Edition 2020

INVEST MOLDOVA

# IT
# Investment Profiles

Republic of Moldova

# Key facts

Name:
**Republic of Moldova**

Capital:
**Chișinău ca. 814,000**
inhabitants

Population:
**2.68 million, 2109**

Area:
**33,847 km²**

Language:
**Romanian (official)**
Other spoken languages:

Currency MDL:
**1 EUR = 19.4 MDL**
July, 2020

| | |
|---|---|
| **Doing Business Rank, 2020** | **48** |
| **Employment rate, 2019** | **40.1%** |
| **Inflation rate, June 2020** | **4.23%** |
| **GDP per capita at PPP, 2109** | **$13, 574** |
| **GDP current prices, 2019 billion** | **$10,262** |

## ICT 2019/2020

**7%**
**Unique tax on turnover in IT virtual Parks**

**12%**
**Corporate Income Tax**

**2300**
**ICT Companies**

**1,500** EUR/month
**Average monthly wage in IT Park**

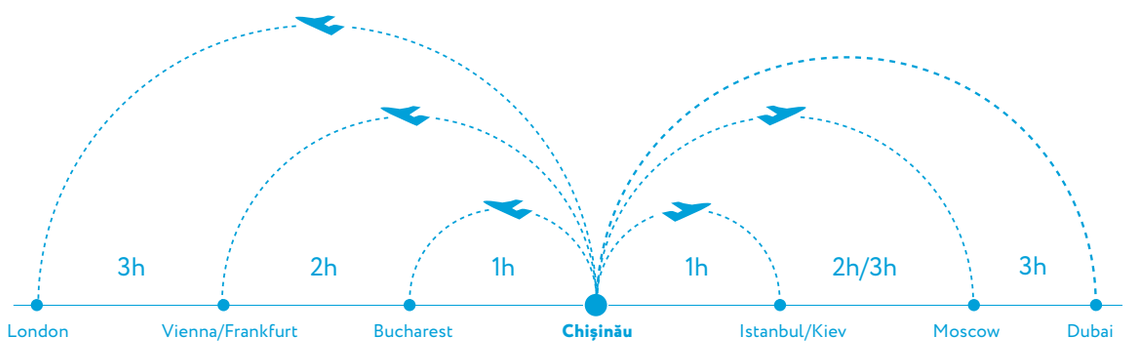
**29,000**
**ICT professionals**

Yearly pipeline
**2,000**
**graduates in ICT related fields**

**350** summer flights/week
**Chișinău International Airport (KIV)**

Modern office stock
**500,000+**
**sq. meters in over 100 buildings**

| | | | | | |
|---|---|---|---|---|---|
| **59th** | out of 175 | ICT Development Index | **79th** | out of 193 | e-Government Development Index |
| **66th** | out of 121 | Network Readiness Index | **59th** | out of 131 | The Global Innovation Index |



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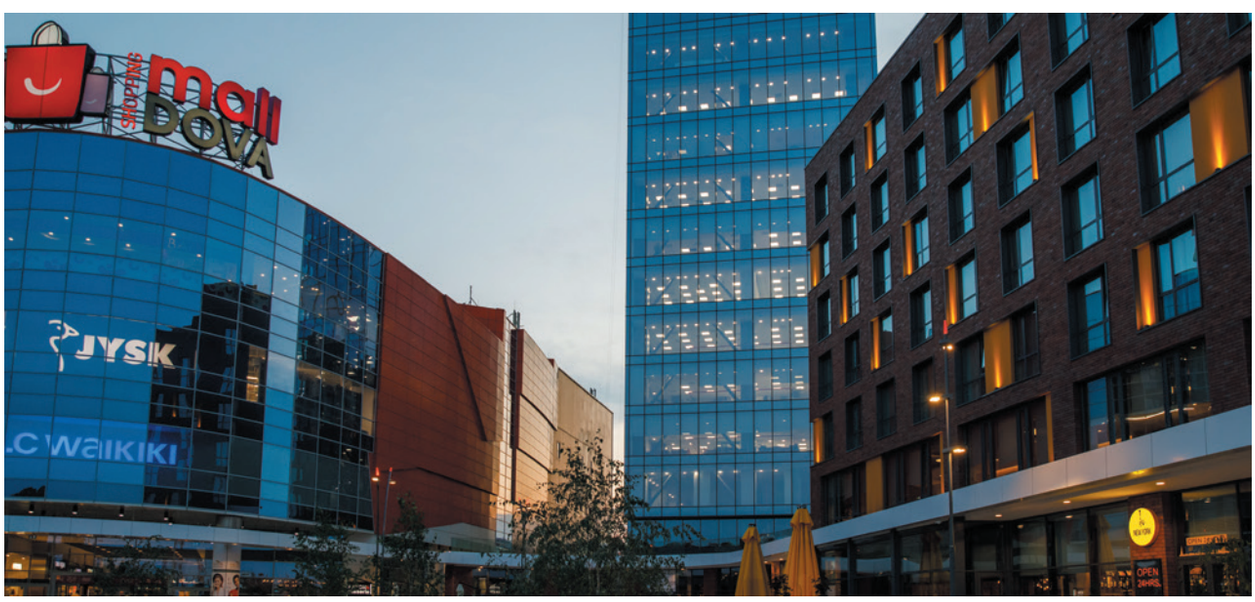
# ICT sector in the Republic of Moldova

## Sector Overview

The IT industry in Moldova is the fastest growing industry, offers the highest salaries, employs the youth and the creative people, digitally transforms the entire society and is a Government top priority.

**Small but digitally literate country - Moldova its an ideal testing ground for piloting new services and products.**

The information and communications technology industry has become one of the locomotives of economic growth in the Republic of Moldova in 2019. As expected, the incentives offered by IT virtual Park legislation gave a significant boost to the ICT sector Development. At the same time, the country's rising position in international ICT ranking plays an instrumental role in building a regionally and globaly competitive economy.
During 2015-2019, the IT industry recorded a triple increase of the annual sales revenue - from $126 M to $396 M, representing 3.1% of GDP and an increase of over $79.2 M, only in 2019. In the reference year, together with the sales volume in the electronic communications industry – of $408 M, the ICT sector accounted for 7.1% of national GDP.




### Telecom Infrastructure

Moldova is well positioned in terms of communication infrastructure, with mobile penetration well over 100%, and Points of presence of Fiber Optic backbone network (POP) at 98.2%

### High Internet Speed

According to the Speedtest Global Index as of August 2020, the Internet download speed in Moldova (81.11 Mbps) is higher compared to other countries in the region: Bulgaria (60.83 Mbps), Ukraine (59.13 Mbps), Montenegro (47.17 Mbps), Albania (37.11 Mbps)

# ICT sector in the Republic of Moldova

## Sector Overview

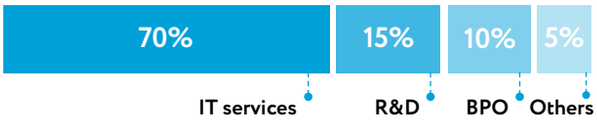
The volume of exports of ICT products and services exceeded $300 M in 2019. There has been a qualitative transformation of the ICT sector from Internet access networks and services to the highest value-added, export-oriented IT products and services.The positive evolution in the ICT sector is accompanied by the increase in the number of companies in this period - from 1,700 to 2,300, and of the employed staff - from 21,300 people to 29,600 people, ensuring the best level of salary in the economy.

As per estimates, the IT industry employs over 15,000 professionals, servicing mainly European and US markets. The service focus is across multiple industries, especially in Government, Banking and Telecom sectors.

The volume of investments in computer services doubled in the reference period and reached $156 M in 2019, increasing by about $48 M compared to 2018. That means that more and more investment is being made in streamlining processes and digital innovation in various economic sectors.*

Source: mei.gov.md

**IT exports by type of services**



**Technical expertise**

Moldovan programmers are well versed in .NET, Java, C/C++, PHP, Python, Ruby . These programming skills are generally sufficient to create the majority of business and mobile applications thus the local specialists are well equipped to approach most projects. Less popular ones, but still available are React, Scala, Cloud, Big Data.

# ICT sector in the Republic of Moldova

## Overview and structure of IT Services Market in Moldova

| Domestic market (m$) | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | CAGR |
|---|---|---|---|---|---|---|---|---|
| IT Consulting | 4.11 | 4.56 | 4.93 | 5.09 | 5.11 | 5.16 | 5.19 | 3.38% |
| Implementation | 15.53 | 17.35 | 18.39 | 18.81 | 19.08 | 19.31 | 19.40 | 3.23% |
| Support Services | 7.91 | 8.98 | 9.50 | 9.81 | 10.10 | 10.20 | 10.45 | 4.05% |
| Operations Management | 3.02 | 3.84 | 4.59 | 5.31 | 5.98 | 6.69 | 7.46 | 13.81% |
| Turnover | 2.93 | 3.54 | 3.95 | 4.01 | 4.32 | 4.48 | 4.56 | 6.52% |
| **Domestic Total** | **33.50** | **38.27** | **41.35** | **43.04** | **44.58** | **45.84** | **47.06** | **4.97%** |

| Domestic market (m$) | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | CAGR |
|---|---|---|---|---|---|---|---|---|
| IT Services | 84.83 | 99.45 | 110.49 | 117.61 | 124.70 | 130.79 | 136.63 | 7.05% |
| BPO | 14.45 | 17.66 | 20.47 | 23.15 | 26.30 | 28.24 | 30.42 | 11.21% |
| Support Services | 13.79 | 17.31 | 20.28 | 23.03 | 25.42 | 28.12 | 30.94 | 12.24% |
| Operations Management | 7.83 | 9.76 | 11.38 | 12.77 | 15.06 | 16.09 | 17.22 | 11.92% |
| Outsourcing total | 120.90 | 144.19 | 162.62 | 176.57 | 191.48 | 203.25 | 215.20 | 8.59% |

| Total (m$) | 154.40 | 182.46 | 203.97 | 219.61 | 236.06 | 249.09 | 262.26 | 7.86% |
|---|---|---|---|---|---|---|---|---|

Source: IDC. „Moldova IT Market 2019-2024"

**Moldova offers a great combination of beneficial factors for a continuous growth of the sector and development of existing companies, which translate into higher quality and more affordable services for their clients.**

Good technical education

Excellent foreign language skills

Low operational costs

Fiscal incentives

E-Government Excellence

An advanced and reliable ICT infrastructure

Proximity in both culture and distance from the European market

# Moldova IT Park

**A platform created by the Moldovan Government to stimulate investment incentives for IT business development, R&D and create an innovative economy.**

☑ Simplified tax system-7% flat tax rate on turnover, which is to replace: Corporate Income Tax (CIT); Personal Income Tax (PIT); social security and medical insurance taxes; local and real estate taxes; road tax.

☑ 5 years guarantee (from the date of entry into force of the Lawon Information Technology Parks no. 77 of 21.04.2016, Provided by the state on the activity under the preferential regime prescribed by law. The guarantee has been extended until 2026).

☑ Virtual" operating regime.

☑ Extended list of eligible IT activities (IT products & services, design & graphics, R&D in the field of IT, IT training).

☑ Simplified business management (unified reporting, minimal interaction with state authorities).

## Moldova IT Park in numbers

| Active residents | Companies with foreign capital | Forecasted revenue 2020 | Employees | Countries | Newly created companies |
|---|---|---|---|---|---|
| 556 | 137 | 79.155.796 | 10,321 | 33 | 250 |

### Eligible activities for IT Park residents

- customized software development activities (customer oriented software) (62.01)*;
- computer game editing activities (58.21)*;
- editing of other software products (58.29)*;
- management activities (management and operation) of computing means (62.03)*;
- motion picture, video, and television programme post-production activities (59.12)*;
- other research and experimental development on natural sciences and engineering (72.19)*;
- other education n.e.c., limited to computer training (85.59)*;
- manufacture of electronic components (26.11)*;
- data processing, web page management and related activities (63.11)*;
- web portal activities (63.12)*;
- information technology consulting activities (62.02)*;
- other information technology service activities (62.09)*;
- research and experimental development on biotechnology (72.11)*;
- specialised design activities (74.10)*;

* According to Classification of Activities in the Moldovan Economy (CAEM Rev.2)

# IT Start-up Visa

**The Law nr.121 dated 23.07.2017 simplified the regulations for obtaining residency and working permits by foreign IT professionals, investors, and entrepreneurs. It aims to support the IT field in order to create a fast and efficient facilitating framework for the access to the Republic of Moldova of people investing in IT, highly qualified specialists in this field, as well as members of their families, from both EU and non-EU countries.**

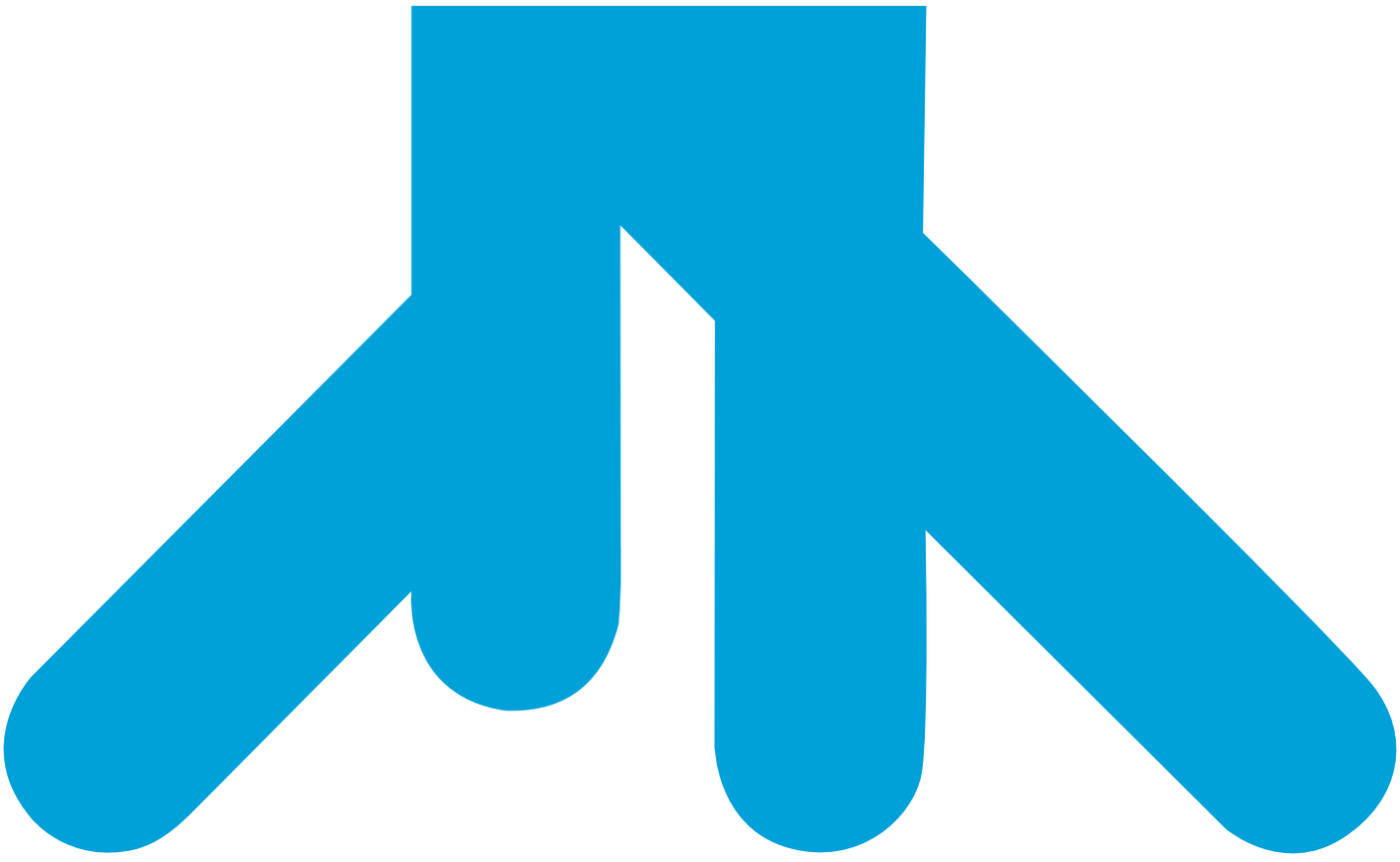
The foreigners with senior management positions within entities performing information technology activities and specialists in the mentioned field are exempted from the obligation of obtaining a residence permit for working purposes. They are entitled to obtain a long stay Visa up to 4 years, with the right to extend it. At the same time, the right of temporary residence is granted to foreign IT specialists for a cumulative period of up to 2 years, with the right to extend it, for a new period specified in the contract.

