



SYMPHONY CARE 2021

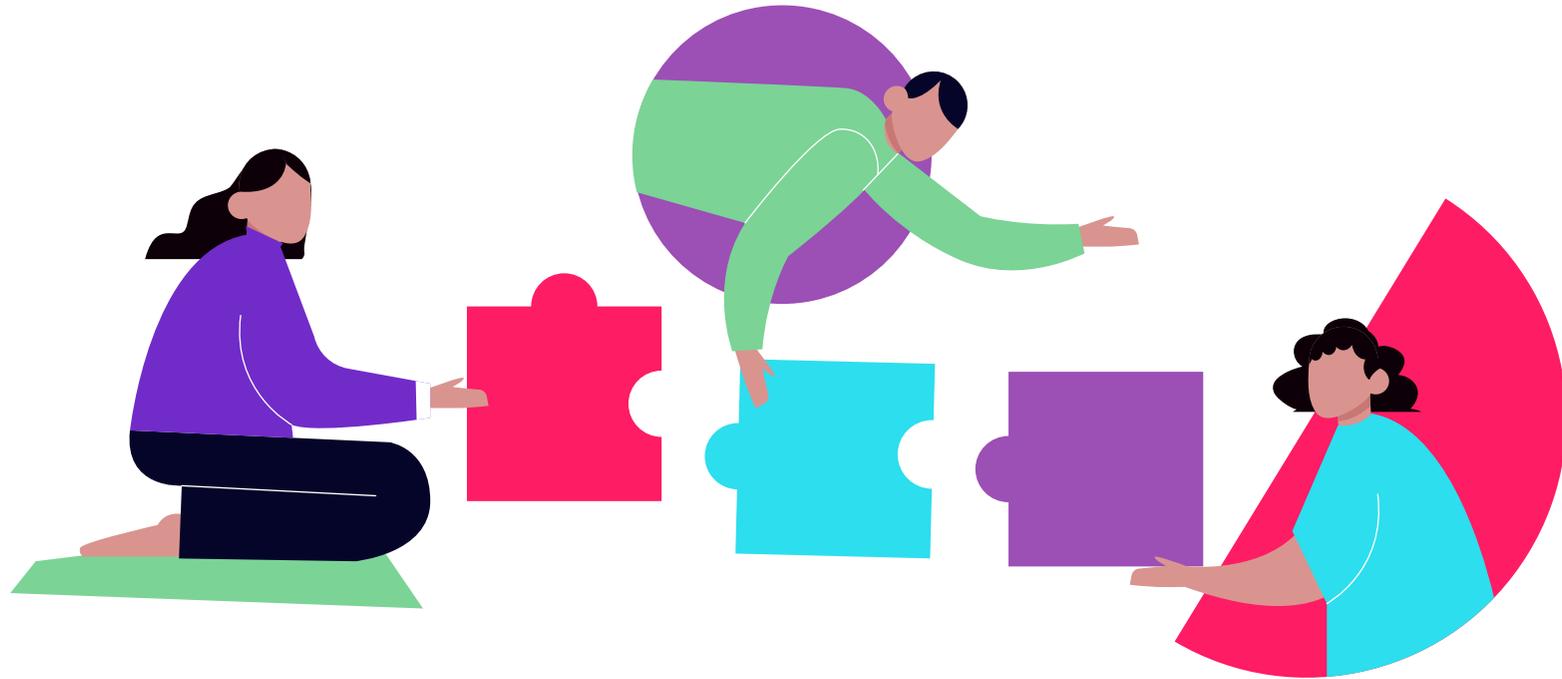


**WE SHARE
because we CARE**



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Why Symphony Care?

The year 2021 brought about challenges and uncertainties that we faced with joint effort and great resilience. We faced a time of crisis and showed what Symphony values truly stand for. Through the year we changed and grew in our integrity. Practiced our values in new ways. Learned to be more understanding and accommodating. Grew to be more caring and supportive. All this was reflected in our Social Corporate Responsibility Program – Symphony Care.

Symphony Care goes beyond Symphony Solutions as we spread our activities to local communities, support rising talents, provide help to those in need, care for the environment. Furthermore, we do our part in nurturing a new generation of top-of-the line professionals with a wide range of educational courses and events and participate in social initiatives that reflect our values and diverse ideas. Our colleagues enjoy an extensive network of benefits and social programs.

The world is rapidly changing but so are we.



1

Key Aspect

Our Charity Initiatives

We initiate a step forward
to those in need

How we care?

