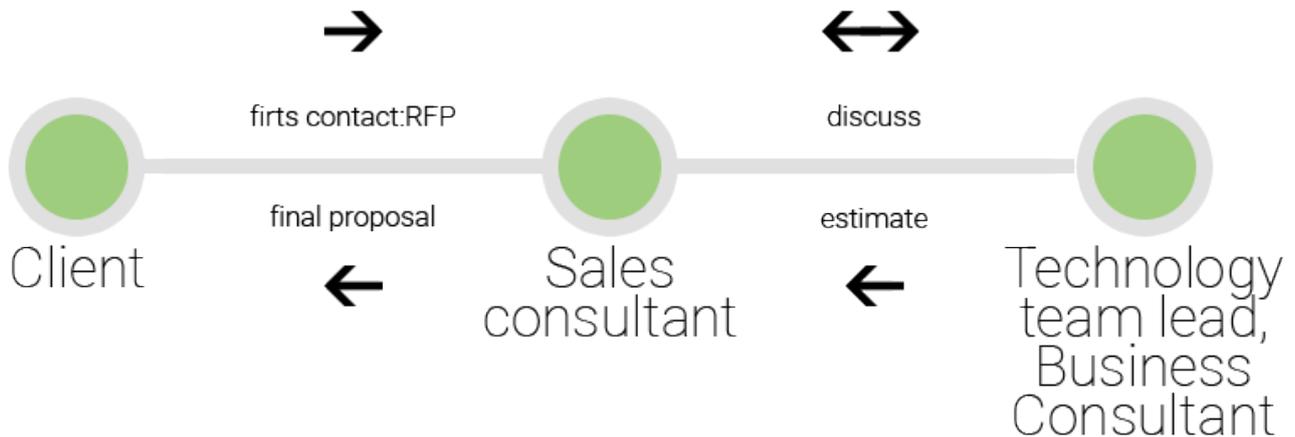
– By Industry Focus: Entertainment & Media – Top 10

– By Industry Focus: Services – Top 10

How Sibers Works

STEP 1

From Request to Proposal



As soon as our Sales Consultants receive a proposal request, our top priority is to ensure a complete understanding of the client's needs, and subsequently to supply a proposal for establishing cooperation.

Here are the three most common scenarios:

- When a client indicates a desire for a **custom remote team**, our first step is to provide the client with individual CVs for the candidates we believe are best suited for the job. The next step is to arrange an interview between the client and our handpicked candidates. Once it's been determined that the candidate team meets all of the client's requirements, the team immediately becomes a natural extension of the client's local staff and adopts their business practices and industry-specific standards. In this scenario, the request/proposal cycle doesn't take much time at all.
- If a client would like Sibers to develop a **specific software package**, we first need time to learn the software's specifications inside and out. To this end, the Sibers Sales Consultant reviews all associated documents and then contacts the Business Analyst; together, they jointly assess the project from a business perspective. When this is done, they connect with the Technology Team Leader, whose job is to calculate all potential technical obstacles and design a plan for overcoming them.

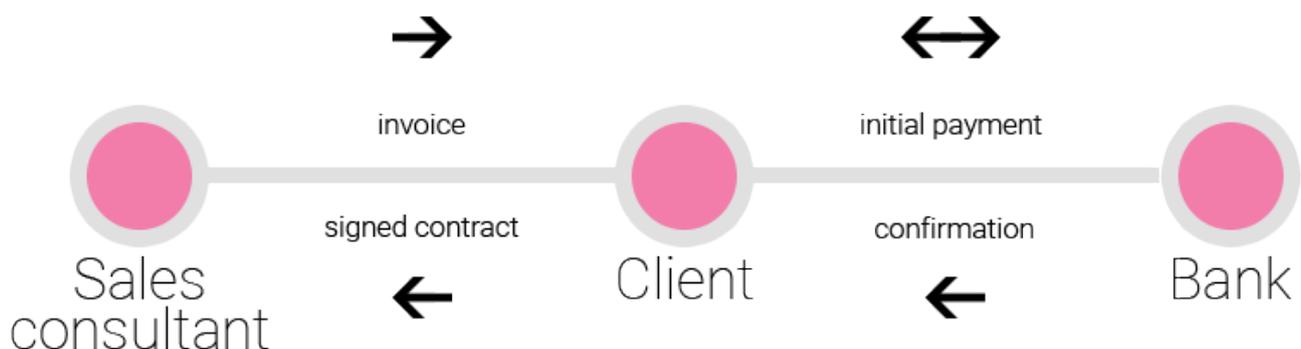
Throughout this “discovery” process, the Sales Consultant stays in regular contact with the client, clarifying all unclear points or requests along the way. In this scenario, creating a formal proposal with a documented inquiry requires more time and effort from both sides. Also, it may require Sibers to create a working prototype of the proposed software during the estimation step.