# ATIC

MOLDOVAN ASSOCIATION
OF ICT COMPANIES

Moldovan Association of ICT Companies (ATIC) is the action leading association and the voice of the Moldovan ICT industry that promotes the development of the ICT sector in the Republic of Moldova through viable partnerships between companies, similar organizations, government, state institutions and international organizations. The association was established in 2006 to represent the industry on different policy and legislative issues and to facilitate the exchange of bestpractices between members. ATIC mission is to advance the country's competitiveness as a destination for value-added IT and BPO for international clients. ATIC is the umbrella for ICT sector by providing a forum in which members can discuss and find solutions to common problems.

More details on: www.ict.md



# Investment Offers

# ADONIUS LUX (KURAMA)

**Customized web development**

**Adonius Lux is 100% owner of the Kurama brand.**

FOUNDED: 2011

CEO: Nicu Pleșca

Ownership:
Nicu Pleșca (50%), Nicu Eugeniu (50%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (60%), USA (30%), Italy, UK, Australia, Russia, Romania

Working and Serviced Languages:
Romanian, English, Russian, French, Italian, Ukrainian

### CLIENT PORTFOLIO

UNDP, USAID, Freedom House, Parliament of the Republic of Moldova, Central Electoral Commission, Porsche Moldova,

DAAC Hermes Holding.

**Client groups:**

Agriculture; Automotive; Fashion; Institutional (donors and state institutions)

### HUMAN RESOURCES

63 Developers, 11 Designers, 10 Managers, 30 Specialists in content, 15% - IT senior (9+ years of experience), 20% - IT middle (5-6 years).

### CONTACT PERSON

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**Alexandru Bolgarin**
Co-founder

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### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 27,825 | 9,709 | 105,144 | 56,992 |
| Profit | 25,586 | 7,106 | 85,262 | 6,708 |
| No. of employees | 7 | 9 | 14 | 14 |

### SERVICES

Web Development, MobileApp Development , HybridApp Development, CRM Development, DesktopApp Development, VR and AR , Design, SEO and SEA , Marketing.

### TECHNICAL SKILLS/EXPERTISE

**Programming:** PHP - Swift - GO - Java Script - Node.js - Express - VUE.js - React Native – Kotlin - Python - Flask - Django - ASP.NET - MVC ASP.NET - C - C# - C++

**Database:** SQL - MS SQL – MySQ - MongoDB - SAP ABAP - 1C

**CRM:** Individual - Bitrix24 – AmoCRM

**CMS:** PHP Laravel - PHP Yii - CodeIgniter - WordPress - DataLife Engine - ModXRevo&Evo - PrestaShop - 1C-Bitrix - Webasist - UMI.CMS - Drupal – NetCat - PrestaShop - 1C-Bitrix - Webasist - UMI.CMS - Drupal – NetCat

### INFRASTRUCTURE

**Office space:** 350m2, 8 offices.

**Production spaces:** 1 high speed local Internet channel + 3 backup portals; 20 units - laptops and desktops (HP, DELL, MAC); 1 local Server.

## INVESTMENT OFFER

### GOAL

Investment – share of the company for developing outsourcing.
New clients- target client group: Government and Private Business.

### OUR COMPETITIVE ADVANTAGES

- Expertise from 10+years experience
- Flexibility
- Local management team
- 5 spoken languages
- High quality, cost-effective
- Regional network (Romania, Ukraine)
- Focus on long-term success over short-term gains
- 24/7 customer support
- Quality assurance
- Effective & innovative solutions for a variety of industries
- Excellence in delivering Agile & personalized services

# CYBER WHALE

**3 success "whales": Digital Whale, Agile Whale and Intelligent Whale.**

CEO: Stajilov Vladimir

Location: Chisinau, Moldova

Main serviced markets:
srael - 70%, Moldova - 10%, UK – 5%

Working and serviced languages:
English, Russian, Romanian, French, Spanish

### TECHNICAL SKILLS/EXPERTISE

**Front-end and back-end development:** Rich Web applications built with Angular, Node, PHP, Python, ASP.NET., React, SQL. Lightweight cross-platform solutions.

**Enterprise software: .**NET, Java, Scala-desktop and web applications;

**Creative services: UI/UX;**

**Machine Learning and AI Apps:** the company creates AI applications, using deep learning and machine learning algorithms.

### INFRASTRUCTURE

**Office space:** 150m2.

**IT Infrastructure:** 5+ units; External server (clients' CLOUD)

**PRICING:** Medium +, 20-50 EUR/hour

**Client groups:**

Banking, B2B, Fintech, Entreprise, FASTBOSS.AI, B24ONLINE.COM (Israel).

### WORK PROCESS

The company works with TRELLO, GIT, SRS. SCRUM, KANBAN, XP. CYBER WHALE is specialized in developing e-commerce platform for B2B trading, travel platforms and auto stores.


### CONTACT PERSON

**Vladimir Stajilov**
Director

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vladimir@cyberwhale.tech
cyberwhale.tech


Cyber Whale

### KEY INDICATORS

| USD | 2018 | 2019 |
|---|---|---|
| Turnover | 25,083 | 64,696 |
| Profit | 758.34 | 2.857 |
| No. of employees | 3 | 8 |

### SERVICES

**CW Solutions:**
**Airport management system** - Aviation industry has shown a strong preference for out-of-box solutions equipped with domain business logic. **Wordpress Universal Builder** - creating a universal Wordpress builder to facilitate the process or building e-stores out of box. **CW Xandra BI Toolkit** - In order to add intelligence to the data processing, CW created a BI toolkit powered by machine learning algorithms. **Restaurant Review System** – CW helps individual restaurants and restaurant networks create discount systems, review and feedback systems. **CW Intelligent DB toolkit** - Business Intelligence reporting is crucial for all levels of an organization.

**CW Parser Toolkits** - CW creates and makes use of parser toolkits to collect economic, population, product data.

**CYBER WHALE main services are:**

**Mobile Apps Development –** iOS and Android. **Creative services:** UI/UX - building tidy UI for mobile and web after doing in-depth UX research; **Business Intelligence and Data Warehousing** -creating business intelligence dashboards and reports with Tableau and PowerBI; **Web:** Frontend and backend - Rich Web applications built with Angular, Node, PHP, Python, ASP.NET. Lightweight cross-platform solutions; **Enterprise software solutions; Machine Learning and AI Apps** - creating AI applications, using deep learning and machine learning algorithms.

### HUMAN RESOURCES

30% senior talent (developers with over 7 years experience).

## INVESTMENT OFFER

### GOAL

-Find reliable long-term partner;
-Investment attraction: new products R&D (possibly creating a new company);
-Business development – co-partnership.

### OUR COMPETITIVE ADVANTAGES

- Young and ambitious team;
- Hi-tech company;
- AI development experience;
- Innovative, responsive and open-minded company;
- Skilled team (abroad studies);
- Client oriented company;
- R&D, Hi-tech, AI, data science experience.

# DAS SOLUTIONS

**Highly functional software products.**

Founded: 2013

CEO: Elena Zamsa

Ownership:
Dumitru Cantemir (100,00%)

Location: Chisinau, Moldova

Main serviced markets:
EU – 98% (Germany – 70%; Austria – 20%; France; Switzerland; Estonia); Azerbaijan; Moldova – 2%.

Working and serviced languages:
English, Romanian, Russian, soon French

Annual growth: 20%

### SERVICES

Custom Software Development, Software Testing, Remote Diagnostic and support, Technical Support, Failure Diagnostic and Recovery, Installation & Configuration, Software and Technical Outsourcing, SMS Gateway, and Telecommunications.

### CLIENT PORTFOLIO

Business Process Automation at GRAWE Carat; Digital Advisory Process at LPA; SMS Gateway for DOTT Telecom; Debt Management System for Cash Collect.

**Client group:** Finencance & banking, insurance, telecom, e-health.

### INNOVATION

OWN Innovation Department has developed 2 new products in Telecom. Also, together with a team from Switzerland and Germany, specialized in AI has developed unprecedented IT solutions.

### INFRASTRUCTURE

**Office space:** 450m2

**IT Infrastructure:** 2 high speed Internet channels; 70 units - laptops and desktops (HP, DELL, APPLE); Server room: local and external collocation (CLOUD).

### CONTACT PERSON

**Elena Zamsa**
CEO

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DAS SOLUTIONS

### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 105,994 | 403,701 | 732,030 | 794,752 |
| No. of employees | 19 | 28 | 28 | 50 |

### TECHNICAL SKILLS/EXPERTISE

**LANGUAGE:** Java; C#; C/C++; JavaScript; TypeScript.

**Mobile:** IOS, Android, Cordova.

**DATABASE:** MsSQL; Oracle; Postgres; Cassandra.

**WEB/APP SERVER:** Tomcat; IIS; NodeJS; GlassFish; Jboss.

**FRONTEND:** HTML; HTML5; CSS3; AngularJS; Angular 5-6-7-8.
**PLATFORMS:** ASP.NET MVC; Spring MVC; ExpressJS; .NET Core; WEB API.
**ORMs:** Hibernate; NHibernate; Entity framework; Dapper/PetaPoco.
**TELECOM:** SIP; SMPP; HTTP; SS7; JAIN SLEE. **CLOUD SYSTEM:** Azure.

### HUMAN RESOURCES

60% - IT senior (5-8+ years of experience in database, cloud, architecture, analytics skills, failure prediction, united tests etc.) 3 categories of senior IT: C#; Java; Mobile (Native and CrossPlatform).

### WORK PROCESS

**ASURE** – integrated workspace and workforce technologies.

**AGILE** Adaptability, flexibility, development of capacities for new technologies. DAS solutions employees work in small, focused teams that are agile, efficient and focused on solutions.

## INVESTMENT OFFER

### GOAL

DAS Solutions is interested in 2 types of investments:

- Infrastructure. DAS has a plot of land, of about 200sqm +, near the office - the company is planning to build a Research and Development Center;
- Co-investments in development of new products (including fields other than Telecom and Health).

Proposed capital / equity structure

- Co-investments in development of new products – long-term orientation (5 years +);
- Infrastructure (R&D) – 2 million euros (1-2 years).

### OUR COMPETITIVE ADVANTAGES

-Highly skilled employees;

-Implementation costs of the projects are lower 30-40% than EEC;

- Diverse experience and expertise;

-Continuous strive to create and build the best solutions in the field.

# DEEPLACE

**Leading software development and outsourcing firm in Moldova.**

Founded: 2004

CEO: Radionova Ala

Ownership:
AR TECHNOLOGY LTD (100%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (100%)

Working and serviced languages:
Romanian, English, Russian

**PRICING:** 30 EUR/hour

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 3060,9 | 3118,6 | 3619,8 | 4447,7 |
| Profit | 2574,6 | 3273,3 | 3143,2 | 3867,8 |
| No. of employees | 28 | 27 | 28 | 30 |

## SERVICES

Development of packaged software and provision of packaged software services; Software solutions and services in Finance, Banking, Telecommunication, Government and Enterprises; CRM consulting and implementation services; Providing Outsourcing Services

**Other:**

IT consultancy and technical assistance services; Creation and implementation of automated information processing systems; Elaboration of systems for remote banking; Elaboration and delivery of Internet / Intranet systems and sites with provision
of maintenance services, content management and hosting of implemented sites; Elaboration and implementation of the normative-legal and organizational-technical framework for
the launch of the Corporate Information Security Management System.

**Competencies and Specializations:** Business Processes and Integration Solutions, Customized Solutions (Infrastructure Creation, Web Development, Site Management and Hosting), Data Solution Solutions.

**Functionality:** the company's solutions include document management, Web design (automatic collection, processing and spreading of unstructured information), content analysis (data mining), online group collaboration, data collection, processing, storage, data analysis and reporting, business modelling processes and e-commerce.

## TECHNICAL SKILLS/EXPERTISE

Core technology competencies: Java/J2EE, SOA, Microsoft Technologies, LAMP (Linux, Apache, MySQL, PHP), and C/C++. Over 80% of Deeplace development staff work in Java, open source platforms, and Microsoft technology, while the rest work in software testing services and embedded software development. Deeplace has experience in what concerns AI and Complex Blockchain.

## INFRASTRUCTURE

The company owns working space, technical equipment, Internet access, telephone communication, technical platforms, for testing and settings, and other inputs necessary for successful completion of the assignment.

The recent maintenance works done in the office allow the following facilities: Possibility to be powered with electricity from two different power supply sources, including the possibility to be powered by uninterruptible power supply; Working space was increased up to 260 m2; Centralized air-conditioning and ventilation system; New structural cable network; 30+ workstations and server equipment; Modern safety system, access control and fire safety.

**IT infrastructure:** CLOUD based work. 3 Internet channels. The company has sufficient notebooks and other compact equipment, needed for project management on the customer's territory, if necessary. Moreover, the company possesses the adequate network infrastructure for process and system modeling. The company has its own cars that can be used for project purposes, if necessary.

## HUMAN RESOURCES

Developers x20 (x5 - Senior IT, x5 – Middle, x10 - Junior); Business Analytics x2; Technical Directors x2; Average age - 41.5 years (21 to 60 yo) - 43% of women.

Most employees have advanced degrees in software engineering, programming, and information management.

## WORK PROCESS

To ensure that each task is completed on time, balance staff workload for optimal time management, and save clients resources though optimisation the whole process DEEPLACE is using **BUGTRAKING SYSTEM and TASK MANAGER**. DEEPLACE is an Agile company, and its development process reflects that philosophy. The deadlines are very precise.

Company's experienced staff can develop customized e-commerce website to promote clients' brand effectively while bringing success as well as online sales., such as: FOODHOUSE.MD; GUSTOS.LIVE; Online payments for Union Fenosa.

## CLIENT APPROACH

The company views the relationship with the clients as a partnership in which the team analyzes the specific needs of each client and proposes pragmatic solutions to improve productivity, performance and efficiency of business processes of the client.The company continuously implements new technologies, innovations and expertise for improving business processes.

## PUBLIC ACTIVITY

Deeplace SRL is one of Moldova's leading IT community and co-founder of the National Association of ICT Companies in Moldova, which promotes country's competitiveness and reliability as a destination for value-added IT and outsourcing of business processes for international clients.

Since 2004 Deeplace delivered:

235 corporate sites, over 80 sites for government agencies, 25 implementations of online banking systems, 35 sites for financial institutions, more than 830 graphic design works (including brand books), over 25 online stores, over 200 information systems for the commercial and public sectors, 30 information systems of national importance, 2 innovative systems based on Blockchain technology (UNDP Fleet management system and Gustos.life – Global wine eco system).

# INVESTMENT OFFER

## GOAL

— Looking for Partners to collaborate;Investment attraction for developing GUSTOS.LIVE

## OUR COMPETITIVE ADVANTAGES

— Core industry experience and wide domain knowledge;

— High quality work and timely completion of projects;

— Strong business ethics and professional approach;

— Quick understanding of client needs and continued refinement;

— Long term outsourcing partnership relationships.

— High level of confidentiality with all of business sensitive information;

— Flexible work hours in various time zones;

— Flexible business models to suit clients' budget and project requirements.

— About 550 companies from Moldova are the customers of the company.