Symphony Solutions has made it a long-standing tradition to participate in charity events and hold out a helping hand to those in need. The year 2021 has come as a challenge with the world facing a global pandemic and growing social concern. Symphonians did their part in helping frontline workers as well as caring for those whose needs may have been placed second as we are in crisis. No good deed is too small for us!



This year, we are experiencing a once-in-a-lifetime global pandemic and growing social concern and unrest. Charity has become especially relevant this year, as we have had to respond quickly to public inquiries. Our colleagues have significantly increased their donations to support those who have suffered the most from this difficult environment.

CHARITY INITIATIVES IN 2021

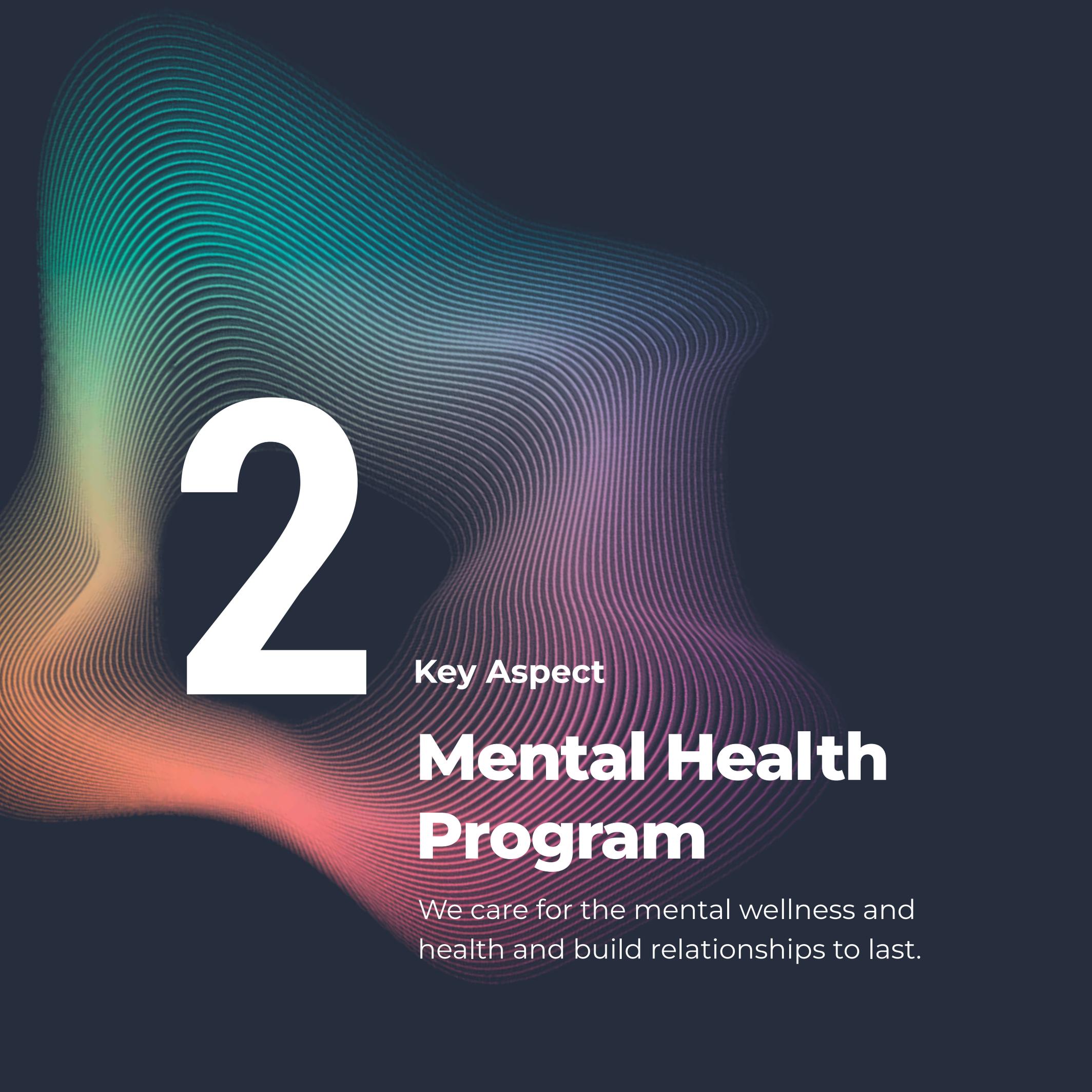
1. We are financially supporting the Homeless Animal Care Fund “For Good” .
2. Symphonians raised their hands and joined #choosetochallenge to send a message
3. on the importance of challenging gender biases and stereotypes in our strive for a
balanced societ
4. Support the defenders from the 80th brigade
5. Presents for orphanage
6. Zelena Korobka
7. We are financially supporting the INSO-Lviv Orchestra for buying a music instruments



A close-up photograph of a woman with long, wavy blonde hair looking down at a dog inside a metal wire cage. The dog is lying down, and the woman's hand is visible near its head. The background is slightly blurred, showing the structure of the cage and a red wall.