– Sibers also works with clients who may have an **idea for a desired product**, but lack a concrete plan of action. In this case, our Sales Consultant always involves the Business Analyst and the User Interface Designer. These professionals have considerable expertise creating tangible user interfaces and program logics based upon client ideas. The end-result of their involvement is the creation of specification document that will guide the total production process, providing a complete understanding of what needs to be created for the prospective product in terms of wireframe, assets, etc. Upon completion of this step, the Technical Team Leader takes another look at the client’s requirements and confirms that the Sales Consultant has everything he/she needs to draft a proposal.

This is by far the most time-intensive partnership scenario, since a large amount of clarification and formalization must take place in order to ensure the client receives a proposal tailored to its exact needs, and one that will deliver a significant return on investment.

STEP 2

Awarding a Contract

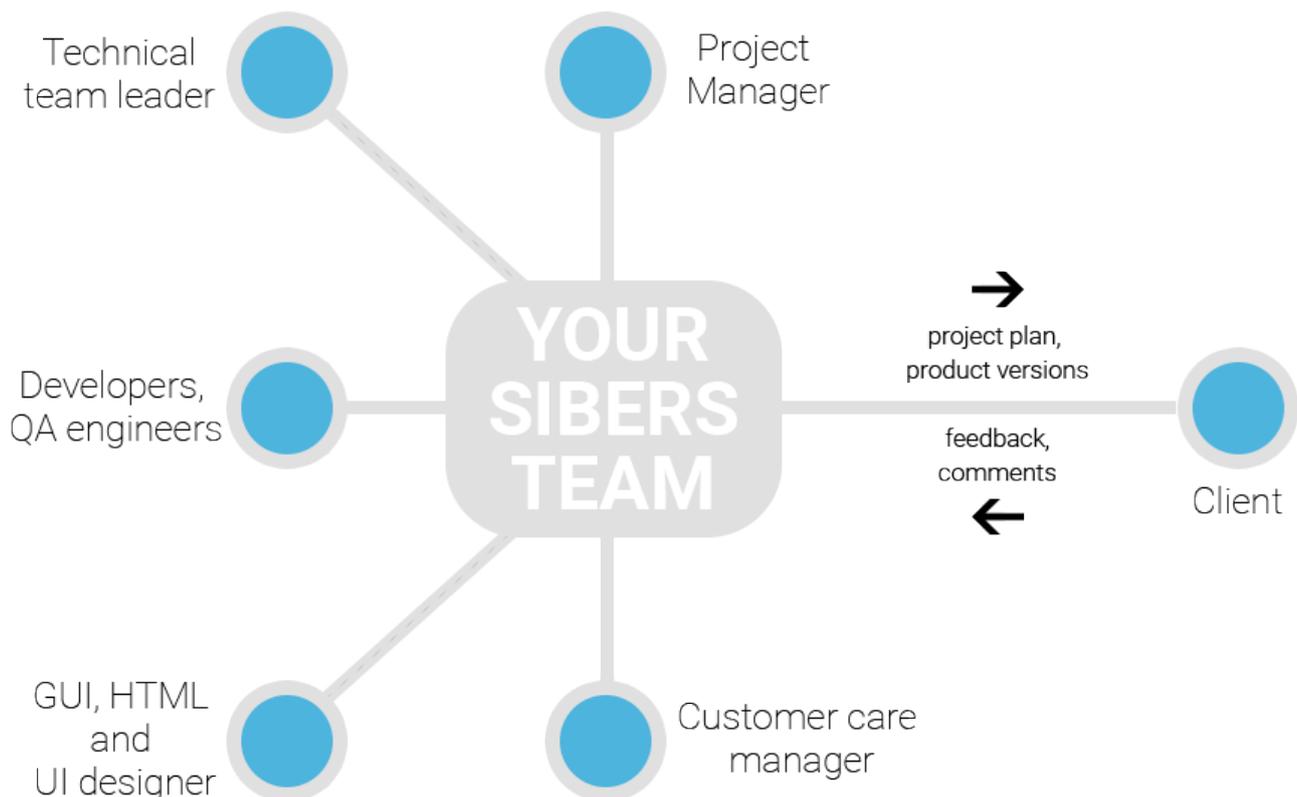


When the scope and financial terms of our collaboration have been agreed upon, a Statement of Work (SOW) is issued for signature. The SOW is a formal contract between the two parties; it describes deliverables and is meant to protect mutual interests and relations.

Once the SOW is signed, our Financial Manager drafts an invoice according to the contract terms and the client issues a deposit payment to start the development process. It is Sibers' business policy to require an upfront payment equal to at least one work-week of development, which equates to a significant investment from our side. We consider the deposit as a guarantee of the client's commitment.

STEP 3

Developing Software



Sibers assembles a project team consisting of a Project Manager (PM), Customer Care Manager and a suitable number of Developers, Designers, and Quality Assurance Engineers. Team assembly is usually completed in 1–2 business weeks; however, the PM is in touch with the client as soon as the deposit is received.