## CONTACT PERSON

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Founder

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kunev@deeplace.md
www.deeplace.md

# NOCTION

**Noction is a privately funded technology company founded in 2011. It develops, sells and provides support for its cutting edge network intelligence products, enabling organizations of all sizes to take full advantage of maximum network performance for their business-critical applications such as e-commerce, VoIP and media streaming across IP networks. The flagship product is the Noction Intelligent Routing Platform (IRP), designed to improve the performance and reduce the costs of running a multi-homed BGP network.**

## MANAGEMENT AND OWNERSHIP

CEO: Victor Bordian

Ownership:
NOCTION HOLDINGS LTD (100,00%)

Location:
Chisinau, Republic of Moldova; Oakland, USA; London, UK; Singapore; São Paulo, Brazil; Abu Dhabi, UAE

Main serviced markets:
USA (60%), UE + Asia (40%)

Working Languages: Romanian, English, Russian, Portuguese, French, Chinese (Mandarin)

Serviced Languages: Romanian, English, Russian, Portuguese, French, Chinese (Mandarin)

NOCTION
NETWORK INTELLIGENCE

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 985,171 | 985,446 | 1,422,965 | 1,616,489 |
| Profit | (7,681) | (15,264) | (12,865) | 40,600 |
| No. of employees | 34 | 38 | 41 | 50 |

## INFRASTRUCTURE

**Office space:** 1600 m2, organized in 14 mini open spaces, 3 meeting rooms; 80 workstations.

**IT Infrastructure:** Mini datacenter; Multihomed Network/High Speed Internet. Personal servers.

## TECHNICAL SKILLS/EXPERTISE

**System Architecture:** Database architectures; Data modeling; SQL and relational principles; Network Protocols ; C++; Multi-threading; High-load Systems ; Internet Routing.

**Software engineering:**

**Back end:** C++; BGP; Networking; Perl/Python/Shell scripting language.

**Front end:** Javascript (ES2018); Modern CSS and HTML (also sass, less); Node JS 8+; VueJs (and/or Angular, React).

**System and Network Engineering:** Experience in Linux servers administration; Experience in network management (Cisco, Juniper routers); Deep knowledge of TCP/IP, BGP.

**Quality Assurance:** Test Automation (Python / Java); Automation tools (Selenium, TestComplete, Katalon Studio); Automation frameworks (Serenity / Cypress); CI/CD tools: Jenkins.

## SERVICES

Noction Intelligent Routing Platform;

Noction IRP Lite;

Noction Flow Analyzer.

## HUMAN RESOURCES

System Architect x 2 (8-20 years of experience); Project manager (4 years of experience, PMI certified);

C++ Back-end Developers x 6 (5-20 years of experience); PHP Front-end Developers x 6 (4-12 years of experience); Data Analyst (20 years of experience); System and Network Engineers x 12 (2-15 years of experience); QA Specialist x 5 (1-8 years of experience).

## WORK PROCESS

The processes required and relentlessly audited by ISO help NOCTION to continuously improve its products as well as the way the team operates and communicates with clients. Moreover, Noction has its own tools and software (adapted to the company needs) that are strictly adhered to.

NOCTION favors AGILE software development methodology.

## INNOVATION

Noction is committed to developing new technologies in order to provide clients with the most innovative network optimization and analysis solutions. Noction know-how has been recognized internationally.

In 2017 the company secured "System and method of providing a platform for optimizing traffic through a computer network with distributed routing domains interconnected through data center interconnect links" patent number US9769070B2. In 2018 another patent number US10003536B2 was granted to Noction by the United States Patents and Trademarks Office – "System and method for managing bandwidth usage rates in a packet-switched network". Both indicating deep consideration of the company's technological advancements.

Noction is further heavily investing in research & development and plans to introduce new products and enhance the existing ones with new capabilities in the near future.

## PRICE POSITIONING

High price positioning but justified, due to the fact that the company offers complex solutions.

## CLIENT APPROACH

Client-oriented. The Marketing Department oversees the promotion of company products. Every region has its own account managers who are responsible for the clients.

## CLIENT PORTFOLIO

RUTUBE Success Story (Video Streaming); Thomson Reuters Corporation (Enterprise); UK2 Group Success Story (Hosting Provider); Offsite Success Story (Data Centers); ATMC Success Story (Telecom); Steadfast Success Story (Data Centers); TETN Success Story (Research & Education); TierPoint Success Story (Service Provider); TCA Success Story (Service Provider); WiredTree Success Story (Hosting Provider); Network Platforms Success Story (Service Provider); Hivelocity (Case Study); Name Cheap (Improvements Note); Bandwith (Case Study); Sharktech (Case Study); Viva (Press Release).

**Client groups:** Datacentres; Telecoms; Hosting providers; Enterprises; Network service providers; Call centers; VOIP; Service providers; Media.

# INVESTMENT OFFER

## GOAL

— Looking for Partners (EU);

— Investment Attraction in the Development of a new product (Focus Cloud-based).

## OUR COMPETITIVE ADVANTAGES

— **T**he opportunity to earn an impressive margin on the product (40-60%);

— Large and evolving Network Monitoring and Management System Market size that is expected to grow to USD 11.0 billion by 2024, at a CAGR of 9.5%.

— A powerful brand with the existing diverse customer base.

— A clear vision and strategy for how to grow the company to 100x its current size.

— Proprietary technologies secured by patents, which make the company defensible against potential competitors in the future.

— The strong team with experience and demonstrated competence in a variety of disciplines, from engineering and development to finance, sales and marketing.

— Preidentified, proven cost-efficient, and scalable marketing channels.

## CONTACT PERSON

**Victor Bordian**
Director

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noction.com

# QSYSTEMS

Founded: 2001

CEO: Andrey Aydov

Ownership: Q SYSTEM GLOBAL LIMITED (100,00%)

Location:
Chisinau, Moldova; London, UK

Main serviced markets:
Moldova (50%), CIS, EASTERN EUROPE, USA

Working and serviced languages
English, Romanian, Russian.

### CLIENT PORTFOLIO

Armenia Central Bank, Tajikistan Central BANK, MPay – Governmental Payments Service in Moldova, Posta Moldovei, BCR.

**Client groups:** Banks, Payments service providers, Money Transfers Operators; Mobile operators, utility service providers, e-commerce; Government, Post Offices.

**PRICING:** medium low.

### WORK PROCESS

**Agile** - SCRUM, KANBAN.

### QUALITY STANDARDS

IT Mark certification (CMMI); Certified by: AMEX, Swift WR, ICBC, WU, MoneyGram, China Union Pay, Russian Post.

### INFRASTRUCTURE

**Office space:** 260 m2; 20-25 workstations; cloud hosting; high speed internet.

### HUMAN RESOURCES

Managing director x1; CIO x1; Processing systems product manager and architect x1; IT infrastructure director x1; Head of division, Mobile x1; System Architect, Scum master x1; DBA, Developer x2; Developer x8; Business analyst x1; Tester x4.

### CONTACT PERSON

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CEO

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QSystems™
online solutions company

### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 900,932 | 910,247 | 1,098,534 | 691,078 | 922,707 |
| Profit | (3,622) | 3,794 | (3,228) | (78,199) | 28,245 |
| No. of employees | 23 | 22 | 20 | 20 | 21 |

### PRODUCTS

**Commercial payments:** Factura.md; QSG.Payments; Factura mobile; **Money transfers:** QSG.Hub; QSG.Money Transfers; Tango; Tango to account; **Online Banking Systems**: Bank-Online; Internet banking for legal entities; Internet banking for individuals; Mobile app for the management.

### SOLUTIONS

**Payments:** Tax & Bills Gateway, Payment's POS, Mobile app for the end users; **Remittances:** Money Transfer's Gateway, "Single window", Transfer2Card, Mobile app; **Postal Services:** postal ERP + CRM systems, Automated Parcels Terminals; IFRS compatible core-banking system, Internet\mobile banking.

### TECHNICAL SKILLS/EXPERTISE

Microsoft Gold Certified Partner (Independent Software Vendor)

**Technologies:** Microsoft SQL, Oracle SQL, IIS, .NET Framework, ASP .NET, MSMQ, WPF (Windows Presentation Foundation). Data modeling and database design, Performance management and tuning, Data security. **Programming languages:** C #, SQL Transact; Tools: Microsoft Team Foundation Server, Microsoft Visual Studio; **Android:** ADT starting from API 14; iOS: Cocoa, iPhone SDK; **Near communication:** QR, NFC, iBeacon; **Push-notification:** Google's GCM, Apple's APN, Microsoft's WNS; **Geo services:** Google Maps API/SDK, Google Geocoding API, Apple's Maps SDK; Other: AirPush (ads), Google Analytics; Spring, Hibernate, JNDI, JDBC, JMS, Servlets/JSP, JUnit, JCA/JCE; Web Services based on SOAP, XMLRPC, JSON, REST; Web Tech (5 years); Java Applet/ActiveX, ASP, JSP, AJAX, HTML, CSS; Java/VBScript, Python ; MS SQL Server, MySQL, FoxPro.

## INVESTMENT OFFER

### GOAL

– Looking for Partners to collaborate with;
– Investment Attraction

### OUR COMPETITIVE ADVANTAGES

– An innovative laboratory for fintech;
– Most of its products have first mover advantage and so far, have no analogues;
– All the innovations already have a proof of concept, because they are in the business.
– Companys' target market is unbanked population, around 2.5 B people in the world;
– Different vision and unique solution;
– Qsystems is trying to be a value-added partner for the clients: central & commercial banks, money transfers companies, post offices.

# SEVITEL CENTRU (itaxi.md)

**1st and most popular taxi application in Moldova**

Founded: 2012

CEO: Elena Agrici

Ownership:
LOMB TRADING OU SRL (47%), NEOGEN S.A. (47%), AGRICI ELENA (3%), NEGRU IGOR (3%)

Location:
Chisinau, Moldova; Balti, Moldova; Odessa, Ukraine.

Main serviced markets:
Moldova, Romania, Ukraine

Working and serviced languages:
English, Romanian, Russian, Ukrainian.

**PRICING:** Medium +

### HUMAN RESOURCES

Project manager (5 years' experience) – 3; Enterprise Architect (8 years' experience) – 1 ; Cloud Architect (3 years' experience) – 4; Software engineers ( more than 5 years' experience) – 12; Software engineers (less that 5 years' experience) – 5; QA Specialist (1-5 years' experience) – 2 ; IT senior talent – 3; UI/UX – 1

### WORK PROCESS

SCRUM, AGILE, WATERFALL. First company in Moldova, related to urban mobility, that allows bank card payments via application (itaxi). The company can innovate at clients' request, but mainly innovations come IN-HOUSE.

### CLIENT APPROACH

The Partner Collaboration Department oversees the communication with the clients (taxi operators), through weekly visits at partners' offices.

### CONTACT PERSON

**Elena Agrici**
CEO

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pavel.novac@itaxi.md
www.itaxi.md

itaxi

### KEY INDICATORS

| USD | 2017 | 2018 | 2019 |
|---|---|---|---|
| Turnover | 422,011 | 1,778,876 | 1,391,918 |
| Profit | 192,777 | 896,778 | 397,883 |
| No. of employees | 47 | 74 | 70 |

### SERVICES

Management software (tracking, data base); mobile application; call centre software; clients support services. itaxi is targeting medium to large local taxi companies and is providing them software for call centers as well as driver application, passenger application and taxi fleet management soft. The management software for the taxi companies also gives company's the possibility to integrate company's accounting system. Aside from that, itaxi is acting as an independent brand from the taxi companies, building its customer base.

### TECHNICAL SKILLS/EXPERTISE

Django web framework (Python), .net core, ef, ef core, c#, mssql, swagger, jmeter, hangfire, serilog, Grafana, Visual Studio, .NET Framework C#, WCF, WPF, Remooting, EntityFramework, powerShell, git, Fiddler, Android SDK, Adnroid Studio, Squirrel, NSIS, SQL Server Express 2014, SSMS 2018, FireFox Developer Edition, FireFox, LINQPad 5, Wix, Nullsoft, Visual Studio 2019, Notepad++, Visual Studio Code. JIRA, SCRUM, WATERFALL, AGILE, Debugging, Problem shooting, Coding, Algorithms, Documentation, Modification. SWIFT, X-Code

### INFRASTRUCTURE

**Office space:** Location – 3 offices in Chisinau, 1 office in Balti.
1st office - 2 floors (400m2), includes administration, Call-center and IT services. 2nd office – technical support (50m2). 3rd office – itaxi academy (100m2) and 60m2 space for taxi drivers.

**IT Infrastructure:** 100 working spots/places; 10 Internal servers; 9 Optic fiber internet channels.

## INVESTMENT OFFER

### GOAL

– The company is interested in investmentattraction to facilitate access to other markets (mainly Romania and Poland);

– Co-partnerships in order to develop a start-up and infrastructure;

– Find partners in Ukraine (Odessa).

### OUR COMPETITIVE ADVANTAGES

– Integrated solutions for the taxi drivers (psychological assistance);

– Experience and expertise in urban mobility;

– Solutions adaptable to any market.

# SIMPALS

**Its projects account for 65% of Internet traffic in Moldova. Simpals develops in different areas: internet projects, mass media, social projects, sports and entertainment events, animation and hardware development.**

Founded: 2002

CEO: Volosin Dmitri

Ownership:
Volosin Dmitri (90%), Roman Stirbu (10%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (99%), USA (1%)

Working and serviced languages:
Romanian, English, Russian

**PRICING:** from $18/hr – web development

### CLIENT PORTFOLIO

999.md; point.md; stiri.md; studii.md; numbers.md; forum.md; verde.md; achizitii.md; afisha.md; play.md; joblist.md; mama.md; sporter.md; garage.md; monsters.md; shop.price.md; price.md; simpals.studio; lobsterweight.com; chisinau.me.

### CONTACT PERSON

**Roman Stirbu**
CEO

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www.simpals.com

### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | | | 3,200,000 | 3,551,000 |
| Profit | | | 1,245,000 | 852,215 |
| No. of employees | 130 | 160 | 200 | 238 |

### SERVICES

IT services, Software Development; Internet Marketing; 2D & 3D Animation; Sport; Event Management.

### TECHNICAL SKILLS/EXPERTISE

Python, Golang, PHP, ASP.NET, MVC, React, React Nativ, Angular, Mongo DB, Doker, Kubernetes

### INFRASTRUCTURE

**Office space:** 2600 m2, organized in one large open space for 110 employees; 180 units (mainly MAC);

**IT Infrastructure:** Server room; AWS; Internet (1 main dedicated line, 1 backup line).

### HUMAN RESOURCES

Product manager x 8 (x8 3-5 years experience); Project manager x 10 (x5 3-4 years experience, x5 1-2 years experience); Scrum master x 5 (1 certified); Sysadmins x5 (x1 7 years experience, x3 - 4 years; certification - x1 CCNA, x3 MTCNA, x2 MTCRE, x1 MTCWE); Informational security engineer x2; Software Engineer x41 (x1 > 15 years, x14 > 10 years, x26 > 3 years experience; x15 senior level, x26 middle level); QA specialist x 10 - (x2 > 5 years experience, x 8 > 3 years experience); Graphic designer x5 (x1 > 5 years experience, x2 > 3 years); Web designer x5 (x2 7 years experience).

### WORK PROCESS

Based on Agile techniques (SCRUM, KANBAN). The company has a large experience in developing classified, e-commerce and news platforms. The CEO is SCRUM Master Certified.
SIMPALS innovates only in-house.

## INVESTMENT OFFER

### GOAL

– Looking for Partners;

– Investment attraction – for entry into other countries.

### OUR COMPETITIVE ADVANTAGES

– Simpals understands the core values of the clients to users;

– Simpals knows the strategic goals of the product;

– Simpals is a "product mindset" company and this is the key to success;

– Simpals can develop success products.

# SMART DATA

**Industry leader in professional website design, development, ecommerce and mobile integration.**

Founded: 2013

CEO: Andrei Martinenco

Ownership:
Martinenco Andrei (50%),
Scutaru Alexandru (50%)

Location: Chisinau, Moldova

Main serviced markets:
USA, UK, Canada, Finland, Germany, Romania (90% all together), Moldova (10%).