**SAVING ONE PET WILL
NOT CHANGE THE
WORLD, BUT FOR THAT
ONE PET THE WORLD
WILL CHANGE FOREVER!**

Iryna Gavryliuk, Delivery Center Director



2

Key Aspect

Mental Health Program

We care for the mental wellness and health and build relationships to last.

MENTAL HEALTH PROGRAM

Symphony Solutions takes care of the mental health of our colleagues just as much as physical. Self-care and well-being of Symphonians have always been of the highest value for us. In the last three years, we have had a benefit of 10 free therapy sessions with the corporate psychologist for every Symphonian. Further initiatives were undertaken in 2021 as a response to the strained emotional and psychological atmosphere that people were facing in quarantine.





3

Key Aspect

**SHE. Charity
work and
awareness**

SHE. COMMUNITY

is the movement towards the encouragement of the dialogue about equal rights and possibilities in modern society that has been initiated by our company. In 2021, SHE. community hosted numerous events and actively participated in awareness initiatives to support women.

- **SHE. Ambassadors program**
- **Branded items help us to direct 20% of their price for charity**
- **Fashion Charity Auction from SHE.**



SHE. EVENTS

Symphony Solutions continues active participation in events aimed at women. One such event is the SHE. Series, which features prominent women in varied fields and their struggles and successes. All costs gathered at SHE events are donated to charity organizations supporting either women or other important causes.

- Breakfast with Olia
- She Sparks with Olena Dat's
- Meeting with a dental surgeon Olena_zablotska.
- SHE. Swings Eugenia Korshunova - a ballerina, the ballet soloist at the National Opera of Ukraine
- She shares. Silent auction





4

Key Aspect

**Education
rediscovered**

Learning together how to learn
in 2020.

CONFERENCES

- Java Day Lviv 2021 Conference - Symphony Solutions was a Silver Sponsor
- STEM Conference
- Quality Assurance Day 2021
- Welcome Week at Ivan Franko National University





TECH MEETUPS

- Dev.js Online JavaScript meetup
- SysOps/DevOps Polska MeetUp Online #42
- React in the Front-end World: Practical Cases
- Python Security best practices
- Java MeetUp
- 2 tech meetups - ISTQB Foundation. Exam preparation courses
- Client Interviews: A Guide to successful Preparation
- Motivated Remote Team: Myth or Reality?
- English language classes, Speaking clubs
- Foreign language classes

Agile Space

As the Agile-driven company Symphony Solutions initiated the creation of Agile Space, which is a platform for Agile believers, who unite to create a regular space for meetings, collaboration and learning for like-minded people. In 2017 Agile Space became international by spreading its events to Poland and Macedonia. In 2021 we had ... Agile events provided in different locations

13 Agile events (all locations)

2 Scrum Master Academy courses (offline, 1,5 months duration)

Agile Scrum Basics

Agile Design Thinking

Agile Facilitation Course





AGILE MEETUPS & CERTIFICATIONS

Scrum Master Academy #4

Agile Dojo #28: Scrum Pizza

Agile Dojo #29: How to delegate effectively

Management 3.0: Foundation Course

Scrum Basics Class

Agile Dojo #30: Scrum Pizza

Agile Dojo #31: Storm to Perform

SAFe® 5.0 Scrum Master

Scrum Master Academy #5

Agile Dojo #32: Scrum Lego

SAFe® 5.0 POPM



5

Key Aspect

**Inspiring
others**

Music and art is in our DNA

SUPPORTING INSO-LVIV ORCHESTRA

Classical music is very dear to Symphony Solutions, as our approach to work has much in common with the symphony musical orchestra. Just like an orchestra sounds complete when putting all passion into the performance, we make a difference with the passion we put into our work every day. That's why our company shares a very special connection with the youth academic symphony orchestra INSO-Lviv.

Founded in 1998, INSO-Lviv Orchestra (International Symphony Orchestra) is a bearer and promoter of the idea of peace. In its projects, the orchestra fulfils the key mission of cultural diplomacy due to the uniting power of music. Annually, INSO-Lviv sets on concert tours in Europe. Its tour geography has also expanded as far as Colombia and China.