To ensure the highest level of quality, PMs are assigned to projects according to their background and interests – for example, if the project is healthcare-related, we'll provide a PM with a medical background.

Once the project is underway, all team/client interaction is handled by the PM and the Customer Care Manager; the latter tracks all of the software versions designed during the project and responds to customer feedback. Daily communication is encouraged between the team and the client, since the more open the lines of communication are, the more smoothly the project runs.

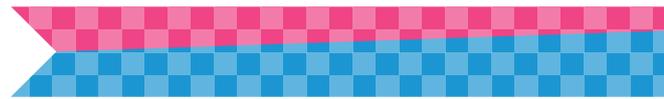
Project development commences immediately after the “Project Start Meeting”, where all participating team members meet with the client to discuss the project outline.

Throughout the development process, the Sibers team delivers demos and revises them according to the client's feedback. Each programmer's work is diligently monitored by the Sibers Team Leader to ensure optimum quality and complete compliance with the client's specifications.

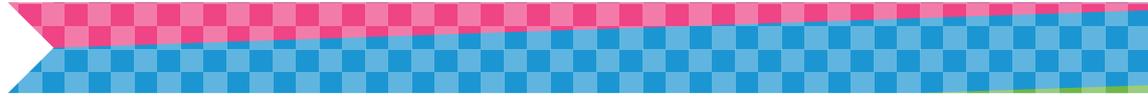
At a predetermined date, the software enters the Beta testing phase. Sibers' QA Engineers undertake a comprehensive quality check to verify there are no problems; to accomplish this, the software is put through the technical equivalent of Dante's nine circles of Hell. A precise set of tools, along with every last ounce of the QA Engineers' experience, ensures that the software is bug-free.

When the software is finally deemed ready for publication, we of course make all necessary preparations for its release.

Final Product Delivery



After the final files are delivered and the client provides its stamp of approval, Sibers' job isn't over. Instead, we also assist with product launch. For example, if it's an iPhone application or a web portal, Sibers obtains AppStore approval or ensures installation on the client's live hosting. Taking it a step further, Sibers also provides post-launch support and maintenance, and is always ready to work on the software's next versions and updates as the need arises.



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