Working and serviced languages:
Romanian, English

**PRICING:** Middle +, 25-50USD/hour

### CLIENT PORTFOLIO

Air Moldova; H2T Digital ; GoFrendly; Go To Tromso; GetHeli - https://www.getheli.com/ ; Helipaddy - https://helipaddy.com/; Healo; Efes Vitanta Moldova Brewery

smartdata

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 121,539 | 12,911 | 37,024 | 420,593 | 517,137 |
| Profit | 82,395 | (12,668) | 122,957 | 94,279 | (35,606) |
| No. of employees | 5 | 5 | 5 | 17 | 30 |

## SERVICES

**Web Development:**

CMS (Content Management Systems); Mobile responsive websites; Ecommerce website development; Customized web builds; Site maintenance.

**Design:**

Website design; User Experience Design (UX); E-Commerce Solutions; Web-based and mobile apps design.

**Mobile Development:**

Native mobile app development; Mobile web development; Hybrid mobile app development; Mobile responsive web development.

## TECHNICAL SKILLS/EXPERTISE

**Web Development**

**Backend:** Networks and systems: Linux, MacOS, Windows, Solaris, UNIX, z/OS. Programming Languages: PHP, HTML, CSS, Javascript, jQuery, Ruby, JAVA, CoffeeScript, COBOL, CICS, JCL. Web and Server security: SSL, XSS, SQL injection. DBMS: MySQL, PostgreSQL, Oracle, NoSQL. Frameworks: AngularJS, Laravel, Symfony 2, Zend, CodeIgniter, CakePHP, ExtJs, jQuery, Node.js. Version control tools: Git, Subversion. Protocols: HTTP, REST. Data formats: XML, JSON, CSV.

**Frontend:** Networks and systems: MacOS, Linux, Windows. Programming Languages: React Native, JavaScript (ES6, NodeJS, JQuery, Dojo, Meteor, Webpack, Gulp), PHP, CoffeeScript, Python, C, C++, HTML5, CSS3, jQuery, Angular 1-7. DBMS: MySQL, MongoDB. Frameworks: AngularJS, Laravel, Node.js, Backbone, Ember, ReactJS, Bootstrap. CSS Preprocessors: SASS, LESS. Design Tools: Sketch, Photoshop. Testing and Debugging: Mocha, Jest, chai. Version control tools: Git, Subversion. Protocols: HTTP, REST. Data formats: XML, JSON, CSV.

**Devops:** Version Control Systems: Git, Svn, CVS, Mercurial. Network and Bandwidth Monitoring: Zabbix, Nagios. Project management and issue tracking tool: Redmine, Trac, Atlassian Jira. Configuration management software: Chef, Ansible, SaltStack. Log Management: Elasticsearch, Logstash, graylog2. Web Services: VMWare, KVM/Qemu/Libvirt, Amazon AWS. Programming languages: Python, PHP, Perl5, Swift, Java, Objective-C, C. Unix shell: Sh/bash, csh/tcsh, zsh. Web Framework: Flask, Django. Web server: Apache, Nginx, Haproxy. Database: MySQL, Percona XtraDB Cluster, PostgreSQL, Redis, Memcached. Storage concepts: Wowza Media Server, Nginx RTMP extension, Flussonic/Erlyvideo, FFmpeg Ceph Object Storage, ZFS, NFS. Mail transfer agent (MTA): Postfix, Dovecot, Courier. DNS server: Bind, PowerDNS. Web Control Panel: Plesk, Cpanel, Vesta, FreeBSD, Linux, Solaris x86.

## INFRASTRUCTURE

**Office space:** 450 m2, organized in 8 offices; 40+ workstations;

**IT Infrastructure:** 2 servers (local and external); Internet 2 channels.

## HUMAN RESOURCES

70% Senior IT talent - 5+ years of experience; 20% - Advanced Middle; 10% - Advanced Junior.

Project manager x 4 (4 years' experience); Enterprise Architect x 4 (13 years' experience); Cloud Architect x1 (20 years' experience, 1 AWS certified); Software engineers x15 (10 seniors, 5-15 years' experience); QA Specialist x 2 (1-5 years' experience).

## WORK PROCESS

**REDMINE** - web application for project management and bug tracking.

Company's experienced staff can develop customized e-commerce website to promote clients' brand effectively while bringing success as well as online sales. SmartData.Solutions creates and implements throughout e-commerce solutions that are integrated with the clients' business website perfectly.

Ex. : Fundraising; Donations; E-payment.

SMART DATA is an Agile company, and its development process reflects that philosophy. The deadlines are precise. The quality assurance approach is very stringent.

# INVESTMENT OFFER

## GOAL

— Looking for Partners (Benelux, UK, Germany, USA);

— Investment.

## OUR COMPETITIVE ADVANTAGES

— Quality Services at good price;

— Owner's experience in Silicon Valley, USA;

— High percentage of retention of personnel;

— Never lost a client;

— Local company, self-made one;

— The feeling inside the company is very friendly;

— Highly experienced team.

## CONTACT PERSON

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# TELECOMSERVIS SRL (MTEAM)

**Leading Moldovan company in software development and IT outsourcing services, including business analysis & business-process optimization, IT-infrastructure audit & reengineering, software development, implementation and support of information systems, outsourcing of qualified IT-resources, data processing. MTEAM is a member of GRAFIT HOLDING (https://www.facebook.com/grafitholding/) built on principles of Shared Service Center (SSC) in order to provide services to the clients (currently members of the GRAFIT HOLDING). MTEAM is a resident of Moldova IT Park. The primary expertise is in Enterprise Resource Planning (ERP) and E-commerce development for customers across the globe (Germany, Switzerland, USA).**

CEO: Alexandr Tihai

Location: Chisinau, Moldova

Main serviced markets:
UE (mainly Germany) - 85%, SUA - 15%

Working and serviced languages:
Romanian, English, Russian

**PRICING:** Working method: long term contracts; project-based; outstaffing; open project billing; hourly billing.

MTEAM

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 222,900 | 174,900 | 572,000 | 3,380,400 | 4,230,000 |
| Profit | 1,700 | 1,900 | 1,000 | 1,057,000 | 424,200 |
| No. of employees | 89 | 95 | 106 | 171 | 250 |

## SERVICES

**Products:**

ERP for Distribution companies; IT Project Management System; Time Tracking Software.

**Services:**

Information Systems development / Implementation / Support / Legacy system refactoring; IT Consulting; Servers configuration and maintaining; Networks configuration and maintaining; VOIP telephony solutions; IT security; Data backup and Data management; Full cycle services under our platforms - Accounting, Logistics, Pricing, PIM (Product Information Management), CIM (Company and Contact Information Management), E-commerce sales on Online sites, Ebay/Amazon platforms, Business Analyst and others.

## TECHNICAL SKILLS/EXPERTISE

Web solutions; Databases: MS SQL/MYSQL, MongoDB; PHP, Python, CFML; Microsoft (authorized dealer); Linux servers and workstations.

## CLIENT PORTFOLIO

Gamaiun Consulting Services GmbH (Switzerland); SovaMax GmbH (Germany); SovaMax LLC (USA); Eminia Trading GmbH (Germany); Agava Trading GmbH (Germany); RA Trading GmbH (Germany); Lanius Trading GmbH (Germany).

**Client groups:**
Product distributors; Online retailers; Resellers; Warehouse processors.

## CLIENT APPROACH

Telecomservis works shoulder-to-shoulder with their partners to solve complex challenges in ways that minimize business risk and maximize opportunity. Their world-class talent becomes part of partner teams, innovating with them and putting the right technology to work for their organizations. The company invests in building collaborative partner relationships that flex and grow to help meet new challenges with confidence, speed and agility.

Telecomservis is open to different channels of communication from classic phone, mail, skype, requests in ticketing system, conferences and business trips. We treat every project as an opportunity to create triple value — for our partners, their customers and the communities they influence.

## INFRASTRUCTURE

**Office space:** 450 m2, organized in 8 offices; 40+ workstations;

**IT Infrastructure:** 2 servers (local and external); Internet 2 channels.

## HUMAN RESOURCES

Telcomservis has a professional experience gained through more than 28 years of activity and various projects. There are over 40 software engineers and testers on board in Europe. About 15 developers of software have been a part of the company for more than 10 years, 50 employees more than 5 years.

The company launched and developed new projects for best job satisfaction, implemented different learning methods as shadowing and peer-to-peer learning.

## WORK PROCESS

Telecomservis has its own software development process derived from 28 years experience in meeting customers needs. The company designed and created complex e-commerce platforms, that were tested and integrated in own ERP system selling goods on EBAY and AMAZON marketplaces as well as on retail sites.If a partner is willing to work in Agile the company is open to satisfy the needs, although from Telecomservis wide experience this method is more time-consuming, the company prefers more result-oriented processes. MTEAM continuously implements new technologies, innovations, and expertise for improving business processes and reduce partner's  business risks.

# INVESTMENT OFFER

## GOAL

— To find big partners throughout the world, not only in the EU and USA.

— Interest in co-investment for developing commercial ERP systems, CRM tool for logistic companies and warehouse management customers

## OUR COMPETITIVE ADVANTAGES

— Telecomservis has an extended area of provided services, offering support in the following areas: Accounting, Logistics, Pricing, E-commerce, IT support and Software Development etc.

— The company works like an integrated support team for its partners, creating customized services and implementing own developed ERP system according to partner`s business needs.

— Telecomservis is flexible and adaptive when choosing a develop-ment methodology – during the project, it can course-correct for better alignment with partner's goals.

— The company is able to easily scale up the teams, thus reducing the time-to-value for partner's end users.

— The ERP system created by Telecomservis is user-friendly, can be used by a simple storekeeper or a CEO. The system is primarily designed for a resale business model but also supports B2C e-commerce platforms, wholesale and retail business models

## CONTACT PERSON

**Alexandr Tihai**
CEO

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www.grafit.md

# TERRANET

**Boutique outsourcing software and web development agency.**

Founded: 2008

CEO: Ilia Alexandrov

Ownership:
Rusnac Alexandru (100%)

Location: Chisinau, Moldova

Main serviced markets:
EU (Germany, Denmark,) – 50%, Moldova – 30-40%, rest of the world – 10%

Working and serviced languages:
Romanian, English, Russian, Ukrainian

**PRICING:** 20-40 EUR/H

### WORK PROCESS

As IT process management the company is based on TRELLO, ACTIVE COLLAB, SLACK. Experience in elaborating e-commerce platforms. Use SCRUM/AGILE in long term projects and WATERFALL in short projects;

### CLIENT PORTFOLIO

Ahoy Berlin (CRM and Website);Workfor (Website, HR Management Tool); Madein.md (Website, Online Shop)

**Client groups:** e-Commerce, Event Management, Medtech, Fintech, Horeca, Agriculture.

### CLIENT APPROACH

Strongly client-oriented. Constant communications with the customers – Skype, Google+, e-mail, phone calls, IM, and sending daily reports and using variety of reporting tools and do frequent code drops.

### SERVICES

Web development; Custom CRM solutions; Mobile development.

### CONTACT PERSON

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**Irina Melinte,**
BDM
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## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 430,000 | 153,000 | 170,000 | 443,000 |
| Profit | 220,000 | 7000 | 101,000 | 30,000 |
| No. of employees | 39 | 32 | 35 | 49 |

## HUMAN RESOURCES

40% - senior IT talent (8 years + experience in software development), 60% - middle.

## TECHNICAL SKILLS/EXPERTISE

Extensive experience in both web and mobile, corporate software and complex CRM, ERPs, strong UX/UI design department, including an illustrator, full-stack senior devs - PHP(Laravel/Symfony) as a core tech stack, frontend - Javascript frameworks, HTML, CSS, WP, additionally - mobile devs on React Native UI/UX Design, Web Programming, Back-end Development, Front-end Development, Branding, Social Media Management, Web Development, Web Design, Agile Software Development, Custom Software Development, Mobile Application Development, Mobile Apps Development, iOS & Android Apps Development, PHP, HTML, CSS, Content Management, CRM Development, Corporate Software Service, and Full-Stack Development.

## INFRASTRUCTURE

**Office space:** Location – 200m2, organized in 4 office spaces;
**IT Infrastructure:** Storage space, Server Room 30 units;2 Optic fiber internet channels.

# INVESTMENT OFFER

## GOAL

— To find partners in Western Europe, CSI in fintech, e-commerce, oil/gas, construction, infrastructure, mass-media industries.

— To attract investment for development of new and existing products. TERRANET has several products in pipeline, stages - may vary.

Some of them are:

- Space management system: It has been already used in Germany, South America and Moldova as a customised white license.
- Nutrresse - Lifestyle Nutrition App.

## OUR COMPETITIVE ADVANTAGES

— Full-transparency – constant communication with daily check-ins and desk time reports;

— Top talent – team of professional, organized, and highly qualified specialists;

— Strong will for development of new ideas and products;

— Full stage development;

— Fair play, transparency and dedication;

— Terranet's approach sets it apart from the rest. It is a development shop that speaks human, is easy to work with, and cares about their partner's customers as much as they do.

# UNISIM-SOFT

**Leading developer of ERP systems in Moldova. UNISIM-SOFT is an Oracle partner.**

Founded: 1997

CEO: Tuhari Pavel

Ownership: Tuhari Pavel (100%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (80%), Ukraine (10%), Romania (10%)

Working and serviced languages:
Romanian, Russian, English, Turkey

**PRICING:** Medium+, 10-50 EUR/hour

### SERVICES
UNA.md - ERP for all kind of business, ORACLE based.

### HUMAN RESOURCES
10 programmers and IT; 15 consultants; 99% - IT senior talent.
CTO x 1 (22+ years' IT experience); Project manager x 3 (3-10 years' experience); BA x 1 (10+ years' experience + 22 years' experience as a PM); Software engineers x 5 (9 seniors, 5-10 years' experience); ERP consultants & SQL Developers x 6 (5-15 years' experience); Designer x 1 (15 years' experience); System administrators x 2 (10+ years' experience).

### CLIENT PORTFOLIO
Draexlmaier, Sammy Cablaggi, Moldtelecom, Trans-Oil, Kvint, Glasscontainer, Zannaaudit, Linella, Bemol, Mca.

**Client groups:** retail, production, services, ticketing.

### CLIENT APPROACH
OnSite, Skype, Viber, Telegram, TeamViewer. Traditional ERP implementation projects.

### WORK PROCESS
UNISIM-SOFT has a very large experience in developing ERP, e-commerce platforms, Tickets. It favors AGILE software development methodology. Innovation is always done in house.

### CONTACT PERSON
**Pavel Tuhari**
Director

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www.una.md

### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 343,515 | 283,914 | 369,176 | 350,936 |
| Profit | 3,967 | 7,607 | 526 | 9,450 |
| No. of employees | 16 | 17 | 21 | 17 |

### TECHNICAL SKILLS/EXPERTISE
Set of few Windows applications written in Embarcadero C++, direct connection to Oracle, PL/SQL as application server for business logic. Some module written in Qt, PHP, Android, Python.

### INFRASTRUCTURE
**Office space:** 200 m2; 35 workstations;

**IT Infrastructure:** 2 servers in the local datacentre for non-critical processes & apps; Oracle Cloud infrastructure for developing processes and running critical ones; Internet (200 Mbps – internal; 100 Mbps – external).

## INVESTMENT OFFER

### GOAL
— To find investors, who need an ERP, are interested in purchasing the UNA.md platform for their own purposes and to invest as much as possible in their own infrastructure, directly related to the project implementation.

— UNISIM-SOFT has for many years been in the process of developing the export of the UNA.md platform through local partners in Georgia, Bulgaria, Romania, the Baltic countries and EE, primarily where Russian or Romanian languages are spoken.

### OUR COMPETITIVE ADVANTAGES
— Metadata storage concept, fully reconfigurable;

— Meets all requirements of the RM Tax Code and National Accounting Standards, supports IAS;

— Individual workplace setup for each user;

— Supports both national and foreign currencies, incl. those of contracts and settlements;

— Support different accountability plans;

— Multilingual (Russian/Romanian/English).