INSO-Lviv is a bright palette of emotions that the musicians share generously with the audience while implementing its artistic and educational mission, as well as the one of cultural diplomacy. Symphony Solutions has been supporting INSO-Lviv for the last 8 years. In 2021, we have financially assisted the orchestra in purchasing musical instruments. As our hearts embrace the arts, let the music flow!





6

Key Aspect

Sustainable office

We are the integral part of our planet and need to do the right thing for it. Healthy business environment is another aspect we take responsibility for

SUSTAINABLE OFFICE

We are the integral part of our planet and need to do the right thing for it. Healthy business environment is another aspect we take responsibility for. Eco initiatives are something that most of us refer to as green activities and respectful attitude towards natural resources of our planet.

During the quarantine we have adopted a hybrid model of working that allows Symphonians to self-regulate when and how much time they can allow to spend at the office. This has proven to be very efficient and crucial to maintaining a healthy environment and following recommendations from healthcare experts and officials.



All our offices are equipped with bins for sorting waste, and most of our branded products are made from recycled materials.

In 2021 Symphony Solutions started cooperation with Green box, a social eco initiative that raises awareness about recycling and reducing waste in Lviv city. As a result of this we were able to recycle 80 % of our sorted waste.

Waste reduction

-  Recycling: paper
-  plastic
-  accumulators
-  glass
-  double sided printing
-  don't print messages
-  no paper cups - own mugs
-  recycled marketing materials
-  eco-friendly dining & cleaning products
-  ecobags

Sustainability is something that can be measured. To talk less and act more towards sustainability we collect numbers regarding recycled materials, usage of water and electricity in our offices, etc. This data helps us understand what is improving and which areas still need a refinement. We publish eco-numbers annually during the Green Week.

Health & Wellness

-  stretching
-  massage
-  medical insurance
-  vegetarian & vegan lunch option
-  healthy snacks
-  tennis table
-  psychologist

Culture & Learning

-  green plants
-  fish tanks
-  park area
-  promotion to minimize printing mat
-  clothing donation to orphanage
-  green office week
-  showers

CAR & CARE PROGRAM

Very often commute that Symphonians take coincide. Sharing one private vehicle or a taxi helps to reduce traffic on the road during the rush hours, cuts the CO2 emission, and, of course, splits the fare. Car&Care Program aims to make it easier to find companions and share the car. The initiative is loved and widely used by Symphonians.

[watch video](#)