— Oracle key product for non-Oracle traditional markets with acceptable price. Success in competition with 1Ci.com regarding Oracle and Embarcadero partnership. Own concept of ISV partners of UNA.md platform, similar with best practice from 1Ci and Oracle ISV. General business strategy look like peer-to-peer technology – no center, any partner for him own clients can be a center totally independent from Unisim-Soft, but Unisim-Soft as main company create full ecosystem for partners and clients (as a partners), like wiki, freelance market, software module market, cloud solutions, backup unified strategy.

# XONTECH SYSTEMS

**IT security system integrator, providing consulting and certification services for IT management systems, IT and GDPR security consulting, IT courses and trainings, Security Audits and penetration testing services.**

CEO: Irina Vicol

Ownership: Irina Vicol (100%)

Location: Chisinau, Moldova

Main serviced markets: Moldova (100%)

Working and serviced languages: Romanian, English, Russian, Spanish

**PRICING:** Medium+

### QUALITY STANDARDS

ISO 9001:2015 – Quality Management System
ISO 27001:2013 – Information Security Management

### CLIENT PORTFOLIO

Banks from Moldova; Government institutions; Healthcare; Telecommunications company; Oil & Gas company.

### CLIENT APPROACH

A strong relationship with the client through the project manager. The communication is made daily, weekly – depending on the project needs.


### CONTACT PERSON

**Andrian Cornei**
Director

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www.xontech.md


XONTECH

### SERVICES

Security IT integration; Audit & Management of IT infrastructure; Penetration Testing & Cyber Security Services; Sale and integration of IT systems; Business Consulting; IT security courses and trainings.

### TECHNICAL SKILLS/EXPERTISE

**Certified on the following IT solutions:**
**Security solutions:**

Antivirus, Data Classification, Data Loss Prevention, Security Information and Event Management, Mail & Web Protection, Web Application Firewalls, Next Generation Firewalls, Database Activity Monitoring & Protection, Multi Factor Authentication, Encryption point to point, Penetration Testing, Back-up, Archive and Disaster Recovery, Enterprise Mobility Management; Infrastructure management and monitoring solutions; Unified Communication solutions; Electronic Document Management solutions; Cyber security Services; Certification.

### INFRASTRUCTURE

**Office space:** 70 m2; 10+ workstations;

**IT Infrastructure:** 2 servers (one for production and one for testing); Mini data center; Internet- 2 channels; CLOUD (Microsoft), Switch, Router, Acces Point.

### HUMAN RESOURCES

10 programmers and IT; 15 consultants; 99% - IT Senior Talent
CTO x 1 (22+ years' IT experience); Project manager x 3 (3-10 years' experience); BA x 1 (10+ years' experience + 22 years' experience as a PM); Software engineers x 5 (9 seniors, 5-10 years' experience); ERP consultants & SQL Developers x 6 (5-15 years' experience); Designer x 1 (15 years' experience); System administrators x 2 (10+ years' experience).

### EXAMPLES OF PROVIDED SECURITY SOLUTIONS

Data loss prevention – banks; back-up & disaster recovery – gov;next generation firewalls – banks, gov; antivirus – telecommunication; security systems integration – telecommunications, banks; multi factor authentication – banks; mail protection – gas company; data classification – banks; wi-fi security systems – gov, edu, oil company; unified communication solutions – gov, edu; cyber security services – banks, gov; security training & courses – banks, gov, edu, oil & gas.

### WORK PROCESS

As IT process management the company is based on the BITRIX tool. XONTECH SYSTEMS is an Agile company. The quality assurance approach is very stringent.

## INVESTMENT OFFER

### GOAL

- To find partners (Central Europe);
- Attract Investment: Co-partnership.

### OUR COMPETITIVE ADVANTAGES

- Expertise and Experience in the sector of cyber security/IT security integration;
- Efficiency of interconnect IT & C solutions;
- Continuous improvement;
- Continuous investments in all the company TEAM and solutions/technology to achieve more expertise;
- Client portfolio & references.

# WORK POINT

**Digital agency providing services in marketing, design and software development. Strong background in the field of mobile/web development and online marketing.**

CEO: Alexandr Baboglo

Ownership:
Alexandr Baboglo (100%)

Location: Comrat, the Republic of Moldova. Berlin, Germany. Austin, USA

Main serviced markets:
USA, Canada, Germany, France, United Kingdom, Israel, Japan, and Korea

Working and serviced languages:
English, German, Romanian, Turkish, Russian, Ukrainian

### PRICING

Mobile Development – starting at $10 000

Software Development- starting at $15 000

Online Marketing - starting at $5 000

### CLIENT PORTFOLIO

Amazon, Uber, Spotify, Western Union, Yandex Taxi, Autodoc, Adperio, Appier, Adside Media, Turbob, Offerseven, Minimob, Datafirst, Cubepile, Fujikura.

**Client groups:** Medium Enterprises; Government; Mobile Market – Utility, Gaming.

marketing.design.developent work point

## KEY INDICATORS

| USD | 2019 |
|---|---|
| Turnover | 27,535 |
| No. of employees | 7 |

## SERVICES

**MOBILE DEVELOPMENT** - iOS and Android mobile app development, from sketch to release. Hybrid and native mobile apps.

**SOFTWARE DEVELOPMENT** - Agile based development of complex solutions for enterprises and government. Identification and analysis of the software requirements. Software design and engineering. QA testing and maintenance.

**ONLINE MARKETING (WEB/MOBILE): Strategy** – create a digital marketing strategy designed to scale revenues, boost brand awareness, and increase customer retention; **Facebook & Instagram Ads** - drive customer acquisition and revenue through growth-focused campaigns across major social networks; **Google Ads** – plan, launch and refine AdWords campaigns to drive customer acquisition and revenue growth; **TikTok Ads** - drive brand awareness using a new exclusive marketing channel. TikTok was ranked top in over 40 countries' app stores.

**DESIGN: Branding** - Complex branding or rebranding for products and services; **Creative Production** - a full-stack video, banner, and playable ads production studio with unique, eye-catching visual assets;

## TECHNICAL SKILLS/EXPERTISE

IT Project Management; Mobile Apps Development (iOs/Android); Database Development

**Programming languages:** JavaScript, PHP, SQL, Python, C++, HTML, CSS, Java, Swift, Assembler;

**Mobile development:** React Native, Expo CLI, Unity, Xcode, Android Studio, Visual Studio Code;

**Frameworks:** Laravel Framework, Zend Framework, Vue JS, jQuery, Bootstrap, Django;

**Database management systems:** MySQL, PostgreSQL;

**Cache data:** Redis, Memcached;

**Tools:** PhpStorm, Sublime Text, Atom, Adobe Photoshop, Adobe Illustrator, Figma, Jira, Asana, Git, Svn, Trello, Slack, Zoom;

**Geo services:** Google Maps API/SDK, Google Geocoding API, Apple's Maps SDK, Yandex Maps API, OpenStreetMap API;

**Online Marketing:** Digital Marketing, Social Media Marketing, Google Ads & Youtube Advertising, Facebook & Instagram Advertising, Programmatic Media Buying;

**Design:** Web Design, UI/UX Design, Responsive Design, Graphic Design, Branding;

**Other:** Wordpress, Joomla, Drupal, SOAP, REST, XML, JSON, Less, Sass, Gulp, Webpack, Google Analytics, Facebook Pixel, Facebook Analytics, Facebook SDK, Yandex Metrica.

## INFRASTRUCTURE

**Office space:** Location – 180 m2, organized in a large open space coworking, a meeting room;20 workstations;10+ units; cloud hosting; high speed internet.

## HUMAN RESOURCES

Project Manager/Sales x2; Developer x 4; Marketing Manager x3; Designer x2.

## WORK PROCESS

Project management based on Asana software; Internal team communication-Slack, Zoom; Bugtrack – JIRA.

WORK POINT innovates both in house and on the client side.

The software development methodology of the company is based on Agile techniques (SCRUM, KANBAN).

## CLIENT APPROACH

Working with clients in different business areas and sharpening the skills, WORK POINT realized that the key to success lays in transparency and communication between the client and the project teams. Each project receives own Project Manager who will be a contact point and making sure that the team is reaching the set targets.

The client is receiving bi-weekly reports with detailed information about our work and progress. The experience of the team is formed by working for major brands and companies.

# INVESTMENT OFFER

## GOAL

— To find Partners to collaborate with;
— Attract investment.

## OUR COMPETITIVE ADVANTAGES

— Major experience working with brands and medium enterprises worldwide

— Results-oriented ambitious and professional team;

— Full services cycle – design, marketing, development, and support;

— Strong expertise in mobile development and marketing;

— Transparency feedback and guaranteed services.

## CONTACT PERSON

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CEO

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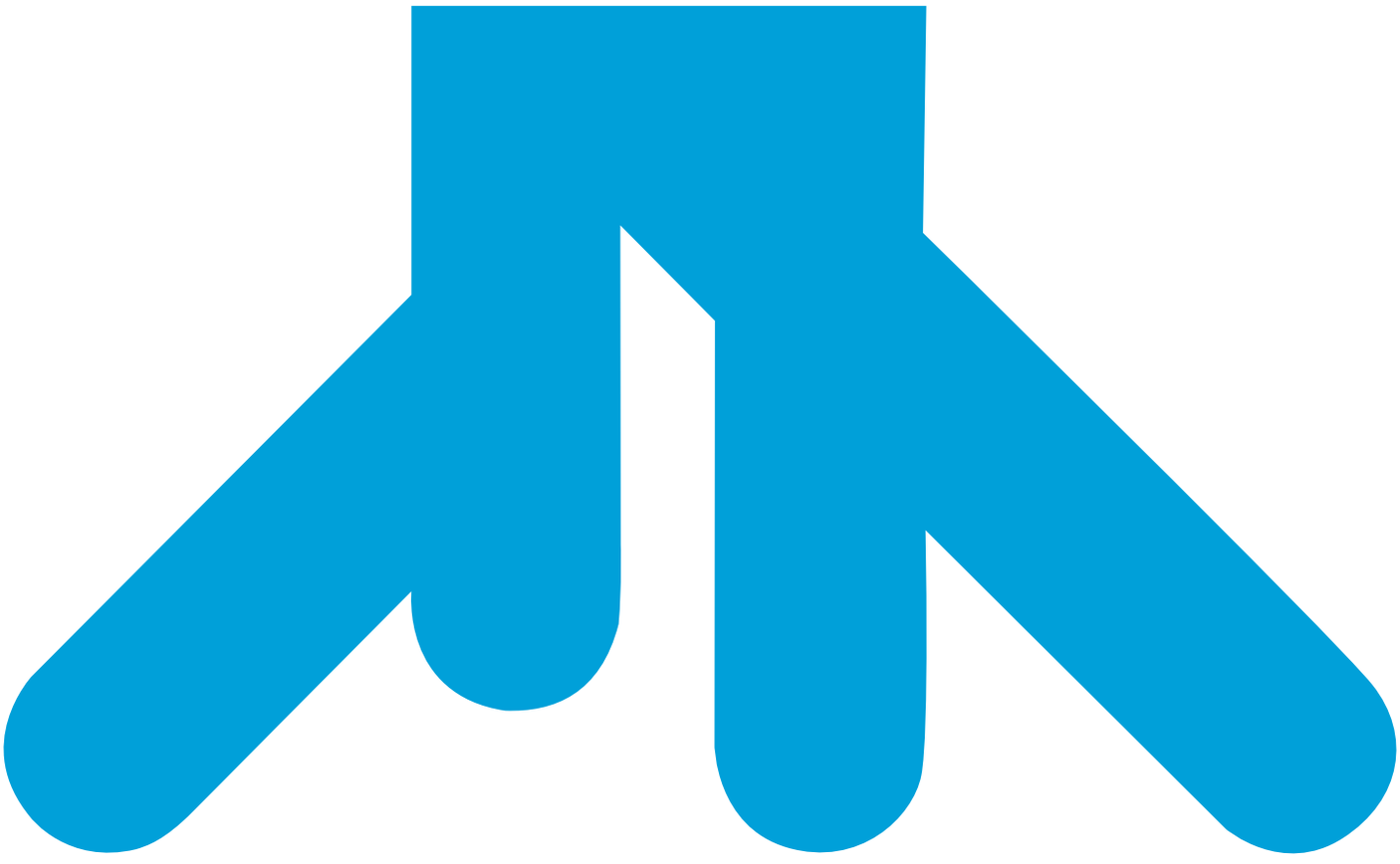

# Partnership Offers

# AC TECHNOLOGIES

**Digitization of the financial sector.**

FOUNDED: 2013

CEO: Radu Spataru

Ownership:
Vitalie Tataru, Alexander Russu, Alexander Shulov

Main serviced markets:
Russia, Moldova, Ukraine, EU (Romania, Bulgaria, Czech Republic)

Working and serviced languages:
Romanian, English, Russian

### CLIENT PORTFOLIO

Tinkoff Bank (Russia)
ОТП банк (Russia)
Альфа Банк (Russia)
FINSTAR.

### CONTACT PERSON


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actech

## KEY INDICATORS

| USD | 2018 |
|---|---|
| Turnover | 60,997 |
| Profit | 15,510 |
| No. of employees | 8 |

## SERVICES

The company provides Consulting and IT services in banking, microfinancing, e-services companies (e-com, retail, e-delivery), digital platforms building, management consulting.

## HUMAN RESOURCES

Proven experience and large expertise in Banking, Finance & Technology.
80% - SENIOR talent (20 years + experience)
20% - junior

## TECHNICAL SKILLS/EXPERTISE

IT Management, IT operations, IT Solutions, Digital Business: Processes & Teams, Management Consulting, Finance & Banking Platforms.

**Technologies/Platforms:** NET Core 3.0 + PostgreSQL (micro-services architecture), Open GraphQL API, Single Sign-On authentication.

**Technologies/Front End:** JS-Framework: Angular 8, iOS: SWIFT, Android: Kotlin.

## INFRASTRUCTURE

**Office space:** 800m2
**IT Infrastructure:** Mini data center (server for partners, server for Solutions implementations); Telecom Equipment; Network Equipment; 2 high speed Internet channels (24/7 service);2 independent sources of energy; 10 units (HP).

## WORK PROCESS

The work processes are based on ITIL. The team is digitally connected (Microsoft, Office 365). INTERNET MOBILE BANKING, Own products with IP rights in Moldova and Russia. The company is **AGILE** and mostly DEVOPS

# PARTNERSHIP OFFER

## OUR COMPETITIVE ADVANTAGES

- Proven experience and large expertise in Banking, Finance & Technology;
- Technical expertise: the company has deployed, configured, and integrated a large set of business & analytical applications & systems;
- Own development of Mobile and Web Banking front-end-app.
- Experience with international projects covering more than 20 countries worldwide;
- Real experience in setting up the new digital banks & financial services companies.

# AG COMPUTER (FUSIONWORKS)

**Software development: outsourcing services and own products.**

FOUNDED : 2011

CEO: Anton Perkin

Ownership:
Ganebnîi Ghennadi (70,00%),
Perkin Anton (30,00%)

Location: Chisinau, MD

Main serviced markets:
EU - 50% (Great Britain, Sweden, Netherlands, Israel, Italy, Germany), USA (40%), Moldova, Russia, Ukraine (5% - all three together)

Working Languages: Romanian, English, Russian

Serviced Languages: English

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 181,651 | 213,148 | 724,129 | 527,131 |
| Profit | 12,717 | 16,364 | 494,844 | 27,295 |
| No. of employees | 37 | 37 | 27 | 22 |

## SERVICES

Software development (own products and for outsourcing); UX/UI design; IT consultancy;

## TECHNICAL SKILLS/EXPERTISE

**PHP:** Symfony, Laravel, WordPress

**IOS, ANDROID:** Swift, Objective C, Java, Kotlin

**DEVOPS:** Zero-touch automations, AWS, Kubernetes, Ansible, Jenkins

**JAVA / SCALA:** Hadoop, Spark, Spring

**RUBY:** Ruby on Rails

**ADVANCED JAVASCRIPT:** React, Angular, NodeJS, VueJS

## INFRASTRUCTURE

**Office space:** 600m2, 6 office spaces; Sport facility.

**IT Infrastructure:** 40 units (laptops), 30 monitors; External server; 2 Optic fiber internet channels.

## HUMAN RESOURCES

50% - senior IT talent, Project manager x 2 (5+ years' experience); System Architect x 2 (10+ years' experience); Software engineer x 20 (10 seniors, 10 middle, 5-15 years' experience); QA Specialist x 1 (8 years' experience); Designers x 2 (5+ years' experience).

## CLIENT PORTFOLIO

RefugePoint (USA), Hirsch Advanced Technologies GmbH (Switzerland), LecToGo (Sweden), American Technology Consulting, LLC (USA), Uniqruit (USA), Kvint (Republic of Moldova).

**Client groups:**
Finance, Biotechnology, Healthcare, Real Estate, Virtual Reality, Governance, Education, Human Resources.

## PRICING

Rates: 27-28 USD per hour.

## WORK PROCESS

Every position/employee has an EMPLOYEE HANDBOOK - where the work processes and obligations of each employee are described. EMPY.IO (own product) - smart human resources management tool; AMMO CRM – Clients Management System; FLOAT.COM - resource scheduling tool. AGILE and SCRUM.

## CLIENT APPROACH

Sales and Clients Attractions are mostly done by Sales Department or by the partner-companies. Every Client has a project manager and the communication goes through email, official letters, notifications etc.

## INNOVATION

Empy.IO – a smart human resources management tool. The company can innovate at clients' request.

# PARTNERSHIP OFFER

## GOAL

To find partners (USA, EU, Asia, CSI) for a long-term collaboration.

## OUR COMPETITIVE ADVANTAGES

— Over 8 years of experience;

— Proactive in IT events- Organizer of the biggest local IT community – DeveloperMD; organizer of the biggest local IT conference – MDC.md;

— ATIC and Moldova IT Park Member;

— Complex Projects in various fields;

— Up to date with new technologies;

— Full-cycle product development.

— Flexible and reasonable rates;

— FusionWorks offers internships and grows talents in-house.

## CONTACT PERSON

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CEO

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**Genadii Ganebnyi**
CTO

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www.fusionworks.md

# ALFASOFT

CEO: Iurie Coroban

Ownership:
Oxana Coroban (100%)

Location:
Republic of Moldova (Chisinau)

Main serviced markets:
Moldova, Albania, South Africa, Tanzania, Ruanda, Zambia, Gambia

Working and Serviced Languages:
Romanian, Russian, English

Anual growth: 20-30%

**PRICING:** Medium +

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 499,478 | 487,153 | 177,307 | 499,467 |
| Profit | 38,304 | 28,626 | 17,953 | 48,303 |
| No. of employees | 15 | 18 | 12 | 15 |

## SERVICES

The company is focusing on e-Government, by providing project management, business process reengineering, software engineering services and packaged software solutions for the legislative, executive and judicial branches of power in the emerging markets. G2B and G2C solutions.

## TECHNICAL SKILLS/EXPERTISE

CMMI Institute's Capability Maturity Model Integrated (CMMI-DEV); IT-Mark certificate (equivalent to CMMI Level 2) awarded by the European Software Institute (ESI). ISO 9001 – Quality Management Systems, carried out by SGS in 2017; ISO 27001- Information Security Management Systems 2018. Microsoft Gold/Silver Certified Partner® status since 2005.

## INFRASTRUCTURE

**Office space:** 500m2 (extension potential);

**IT Infrastructure:** 30+ workstations; Server Room; High speed Internet.

## CLIENT PORTFOLIO

**International Institutions and Donors:** USAID, World Bank, European Commission, Caribbean Community (CARICOM); IFC, Millennium Challenge Corporation, United Kingdom Department of International Development (DFID), UN, COMESA, United UNDP, etc.

**National Governments:** Albania, Armenia, Kosovo, Belize, Gambia, St. Kitts, Republic of Moldova, Rwanda, Zambia, Somaliland, Tanzania, Nigeria, Rwanda, Mongolia, Iraq, St Lucia, Mongolia, Somaliland, Tanzania, Zambia and others.

**Private Companies:** Chemonics International, Development Alternatives Inc., Nathan Associates Inc., CARANA Corp., National Center for State Courts, National Center for Victims of Crime, American Bar Association, Sanigest International, IOSsoft Inc, IBF.

## HUMAN RESOURCES

13 software programmers and IT professionals, with advanced degrees in software engineering, computer programming and project management. Certifications: MCP; MCAD for Microsoft.NET; MCSD for Microsoft.NET; MCSE; PMP; PMI-ACP; Certified Scrum Master.

## CONTACT PERSON

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**Iurie Postica,**
Sr. Project Manager/Business Analyst

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## WORK PROCESS

ALFASOFT software development methodology is based on IBM Rational Unified Process (RUP) ™ technology with Agile Techniques (SCRUM, XP, KANBAN) as well as Business Process Modeling (BPM) techniques, adapted to the 12 modern principles of software development of the Agile Manifesto and supplemented with its own experience. ALFASOFT uses PMBOK to define its basic project management processes (what needs to be done), while Rational Unified Process (RUP) and Agile (XP / SCRUM) help define the procedures to perform these steps (how to do it).

## CLIENT APPROACH

ALFASOFT business analysts work closely with the clients, assisting them in completing documentation on business processes, analysis, reengineering and formulating functional requirements, before moving on to fully automated online solutions.

## QUALITY STANDARDS

CMMI Institute's Capability Maturity Model Integrated (CMMI-DEV); IT-Mark certificate (equivalent to CMMI Level 2) awarded by the European Software Institute (ESI). ISO 9001 – Quality Management Systems, carried out by SGS in 2017; ISO 27001- Information Security Management Systems 2018. Microsoft Gold/Silver Certified Partner® status since 2005.

## INNOVATION

ALFASOFT is the original maker of Alfa Five (A5) Platform (former WebAssembler.NET®) – a high-productivity, model-driven, low-code application platform solution allowing software developers and business analysts to quickly design, develop, and deploy web applications on premises, in a computing cloud, public or private

# PARTNERSHIP OFFER

## GOAL

Looking for Partners.

## OUR COMPETITIVE ADVANTAGES

— E-Government expertise based on 10 years' global experience in public service digitalization;

— Excellent digital capacities to collaborate with private and public sector to build and deliver public digital services;

— Highly qualified personnel;

— Visionary leadership;

— Mature process methodology;

— Proprietary all-in-one application framework.

# AM-SOFT GROUP

CEO: Nona Deinego

Ownership:
Anatolie Deinego (1%) THE HEALTH CARE RECOVERY GROUP LLC (99%)

Location:
Balti (Moldova), USA

Main serviced markets:
USA+EU (95%), Moldova (5%)

Working and serviced languages:
Romanian, English, Russian

Anual growth: 30%

**PRICING:** Medium

### WORK PROCESS

JIRA, CONFLUENCE, TRELLO. The project manager mobilizes the team within 2-3 days to adjust to project changes, proving high level of adaptability. The company works with Rational Unified Process and with Agile Methodologies, using various elements of both. The PM communicates with client via Cisco Jabber.

### CLIENT PORTFOLIO

Strategic Recovery Partnership Inc., Zywave Inc., Health Care Subrogation Group, Health/ROI

**Client groups:**

Assurance, E-commerce, E-learning, Legal, Health Care, Optical, Recognition, R&D.

### INNOVATION

IN-HOUSE

Gradebook - managerial application, which facilitates the multilateral relationship between school administration, teachers, parents, students and ensures a successful partnership. The company can innovate at clients' request.

### CONTACT PERSON

**Nona Deinego**
Director

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amsoft-group.com

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 412,446 | 461,466 | 605,041 | 667,655 | 923,938 |
| Profit | (17,652) | (6,157) | 4,806 | 22,886 | 148,836 |
| No. of employees | 37 | 37 | 40 | 42 | 56 |

## SERVICES

IT Consulting, Software Development, Data Management.

## TECHNICAL SKILLS/EXPERTISE

Expertise in **Java ecosystem.**
EJB3, Hibernate, JPA, SQL, PL SQL; Spring framework (especially experienced with Spring Core, Spring MVC, Spring Security and Spring Integration); Camunda Business Process Engine; KNIME Data Analytics Platform; Hybris platform (especially experienced with the modules related to Telco Accelerator, such as the subscriptions module, the bundling module and the order management module, as well as administration and configuration tools such as Product Cockpit, CMS Cockpit, Admin Cockpit, HMC and HAC); JSP, Servlets, JSTL; HTML, CSS; JavaScript, Sencha ExtJS, jQuery; XML, JSON, AJAX; Jasper Reports;

**Database management systems:** SQL , Oracle, PostgreSQL or MySql and running on servers like JBoss, Apache Tomcat, Jetty or Apache HTTP Server.

**Testing libraries and frameworks:** JUnit, DbUnit, Siesta, Selenium or JaCoCo.

## HUMAN RESOURCES

40% - senior IT talent (5 years + experience in software development); Software Specialist x2 (> 15 years' experience); Team Leader x 2 (10 years' experience); Senior Software Engineers x 7 (5-7 years' experience); Software Engineers x 8 (2-5 years' experience); Junior Software Engineers x 7 (0-6 years' experience); QA Specialist x 6 (1-4 years' experience).

## INFRASTRUCTURE

**Office space:** Location – 5 floors (750m2); Conference room – 60m2; 13 working areas.
**IT Infrastructure:** 70 units; Internal server; 2 Optic fiber internet channels.

# PARTNERSHIP OFFER

## GOAL

Find partners in USA, EU, Asia, CSI.

## OUR COMPETITIVE ADVANTAGES

- Quality services;
- Affordable prices;
- Over 10 years of Experience;
- Complex Projects in various fields;
- Good knowledge of new technologies;
- Strong internship programs in close collaboration with the Alecu Russo State University (second largest university in Moldova), for Computer Science students.

# AMDARIS

Founded : 2009

CO-CEO's: Vlad Nanu & Andy Rogers

CSO: Dominic Bridgman

CFO: Jamie Gibson

CTO: Mihai Cernei

Moldova Centre Director: Petru Haheu

Ownership:
Amdaris Grup Limited (100%)

Location: Chisinau, Republic of Moldova; Bristol, UK; Timisoara, Romania; Dubai, UAE.

Main serviced markets:
UK, Sweden, UAE and USA.

Working Languages: English, Romanian, Russian

Serviced Languages: English

Annual growth: 40%

### SERVICES

Software Development, Digital Transformation and Application Support, extended development teams.

### CLIENT PORTFOLIO

Nkoda, WPA, Northstar, Pearson

**Client groups:**
Financial Services; Real Estate; Transport and Logistics; Insurance Sector; Education; Gas and Oil; Logistics companies; Service providers.

### QUALITY STANDARDS

10-year Microsoft Gold-Certified Partner, ISO 27001.

AMDARIS

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 1,503,370 | 1,558,999 | 2,971,778 | 3,679,292 | 4,800,624 |
| Profit | 72,500 | 1,600 | 308,700 | 367,000 | |
| No. of employees | 70 | 98 | 145 | 170 | 150 |

## TECHNICAL SKILLS/EXPERTISE

**Software Development:** Web development, Mobile development, CRM/ERP, Digital Design, Integration, Bespoke systems. Amdaris uses latest development platforms, frameworks and programming languages for Android, iOS and Windows, MS SQL Server, SSAS, ASP.NET Core, IdentityServer, Entity Framework Core, D3.js, Knockout.js, Crossroads.js, Angular, React, Vue.js, Yarn, Xamarin (iOS, Android, Mac), UWP, MvvmCross, Skiasharp, NoSQL, Azure Cloud, Bootstrap, TypeScript, ADO.NET, GIT, MYSQL, ORACLE, REACT, ECLIPSE, PHP, RUBY, NHibernate Quartz.NET, Kendo UI MVVM, WCF, C#

**Digital Transformation:** digital opportunities, migration to Cloud, paper to digital, Technology Innovation, COTS Integration, Application Modernisation.

**Application Support:** Amdaris provides 24/7 support , so once a client's application has gone live, they can rest assured that someone is on-hand to manage any task. Amdaris has clear and defined SLAs ensuring that the client is covered for any degree of issue, immediate support being provided by a designated team of talented engineers.

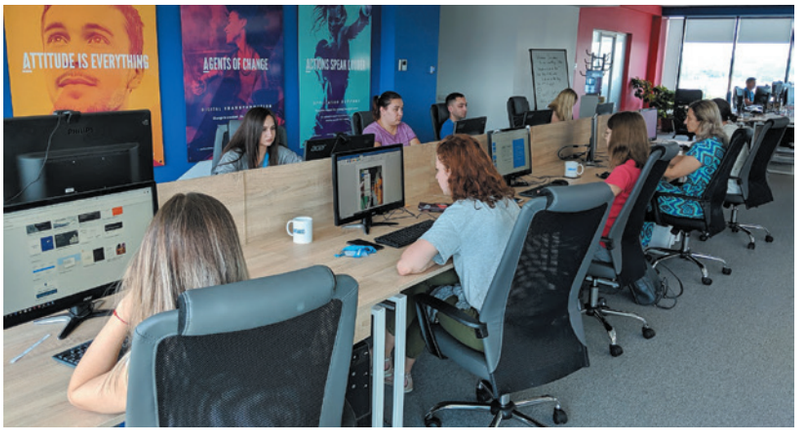
## HUMAN RESOURCES

Amdaris has a flexible and agile talent pool, consisting of balanced teams of senior and middle developers,tailored to clients' needs and the requirements of each project. Our Developers are certified with Microsoft, ICTQB, Oracle, etc. Amdaris is continually investing in the education of all staff, providing ongoing internal training, also a recently implemented mentoring programme for junior and new members. The team shares knowledge on regular basis. Amdaris offers summer and winter internship programmes, English classes, and has a strong partnership with the Technical University of Moldova.

## INFRASTRUCTURE

**Office space:** Chisinau office area of 1750m2, 5 floorsx350 sqm. Capacity: > 200 employees, potential growth to additional 2000, for 600 employees.

**IT Infrastructure:** Latest technologies both hardware and software . As well as this we have a high CSR awareness when choosing our hardware suppliers. Amdaris is technology agnostic when it comes to other applications like Microsoft Windows, Linux, Apple, clouds, etc.




## WORK PROCESS

Based on agile methods, the team becomes an extension of the client's business, giving complete end-to-end project visibility. Amdaris uses a collaborative management system , updated in real-time so all changes are visible immediately. We use Scrum, Agile, Waterfall approach depending on the project. Amdaris has managed several projects all of which required the development of e-commerce platforms, e-learning and e-pay, most being for UK clients.

## CLIENT APPROACH

A flexible and client oriented company, Amdaris believes in building a truly integrated and collaborative partnership with clients. We invest our time and effort in ensuring we meet our clients' vision.  We apply industry standard for the tools we use, underpinned by a best practice agile methodology. Amdaris respond quickly and effectively, always ensuring the best experience for the client. The company uses a proprietary Amdaris Project Health Index (APHI®) method to give full transparency based on engagement, constant communication, daily stand ups within the team, but also after sales support. The team sizes are scalable, ensuring clients' needs are met at all times.

## INNOVATION

Company is constantly developing internal innovative projects, R&D application for optimizing internal processes and has a great experience designing tailor made projects.

# PARTNERSHIP OFFER

## GOAL

The company is interested in finding new customers.

## OUR COMPETITIVE ADVANTAGES

— Exceptional people and processes;

— Ultimate problem solvers, connecting the right people with the right task, and collaborating seamlessly;

— The company is where proven solutions meet creative new approaches;

— Provide solutions for each unique requirement. This evolves around reducing risk and maximizing impact, through a series of best practices within the technology space.

— Amdaris has been voted one of the top employer in Moldovan for the last few years.

— High quality of service at an affordable and transparent cost.

## CONTACT PERSON

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# AROBS Software Automotive software development

CEO: Mihai Gorgos

Ownership:
Mardarovici Ion (10,00%), Oprean Voicu (90,00%)

Location:
Chisinau, Republic of Moldova (HQ Romania), 6 international subsidiaries in Germany, Hungary, Indonesia, Serbia, The Netherlands and Belgium.