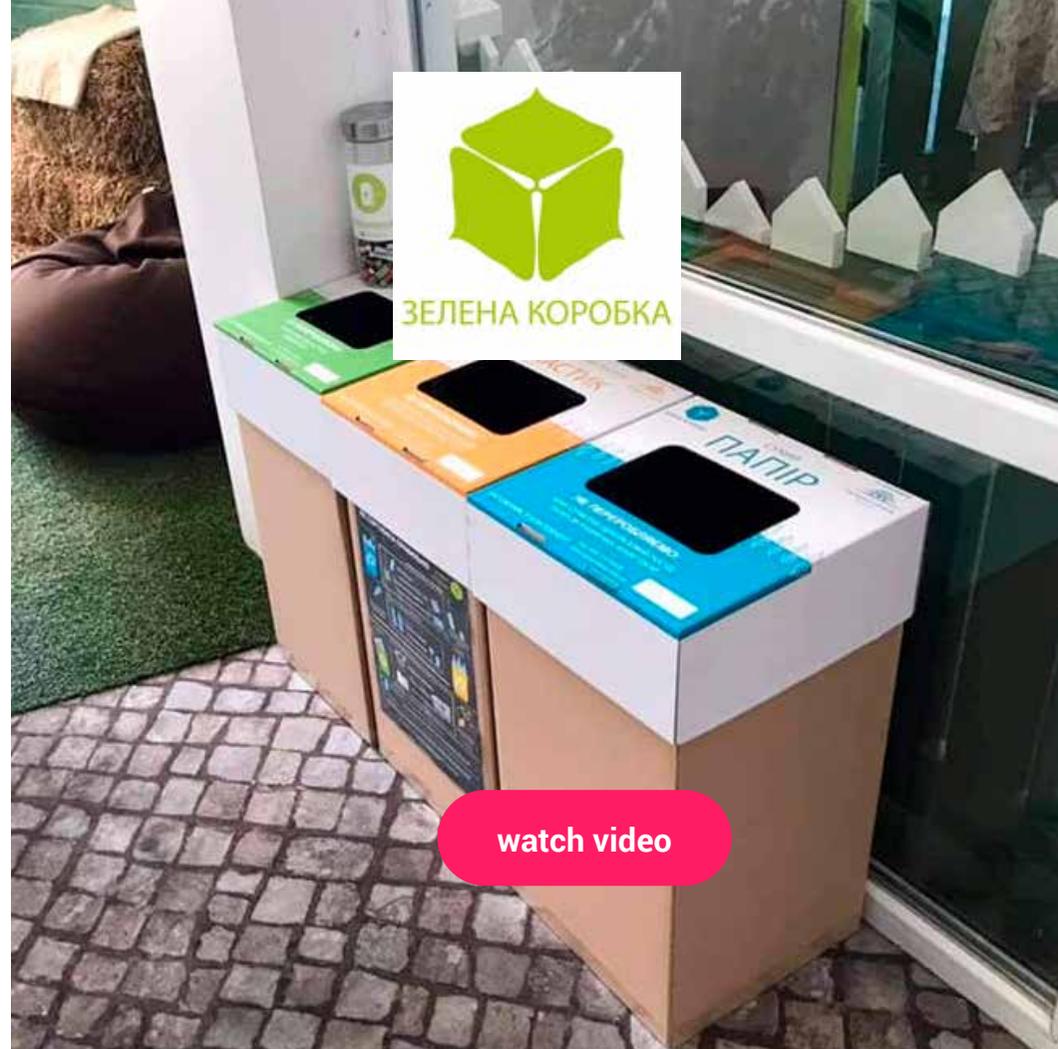
BICYCLE PARKING

Active lifestyle and eco mindset are very appreciated at Symphony Solutions. To support cyclists, we accommodate a free fenced bicycle parking lot in front of the office. Also, we started using the electronic card entrance in the bicycle parking lot

[watch video](#)

SHARE THE ROAD INITIATIVE

In 2020 Symphony drivers joined [#ділюсядорогою](#) initiative started by Elena Moroz to encourage drivers to be more respectful on the roads and when sharing the space with cyclists. This rings true for Symphonians who commute to work by all means, many choosing to cycle. The initiative was a way to extend our usual courtesy from the office to the roads.



[watch video](#)



SPORTS ACTIVITIES

Symphony Solutions supports an active and healthy lifestyle. Many Symphonians are long-time runners and every year they participate in marathons and other sports competitions.

LVIV

1. Lviv Molokiya Half Marathon, June 6
2. Symphony is the Main sponsor of Lviv Ultra Trail, June 3



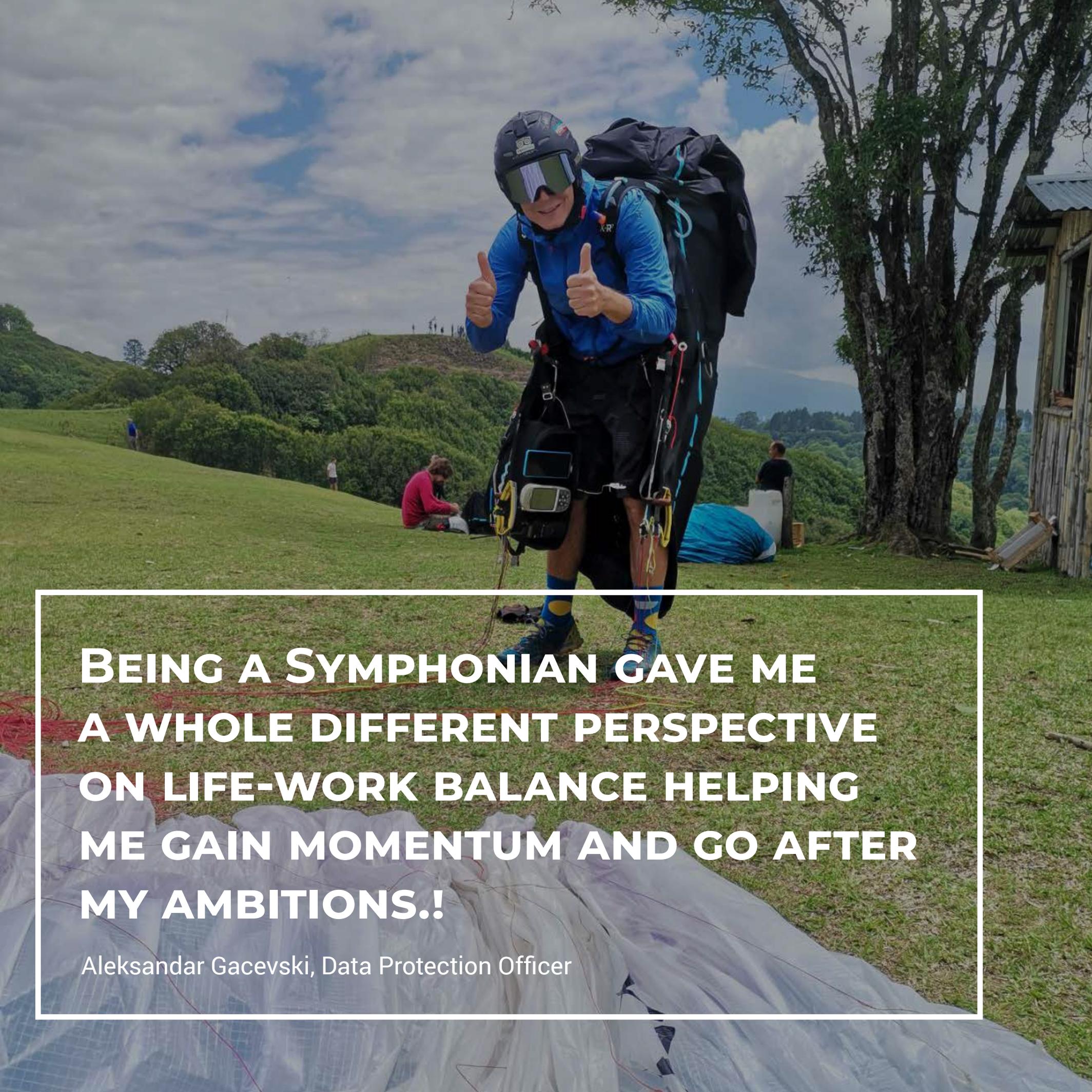
SKOPJE

1. Charity Grand Slalom, Mavrovo, February 21-22
2. Avicena Women's Race, September 6
3. Wizz Air Skopje Marathon, October 4

ANYWHERE

1. Symphonian Aleksandar Gacevski participating now in the 11th Paragliding World Cup Superfinal in Disentis, Switzerland, August 7-18, 2021
2. Valentina Synenka, is the first Ukrainian to win in this 8th edition of KLM Curaçao Marathon
3. Ironman 70.3 Turkey



A person wearing a blue jacket, a black helmet with goggles, and a large black backpack is standing on a grassy hillside. They are giving a thumbs up with both hands. The background shows a green landscape with trees and a small wooden building on the right. The sky is overcast.

**BEING A SYMPHONIAN GAVE ME
A WHOLE DIFFERENT PERSPECTIVE
ON LIFE-WORK BALANCE HELPING
ME GAIN MOMENTUM AND GO AFTER
MY AMBITIONS.!**

Aleksandar Gacevski, Data Protection Officer



6

Key Aspect

**About
Us**

We build relationships while defending diversity, transparency, and care for our colleagues.

Symphony Solutions is a company which is **COOL TO WORK FOR.**
We put great efforts in making our employees feel comfortable and protected at their workplace.
Among benefits, perks and wellness services provided by the company, there are:

COMFORTABLE GREEN DUTCH STYLED OFFICE

Each Symphonian has 12 square meters of the green space and one plant.



About Us

Symphony Solutions is a Cloud and Agile Transformation company, headquartered in Amsterdam, the Netherlands, and Boston, the USA with delivery centers in Ukraine, Poland, Macedonia, and the Netherlands. Founded in 2008, the company is now 600 people with over 35 international clients, primarily in Western Europe and North America. A Boston office was recently opened to better accommodate American clients.

As an Agile transformation company, Symphony Solutions' management style goes beyond the development teams to all the support functions, such as the Leadership Team, HR, Marketing, Finance, and Administration. Company's dedication to Agile led to opening Agile Certification Center.