Main serviced markets:
EU (mainly Germany and Romania, also UK), USA

Working and Serviced Languages:
Romanian, English

### CLIENT PORTFOLIO

**Web development:** OverPass, RentyourCrane, Splendia

**Automotive:** AROBS' partners are top global automotive OEMs.

**Client groups:**

Original equipment manufacturer (OEM); Online/offline retailers; Sport play engineering; Travel & Hospitality; Life Sciences, Home Automation Systems, IoT, Enterprise - cloud application development.

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 920,000 | 751,600 | 1,393,600 | 1,317,900 | 2,034,752 |
| Profit | 346,000 | 77,900 | 177,700 | 68,000 | 246,366 |
| No. of employees | 38 | 56 | 72 | 72 | 96 |

## SERVICES

**Product:**
TrackGPS is a product in AROBS' portfolio. A software application, applied to over 1500 companies and over 50,000 vehicles, of the most various fields of activity. TrackGPS is a complete fleet management and tracking solution that uses a real time GPS, special devices and custom services. Clients receive automated reports and elaborated analysis on daily or monthly trackings of their fleet. Cloud infrastructure in 6 different languages: Romanian, English, Russian, French, Hungarian and Indonesian. TrackGPS has a 10-year expertise in vehicle telematics. It is designed for small, medium or large companies that activate in industries such as Public Services, Banking & Insurances, Courier services, Road Transportation & Logistics, Health, Distribution that wish to optimize their activities and lower their costs. AROBS' future also includes developing software for autonomous driving.

**Services:**

- Web development: Java and .Net
- Automotive software development - embedded C development

## TECHNICAL SKILLS/EXPERTISE

**Web development:** Java, Angular JS, React JS and .NET, MSSQL, SQL.
**Automotive Software development:** Embedded C++

## HUMAN RESOURCES

AROBS Chisinau has gathered about 100 experienced specialists, who bring a remarkable input in top automotive industry projects working on components and software for car models that haven't seen yet the market daylight but are building the future. About ¼ of developers are web developers, the rest ¾ have large expertise in automotive software development.
Project manager x 4 (10 years' experience); Software engineers and web developers 80 in total (1/3 seniors with 5-10 years' experience, middle 1/3 – 3+ years' experience, senior 1/3); QA Specialist x 10 (1-5 years' experience).

## INFRASTRUCTURE

**Office space:** 2 offices in Chisinau - total area of 1000m2.

**IT Infrastructure:** 100 laptops with 2 monitors each, high-speed internet connection from two providers. Advanced server infrastructure and cloud-based backups at their HQ in Romania.

## WORK PROCESS

AROBS is more oriented on developing long-term contracts and collaborations including the project-based approach, outstaffing or hour-billing.

Software flexibility is both our greatest strength and weakness. To leverage this amazing strength and avoid the pitfalls, we follow a rigorous development process. One of the most popular approaches to these fast-changing business requirements is the Agile software development. It advocates for self-organizing, cross-functional teams, encouraging flexible and rapid response to change. AROBS also uses methodologies like SAFe, meant for large teams and large projects. Simultaneously to Agile, depending on the industry there are other approaches still in use, like the waterfall and V-model among others.

AROBS Chisinau has 11 Scrum Masters (not yet certified but with relevant experience in projects delivery).

## CLIENT APPROACH

Continuous communication with the client is important for AROBS. The project manager is constantly connected to the client from designing until delivering. It includes mailing, video conference calls and among others at least one physical meeting every 6 months (for long projects).

## INNOVATION

The company offers unique solutions, according to each customer' vision.

# PARTNERSHIP OFFER

## GOAL

To find relevant clients in the EU.

## OUR COMPETITIVE ADVANTAGES

— Highly skilled software developers and IT specialists;

— Wide area of expertise covering multiple business lines;

— High flexibility to adopt and integrate with the customer's specific processes and standards;

— Exposure to international customers from 14 countries on three continents;

— Dedicated team ready to face new challenges and adopt new technologies;

— Great English knowledge;

— Open, less hierarchical, innovative culture.

— Over 10 years of local experience in developing software for the automotive industry.

## CONTACT PERSON

**Mihai Gorgos**
CEO (Moldova)

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# ARTSINTEZ MEDIA

CEO: Gorincioi Ghenadie

Ownership:
Gorincioi Ghenadie (100%)

Location:
Chisinau, Republic of Moldova

Main serviced markets:
France (75%), Republic of Moldova (15%), UK(5%), Romania (5%)

Working and serviced languages:
Romanian, English, French, Russian

### CLIENT PORTFOLIO

"Nicolae Testemitanu" State University of Medicine and Pharmacy of the Republic of Moldova; Chamber of Commerce and Industry of the Republic of Moldova; The Agency for Intervention and Payments in Agriculture (AIPA); Information and Documentation Center NATO in Moldova (CID NATO); Ministry of Health in collaboration with the Office of the World Health Organization (WHO) in Moldova; E-Learn International SC SRL.

**Client groups:**
E-commerce, FinTech, Healthcare, eLearning, Betting.


### CONTACT PERSON

**Ghenadie Gorincioi**
CEO

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artsintez.net


### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 495,000 | 460,900 | 500,000 | 588,800 |
| No. of employees | 19 | 26 | 31 | 31 |

### SERVICES

Custom Software Development; Outsourcing; Dedicated Development Teams; Extended Team; Devops; Quality Assurance.

### TECHNICAL SKILLS/EXPERTISE

ARTSINTEZ MEDIA is using programming technologies (PHP, JavaScript, Java, .NET), mobile and cross platform platforms (Android/iOS, ReactNative). Also using Open source tools (Selenium, FitNesse, JMeter, SoapUI, Jbehave, Test Link etc.) and Industry standard tools (ie. HP QC, UFT, LoadRunner, IBM Rational Functional Tester, SOASTA CloudTest, etc.) Artsintez Media is specialized in test automation, performance testing, agile testing, mobile testing, game testing.

### HUMAN RESOURCES

Project manager x 2 - 10 years' experience, QA Specialist x 2 - 5 years' experience.

### INFRASTRUCTURE

**Office space:** 260m2, organized in one large open space for 30-40 employees, 1 office, 3 meeting rooms; 40m2 – leisure room; 30 workstations.

**IT Infrastructure:** 30 laptops; Server room; Internet (2 channels).

### WORK PROCESS

ARTSINTEZ MEDIA is adaptive to any standardized and unified process framework that is required by the client. The company has strong experience in developing e-commerce platforms. The software development methodology of the company is based on Agile techniques.

### PRICE POSITIONING

ARTSINTEZ MEDIA experts estimates each project individually, depending on complexity, risks and strategic interest.

## PARTNERSHIP OFFER

### GOAL

To find new partners.

### OUR COMPETITIVE ADVANTAGES

- Big experience and expertise in e-commerce, eLearning;
- Highly qualified team; local consultants in France;
- Partnership model of cooperation;
- Customer centric;
- Flexible working models (dedicated team, project based cooperation).

# BEST4U INTERNATIONAL

FOUNDED : 2019

CEO: Covali Serghei

Ownership:
Best4u Group (50%); Covali Serghei (25%); Covali Veronica (25%)

Location:
Chișinău, Moldova/Zutphen, Netherlands

Main serviced markets:
Netherlands, Ireland, Germany

Working and serviced languages:
Romanian, English, maybe German

### CLIENT PORTFOLIO

Health sector – Netherlands; Custom Enterprise Software – Netherlands; e-commerce – Germany

### TECHNICAL SKILLS/EXPERTISE

**Programming languages:** PHP; Swift; GO; JavaScript; Node.js; VUE.js; React; Kotlin; Python; Django; C#; PHP Laravel; PHP Yii; CodeIgniter; .Net, Android, iOS;

**Database:** SQL; MS SQL; MySQ; MongoDB; SAP ABAP; 1C;

**CMS:** WordPress; PrestaShop; Magento.

### CONTACT PERSON

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**Veronica Covali**
Co-founder & Director Business Development
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Co-founder
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best4u.md

Best4u international

### SERVICES

**Extended team model**; The company is ready to meet new challenges. Can deal with any solutions and programming languages.

### INFRASTRUCTURE

**Office space:** 1200m2, 5 offices.

**IT Infrastructure:** 1 high speed local Internet channel + 3 backup portals; 70+ units - laptops and desktops (MAC); External Server (Netherlands).

### HUMAN RESOURCES

80% - Senior developers; 15% - certified Symphony, Laravel;
80% - have 3-4 years programming experience;

Project manager x3 > (3-4 years of experience); DevOps x1 > (4 years of experience, AWS certified); Software engineers x55 > (28 seniors 5-9 years of experience); QA x2 (manual testing, hired on demand); Management team x9 > (1 marketing specialist, 1 managing director, 1 HR, 2 accounting, 2 BDM, 2 assistant).

### PRICING

The price of our product consists of: Gross Salary + Management fee.

Gross salary depends on the technologies possessed by the potential candidate for the vacancy, seniority level and the project for which you will work. Usually a candidate asks: Junior 600-1400Eur; Middle - 1400-2400Eur; Senior 2400-3600Eur.

Management fee is standard - 1200Eur, and it includes: office rent & utilities, standard working spot setup, drinking water, coffee, tea, soda, lunch in the office, English teacher, corporate & team building events at least 2 times per year, personal improvement budget, accounting services, office supplies, fruits in the office, management team assistance and developing, monthly team reports for the client, marketing costs only after a team of at least 4 people is formed.

Recruitment costs per person = 700Eur. This is only charged after a person has been hired.

### WORK PROCESS

SCRUM, AGILE, Case Manager, Magento, Wordpress

## PARTNERSHIP OFFER

### GOAL

To find new partners.

### OUR COMPETITIVE ADVANTAGES

- Extended team model – no competitors on the market;
- Experience and expertise team in the Netherlands. The proven expertise will help expand clients' business forward fast and scalable;
- Extended brand identity to Moldova;
- The company will assure that the team will honor, preserve, align and integrate with clients' company values and will create the perfect environment and set-up for them. Also, BEST4U INTERNATIONAL will always help maintain and scale-up the created teams with the proven to work instruments it's using.

# BTS PRO

**Top 3 providers of information Security Solutions, in Moldova**

CEO: Alexandr Suvorov

Ownership:
Marin Bălănuța (100%)

Location:
Chisinau, Moldova

Main serviced markets:
Moldova (99%), Romania, Ukraine, Kazakhstan, South Africa

Working and serviced languages:
Romanian, English, Russian, Italian

Annual growth: 15%

## HUMAN RESOURCES

50% - senior IT talent (min. 3 years certification) PMP Certification

Information systems designer (10+ years' experience) x 2

Information systems architect (10+ years' experience) x 3.

## CLIENT PORTFOLIO

Moldova e-Governance Agency; Orange; Moldtelecom; Moldcell; National Bank of Moldova; USAID; Bordnetze; Avia Invest.

**Client groups:** HoReCa, Finance, Pharma, Retail, Government, NGOs, Education, Production, Telcom, Transportation, Health, Utilities.

## INFRASTRUCTURE

**Office space:** 300m2, organized in 2 floors.

**IT Infrastructure:** server room 100 units, 2 Optic fiber internet channels.

## CONTACT PERSON

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**Sîrbu Constantin**
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## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 8,300 | 13,200 | 14,100 | 15,200 |
| Profit | 1,480 | 1,520 | 1,550 | 1,830 |
| No. of employees | 33 | 39 | 45 | 51 |

## SERVICES

Audit and Consulting; Implementation and Integration of IT projects; Information System Development; Support and IT on outsourcing; Infrastructure administration.

## SOLUTIONS

Virtualization & Cloud; Data Centers; IT Security; Microsoft Solutions Cloud and On-Premise;Disaster Recovery & Business Continuity;DocFlow & Data Management.

## TECHNICAL SKILLS/EXPERTISE

**Processing, analyzing and storing information:** Microsoft, Citrix, VMWare, Cisco, Fujitsu, Dell, Lenovo, HP, NetApp.

**Back-up Copy and restore information:** Veeam, NetBackup, Backup Exec, Arcserve.

**Archiving:** Arcserve, Barracuda.

**Networking and Infrastructure Security:** Cisco, Barracuda, F5, A10, Symantec, ESET, Kaspersky, Splunk, Microsoft, FUDO.

**Data processing centers**: Cisco, Fujitsu, Dell, NetApp, VMWare, Microsoft, Azure, AWS.

**Business solutions:**

**Corporate email and calendar:** Microsoft, Office 365, Kaspersky, Barracuda, Arcserve. **IP telephony, call center:** Microsoft, Office 365, AudioCodes, Polycom, Funvill. **Corporate portal:** Microsoft, Office 365, ESET, Symantec, Veeam, Barracuda.

**CRM systems:** BPM Online, Microsoft, Office 365, Cisco, Polycom.

## WORK PROCESS

CRM; CREATIO – for sales; Microsoft Office 365; Itil; HelpDesk; AGILE; SCRUM.

# PARTNERSHIP OFFER

## GOAL

The company is interested in projects related to its profile and in cooperation with other integrators.

## OUR COMPETITIVE ADVANTAGES

- 50+ employees, of which over 30 technical specialists
- 1000+ SMB and EMS customers
- 100+ sellers, of which 50+ Fortune 500
- 500+ large projects completed (> $50K)
- 20+ Gold / Platinum / Enterprise Status Partners
- 200+ certificates of technical & sales trainings
- 10+ major annual events and technical trainings
- 24x7x365 support and SLA contracts
- Commitment, scalability.

# CODE FACTORY

Founded: 2004

Ownership:
Vatamanescu Hanga Victor (100,00%)

Location: Delivery centers: Romania, Moldova

Delivery centers: Romania, Moldova

Local presence: Ireland, UK

Main serviced markets:
UK (65%), Canada and Netherlands (15%), USA (10%), Korea (10%)

Working Languages: Romanian, English, Russian

Annual growth: 20-30%

Serviced Languages: Romanian, English, Russian

Key sectors: Betting, E-commerce, Fintech, Healthcare.

Employees: ca. 190 (testers and developers)

**SERVICES**
Custom Software Development; Outsourcing: Dedicated Development Teams; Extended Team; Devops; Quality Assurance.

**AWARDS**
European Software Testing Awards (TESTA) 2013 for its testing center of excellence developed for OpenBet.


**CONTACT PERSON**

**Ghenadie Gorincioi**
Managing Director Moldova

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office@codefactorygroup.com

codefactorygroup.com


## TECHNICAL SKILLS/EXPERTISE

**Specializations:** test automation, performance testing, agile testing, mobile testing, game testing.

**Programming languages:** .NET; Java; PHP; JavaScript; Python; Ruby; Scala.

**Mobile and cross platforms:** Android; iOS; React Native; Xamarin;

**Big data:** Apache Spark, Hadoop

**Tools:** Selenium, FitNesse, JMeter, SoapUI, Jbehave, Test Link, HP QC, UFT, LoadRunner, IBM Rational Functional Tester, SOASTA CloudTest, etc.

**Quality standards:** ISO 27001:2013 Information Security Management.

## INFRASTRUCTURE

**Office space:** 1200 m2; 120 workstations.

**IT Infrastructure:** Server room, Internet (3 channels, 1 main dedicated line, 1 separated servers' line, 1 backup line).

## HUMAN RESOURCES

Delivery Manager x 3; Project manager x 4 (8 years' experience, 2 PMI certified); QA Specialist x 55 (8x – 1-3 years' experience; 35x – 3-8 years' experience; 12x - >8 years' experience); Developers x 100 (20x – 1-3 years' experience, 60x – 3-8 years' experience, >20x – > 8 years' experience); DevOps x 10 (2x – 1-3 years' experience, 4x – 3-8 years of experience, 4x – > 8 years).

## WORK PROCESS

Agile techniques (SCRUM, KANBAN).

Besides a large experience in developing e-commerce platforms for betting, Code Factory developed a platform for online selling of auto parts for a German company.