[View our history in timeline](#)



Milestone dates

- 2020**
 - Office in Krakow moved to redesigned space, Poland
 - Achieved Select Consulting Partner status in AWS Partner Network
 - New office in Antwerp, Belgium
 - Symphony Anywhere Program launched
- 2019**
 - Opened Headquarters office in Boston, USA
 - One of the 20 Most Promising DevOps Solution Providers of 2019 by CIOReview
 - Named Top Software Developer in Amsterdam for 2019 by Clutch
 - New branding and a new Corporate website launched
- 2018**
 - 500 people reached
 - Among Insights Success “20 Most Admired Companies to Watch in 2018”
 - Silicon Review - “50 Best workplaces of the Year 2018”
- 2017**
 - Opened fourth delivery center in Krakow, Poland
 - Agile Transformation Company of the year by the Technology Headlines
 - 50 Best Workplaces to Watch in CIO Bulletin 2017
- 2016**
 - Among the 20 Most Promising Quality Assurance Solution Providers by CIOReview
 - One of the 20 Most Promising Java Development Solution Providers by CIOReview
- 2015**
 - Opened a third delivery center in Skopje, Macedonia
 - 200 people reached
- 2014**
 - Opened a second deliver center in Rzeszow, Poland
- 2008**
 - Was founded in Amsterdam, The Netherlands and first delivery center in Lviv, Ukraine opened

SYMPHONY ANYWHERE

Symphony Solutions has always had a lenient WFH policy with a long-term strategy to implement a hybrid WFH model. Positive client experience with the majority of the teams moving to remote work prompted us to fast track the implementation and launch our new virtual office Symphony Anywhere.

Symphony Anywhere is a 100% virtual office. It is a natural progression of Symphony Solutions in the new world accelerated by Covid-19.

- **Online trainings, upskilling program, tech hubs, language classes, specialized courses**
- **Professional certification in SAFe Agile, Service Design, Cloud technologies, ISTQB, and more**
- **Career development and People Business Partner support**
- **Benefits and corporate loyalty program**



Our Recognition



2020

Top IT Employer in 2020 by DOU

Listed among Top Web Development Companies in the USA by Selected Firm

Recognized as Top Cloud Consulting Company in 2020 by Techreviewer

Top IT Consulting Companies in The Netherlands by Clutch (#1 of 13 leaders)

2019

One of the 20 Most Promising DevOps Solution Providers of 2019 by CIOReview

Named Top Software Developer in Amsterdam for 2019 by Clutch

2018

Among Insights Success "20 Most Admired Companies to Watch in 2018"

Silicon Review - "50 Best workplaces of the Year 2018"

2017

50 Best Workplaces to Watch in 2017 by CIO Bulletin

Agile Transformation company of the Year by The Technology Headlines

2016

One of the 20 Most Promising Java Development Solution Providers 2016 by CioReview

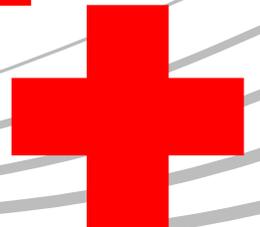
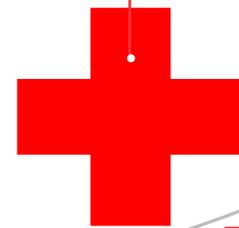
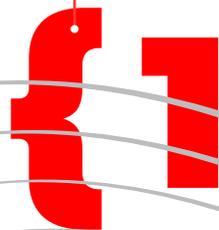
Among 20 Most Promising Quality Assurance Solution Providers 2016 by CioReview

Our Services

**EDUCATIONAL
SERVICES**

**SERVICE
DESIGN**

SDN
UKRAINE CHAPTER

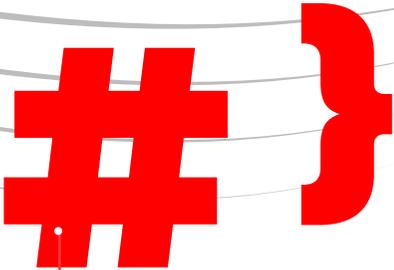
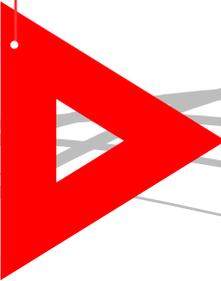


**OMNICHANNEL
ORCHESTRATION**

Digital Strategy Solutions
Technology Solutions
AI-Driven Personalization

IGAMING SOLUTIONS

CUSTOM SOFTWARE DEVELOPMENT



CLOUD SOLUTIONS

- Cloud-Native App Development
- Cloud Application Modernization
- Cloud Managed Services
- Cloud Assessment
- DevOps

AGILE TRANSFORMATION

- Trainings and Certification
- Implementation
- Coaching and Consultancy
- Business Agility



Values and Culture

WHAT MAKES US SYMPHONY SOLUTIONS

At Symphony Solutions we grew a unique culture, which is built on Agile principles, mutual trust, and respect. Agility is the integral part of our organization, and we incorporate its principles in every sphere of corporate life, starting with the leadership teams and up to the latest junior hires.



WHY SO SPECIAL?

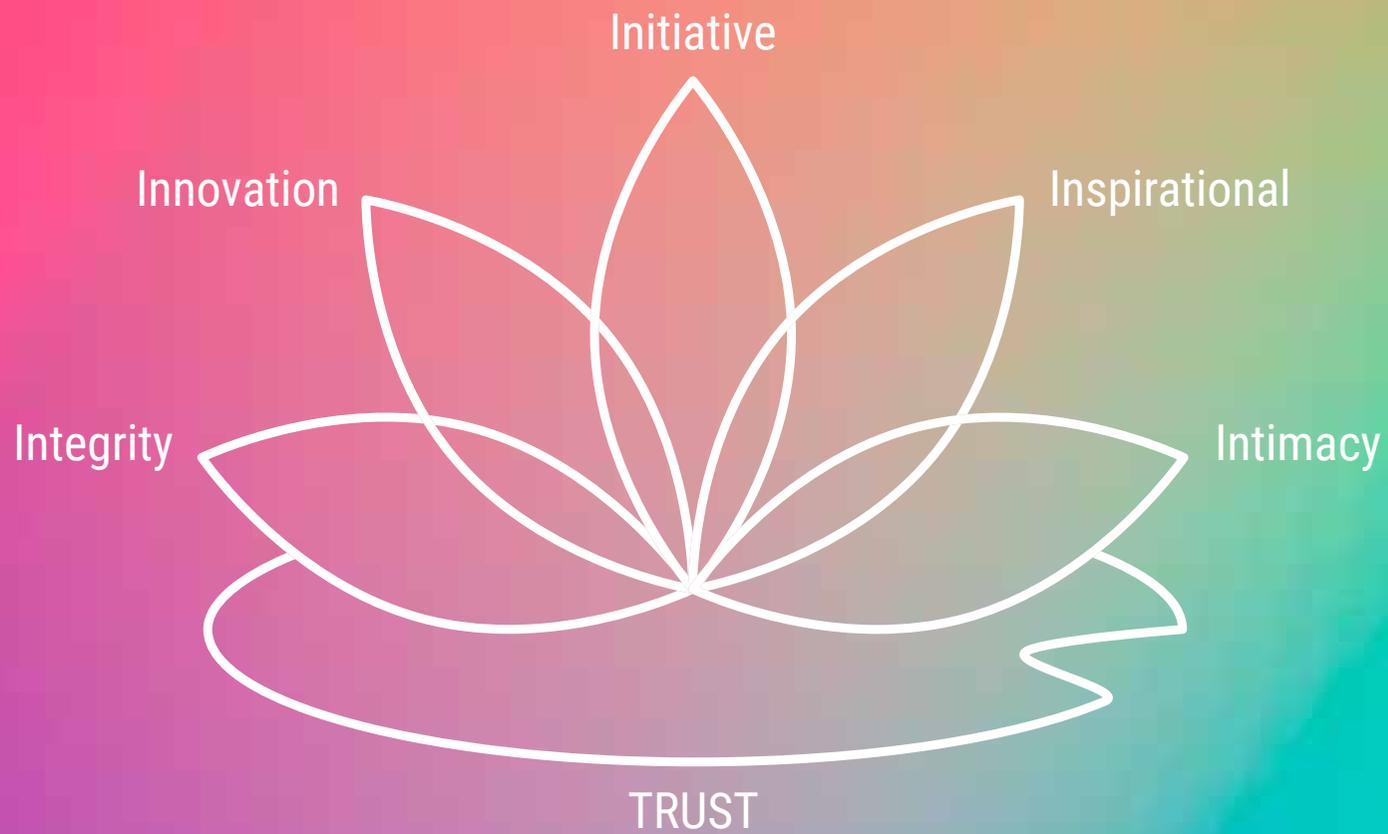
- Flat organization
- Eliminated management layers where it possible
- Open space
- No special rooms, cubicals, or other workplace privileges for senior Symphonians
- Unique Dutch office
- Unified look and atmosphere in all offices, which design is inspired by a small Dutch village Zaanse Schans
- Tools for personal and professional growth
- 40 billable hours per year for trainings and education
- In-house trainings by Symphony Academy
- Employee care. Perks & benefits for comfortable and fulfilling life



Values

**“Find people who share your values,
and you’ll conquer the world
together.”**

John Ratzenberger



SYMPHONY VALUES are in the DNA of our organization
and the guide for our everyday behaviour.

**we SHARE
because we CARE**