## CLIENT APPROACH

Able to work both on-site and remotely, the company works closely with the costumer to understand its unique business transformation goals, design best-in-class solutions and devise the most efficient plan for implementing the strategy across the organization. The client is always in control of the business, timeline and costs.

## CLIENT PORTFOLIO

OpenBet/Scientific Games; William Hill; Global Trade Corporation; Clever TV/ OnSport; Sporting Solutions (SPIN); Star Sports; Stefanini/ Extenda; Interoute; Validis; Dome; GapCap; Cortland Financial; Silxo; S&T; Newbridges; Vita Mojo; BMF.

# PARTNERSHIP OFFER

## OUR COMPETITIVE ADVANTAGES

- Niche experience and expertise in BETTING;
- Highly qualified team;
- Partnership model of cooperation;
- Customer centric;
- Specialized business experts in the fields we activate in;
- Local consultants in UK, Ireland;
- Flexible working models (dedicated team, project based cooperation).

# CREATIVSOFT SRL

Founded: 2010

CEO: Dumitru Curea

Ownership: Dumitru Curea (100,00%)

Location: Chisinau, Moldova

Main serviced markets:
Local 50%, International 50% (Romania and Germany)

Working and serviced languages:
Romanian, Russian, English

**PRICING:** 20+ EUR/hr, depends on project

### SERVICES

Website development - landing page, corporate website, online shop, online catalogue, mobile applications; Web design & branding – logo design, brandbook, visit cards design, custom web design; Print design – flyers, postcards, brochures, envelopes, banners; Customized web solutions; Outsourcing - frontend/backend development, web design.

### PRODUCTS

Creativ Soft CMS own content management system (CMS) -
a customizable tool that allows clients to create, edit, and publish content on their websites.

### CLIENT PORTFOLIO

ABM (Association of Moldovan Banks), Radiocom, Moldova Curata, Metroterm, Joma, Contabilsef, Admiral Travel, Paradyz Showroom, Aquarelle, Tomai Wine, Corso, Media Show Group

**Client groups:** Food and Beverages producers; Horeca; Logistics; Retail; Government Institutions; Retail; Fashion.

### CONTACT PERSON

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## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 9,000 | 11,000 | 47,600 | 27,700 |
| No. of employees | 5 | 5 | 8 | 8 |

## TECHNICAL SKILLS/EXPERTISE

**Programming Languages:** PHP, Javascript, HTML/CSS. **Front-end:** React JS, React-Native, Angular.js; Expo apps, Standalone applications; HTML5, CSS3, Bootstrap l'; SASS/LESS, JavaScript; Publishing to AppStore / PlayMarket;Social networks integration; API service, Integration; Responsive UI Design. **Back-end:** PHP (Laravel, Symfony, Yii2); WordPress; AWS; Docker; SQLite, JSON, Github, Bitbucket.

## HUMAN RESOURCES

1 Project Manager with 3+ year experience; QAx2 with 3+ year experience; Senior Developer x 3 with 5+ year experience; Middle Developer x 1 with 3+year experience; Junior Developer x 1; Sales manager x 1.

## INFRASTRUCTURE

**Office space:** The office is 80 m2 open space.

**IT Infrastructure:** Creativ Soft owns the full equipment needed to deliver high quality services: more than 10 pieces of advanced PC units, network equipment, highspeed internet, data backup servers for development (and rent Hetzner for production) etc. Operating systems - linux / mac / windows.

## WORK PROCESS

The process is transparent due to a developed project Life Cycle, consisting of 6 steps: analysis and project definition, cost and price estimation, web design development, website development, website launch and promotion, free technical support.

For communication within the project the company is using Jira, Slack, mail etc. Creativ Soft manages e-commerce systems, online shops with on-line payments. (PHP, Laravel). Creativ Soft developers have agile mindset, but for now none of their clients requested working with this method. Amo CRM is used for client management.

# PARTNERSHIP OFFER

## GOAL

To find partners and clients throughout the world.

## OUR COMPETITIVE ADVANTAGES

- Unique and responsive design. The perfect design architecture from scratch (no templates used), adaptable to any mobile device;
- Modern technologies - a high potential for successfully evolving businesses (React Native for mobile applications);
- Free technical support;
- Administrative panel - change the content of the entire website in seconds (own CMS developed by the company);
- Young and ambitious team.

# DIGITAL CHERRY SRL

**Creative concepts, breath-taking design, interactive websites, stable and secure web-systems.**

Founded: 2016

CEO: Alexandra Turuta

Ownership: Alexandra Turuta (100,00%)

Location: Moldova, Canada, Italy

Main serviced markets:
Local 70%, International 30% - UK, Italy, Romania and Germany

Working and serviced Languages:
Romanian, Russian, English, Italian

**PRICING:** Average 15-25 Eur/hr

### CLIENT PORTFOLIO

ProTV, Bottoni Moda, Ponti, Decimo, Starnet, Fincom, Website https://moonglow.md/

**Client groups:**

Banking sector; Service providers; Fashion and Cosmetics industry; Entertainment and media holding; IT companies.

### SERVICES

Branding Strategies, Logotype, Landing Pages, Key Virtuals, Graphic Design; Web Development; Marketing Strategies, Web Analytics, SEO, Digital Marketing; E-commerce; CRM; Mobile Apps.


### CONTACT PERSON

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**Mihai Tâbârnă**
Senior Project Manager
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### KEY INDICATORS

| USD | 2016 | 2017 | 2018 |
|---|---|---|---|
| Turnover | 11,300 | 66,300 | 60,000 |
| Profit | 4,000 | 8,600 | 12,100 |
| No. of employees | 4 | 19 | 25 |

### TECHNICAL SKILLS/EXPERTISE

**Web development**; **JavaScript –** Vue JS, Socket IO, Node JS, Express, JQuery, React JS; **CMS –** WordPress, Drupal, OpenCart, Cherry in-House CMS; **PHP –** Laravel, YII, Codelgniter.

### HUMAN RESOURCES

Project manager x 4; Team leader of designers (5 years of experience); Team leader of developers (4 years of experience); Web (UI/UX) & graphic designers x 6; Front-end developers x 3; Back-end developers x 4; Copywriter x 1 (3 years of experience).

### INFRASTRUCTURE

**Office space:** 220m2.

**IT Infrastructure:** >25 PC's (Apple, Microsoft, etc.); high speed internet; 2 own servers.

### WORK PROCESS

Digital Cherry has systematized business processes divided in 4 main stages of the project implementation: To do, Doing, Review and Done. The company is using Kanban with a mix of other Agile techniques to secure a healthy workflow and be ready for changes even in the middle of the project. The company developed several e-commerce platforms, for clients in fashion and cosmetics industry mainly from the Italian market (Wordpress, Magento).

### INNOVATION

The company developed a builder for e-commerce platforms called Cherry In-House CMS. It created a mass mailing solution for one of the biggest local printing houses and integrated solution of a platform or 6 sites for one of the biggest entertainment and media holdings in Moldova.

## PARTNERSHIP OFFER

### GOAL

The company is looking for client and partners - entrepreneurs, innovators and organizations that are seeking digital transformation.

### OUR COMPETITIVE ADVANTAGES

- Affordable services- the cost is ca. 4 times less than an in-house team.;
- Efficient workflows;
- Innovative and proactive team;
- Efficient communication: customer centric approach;
- Fast delivery of projects, without compromising quality or safety;
- Quality control: meticulous quality assurance before the first version is released.

# EBS INTEGRATOR

**Outstanding digital experiences in an accelerated rhythm.**

CEO: Vitalie Aremescu

Ownership: Vitalie Aremescu (100,00%)

Location: Chisinau, Moldova

Main serviced markets:
Europe (60%), Middle East (20%) and USA (20%)

Working and serviced languages:
Romanian, English, Russian

**PRICING:** Time vs Material: 35 – 45 EUR/h

**CLIENT PORTFOLIO**

**Global Database**, **Babaliste**.

**Client groups:** Betting, E-commerce, FinTech and Healthcare.

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 33,410 | 102,640 | 231,760 | 597,720 |
| Profit | 3,500 | 9,850 | 51,870 | 187,550 |
| No. of employees | 13 | 19 | 21 | 22 |

## SERVICES

**VAS or Complement Services:**

- Comprehensive code reviews;
- Infrastructure blueprinting;
- High-load and data streaming strategy and implementation;
- Native mobile and API production.

**VAS or Complement Services:**

- Infrastructure blueprinting;
- High-load and data streaming strategy and implementation;
- Native mobile and API productions
- Minimum Viable Products Delivery;
- Fully Packaged Software Delivery;
- System/Application Refactoring Services;
- System/Application Redesign Services.

## TECHNICAL SKILLS/EXPERTISE

**Infrastructure design and deployment:** Docker, GIT, GitLab, Sentry, Kubernetes, Kafka, Graylog, Redis, RabbitMQ, Sonatype Nexus, Jenkins, CentOS/Redhat Middleware;

**Backend and API Micro-Services:** Java, Spring, Python3, Django, Websockets, JWT, Node.js, PHP, Laravel, Codeigniter, Slim;

**Front-End Provisioning:** JavaScript, ReactJS, Redux, Vue.js, Vuex, Angular.js, jQuery, HTML5, CSS3, Bootstrap, Material Design, Rafael.js, BackBone.js, ExpressJS, KoaJS;

**Native and Cross-Platform Mobile Production:** Swit5, Storyboard, Autolayout, VIPER, Firebase Crashlytics, Fabric, Kotlin, JAVA, ADT, NDK, React Native, Flutter.

## INFRASTRUCTURE

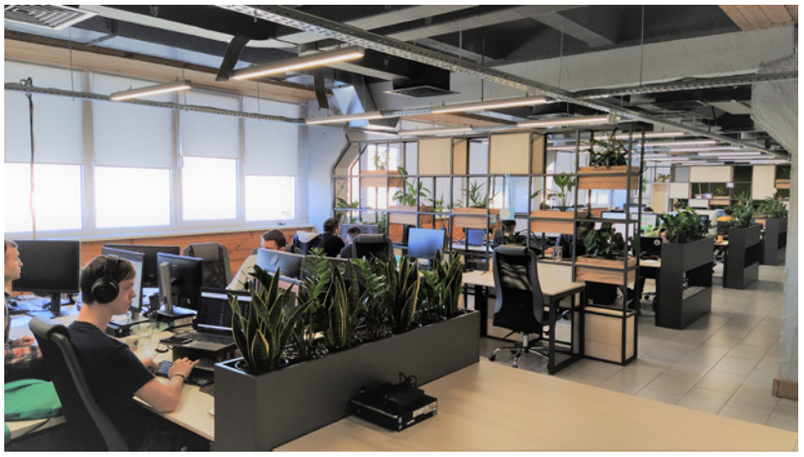
**Office space:** 1300m2 office, organized as open spaces, meeting rooms, sales and administrative spaces.

**IT Infrastructure:** 50+ units; Redundant Multihomed Data center; Self-owned network (ASN: AS206678).

## HUMAN RESOURCES

Team of 50 IT engineers.

3 Senior Project Managers (8 years' of experience); 15 Mid-Level Developers (2 to 3 years' of experience); 10 Senior Developers (4 years' of experience); 3 Senior Business Analysts (4 years' of experience).



## WORK PROCESS

**Integrated IT Process (CMMI L4)**

**Operational Level:** A combination of CMMI, with Balance Scorecard as the main performance management driver

**Project Management Level:** PMI-ACP \ **Agile** (Scrum & Kanban) optional Waterfall-Agile Hybrid Management (for fixed-price budgets, with a 40% budget variation). EBS Integrator is focused on delivering multi-tier marketplace platforms, that are delivered via microservice architectures. Most of the them focus on automation, process optimization strategies and enhanced redundancy and performance management strategies. EBS is an Agile-focused organization and flexibility is key in its service delivery. The company's consultancy add-on is available for each of its stakeholders and is one of the pinnacles that enable agility for EBS Integrator.

Fixed Pricing available – for instance, an MVP (per platform) can reach between 10 to 20K EUR, depending on scope.

## CLIENT APPROACH

EBS is designed as a customer-facing IT provider. It chooses best-fitting technologies, enables a complex communication layer and are highly available, even within long-distance deliveries. The company has several control checks at every delivery stage and provide alternative contact options. If something goes wrong, it will make sure to solve the issue in a timely mater, strongly defending the customer's interest. Particularly, therefore EBS is assigning an account manager, to each stakeholder, in addition to those pre-defined contact points implied in software architecture, planning and development.

Empathize, Iterate and Communicate are the core verbs throughout the entire lifecycle: from gathering critical requirements to monitoring the final product in production. This allows EBS to quickly identify and process solutions for the stakeholders – regardless of complexity or scale limits.

As a result, EBS hasn't had a single project drop, in its 10-year service history and 80% of the clients are either recurring or referral customers.

# PARTNERSHIP OFFER

## GOAL

EBS is looking for partners that would require Dedicated IT Provisioning Services across Betting, E-commerce, FinTech and Healthcare.

## OUR COMPETITIVE ADVANTAGES

EBS INTEGRATOR believes legacy systems are not a throw-out, but an opportunity and new ideas deserve a fast-to-market approach. Re-engineering "the old" into modern platforms and implementing processes as software is the shortest path to productivity and this is what it is best at.

— Powered exclusively by high quality peer-to-peer prospect relations;

— Incredible time-to-market metrics, enhanced service scalability and outstanding performance management strategies;

— 100% Delivery – 0 ditched projects;

— Highly qualified team;

— Full software life cycle development process;

— Customer centric delivery;

— 100% exclusivity for the developed business logic;

— Dedicated business analysis and IT consultancy for new and recurring products;

— A dedicated IT division for product development and maintenance, similar to in-house provisioning, without any recruitment, operational or management costs;

— A to Z digitization (from process to software);

— Just in time maintenance.

## CONTACT PERSON

**Vitalie Aremescu**
Co-Founder and CEO

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vitalie.aremescu@ebs.com

ebs-integrator.com

# ESEMPLA SYSTEMS

**GovTech solutions and services.**

Founded: 2009

CEO: Dorin Gritcan

Ownership:
Dorin Gritcan (100,00%)

Location: Chisinau, Moldova

Main serviced markets:
Central & Eastern Europe, Central Asia, CIS

Working and serviced languages:
English, Romanian, Russian

### PRICING

Individual. Esempla doe not provide outsourcing, thus no ''hours/worker'' option available.

### QUALITY STANDARDS

ISO 9001:2015 – Quality Management System

ISO 27001:2013 – Information Security Management

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 562,000 | 271,000 | 348,000 | 122,000 |
| Profit | - | 49,000 | 29,000 | - |
| No. of employees | 33 | 37 | 43 | 28 |

## SERVICES

**Build digital and data capabilities to improve public service delivery:**
Toolkit for building digital services: eIdentity Suite; eSignature; ePayment; eNotification; eRegisters; eAuthorizations; eProcurement, etc.
Interoperability services: enterprise integration; API management; analytics & stream processing.

**Cloud enablement to improve government operations:**
Infrastructure transformation: infrastructure provisioning; transition to cloud-native services usage; security and compliance.
Infrastructure automation: infrastructure provisioning; transition to cloud-native services usage; security and compliance.

## TECHNICAL SKILLS / EXPERTISE

**Software engineering:**

**Back end development:** Java, .NET, Go, PHP;

**Front end development:** Classic FE (Bootstrap, JavaScript,) Angular;

**DevOps automation:** CI/ CD; Kubernetes, IaC (Infrastructure as Code), release management;

**AWS Cloud solution architecture:** design architecture, cost optimization, cross-account strategy, audit.

**AWS Cloud SysOps engineering:** migration, backups, infrastructure, support.

**AWS, Azure Cloud-native development:** serverless cloud application – Lambda, Go, Phyton.

## INFRASTRUCTURE

**Office space:** 200m2; 35 workstations.

**IT Infrastructure:** 2 servers in the local data center for non-critical processes & apps; AWS infrastructure for developing processes and running critical ones; Internet (200 Mbps – internal; 100 Mbps – external).

## HUMAN RESOURCES

Project manager x 3 (10 years' experience, 2 PMI certified); Enterprise Architect x 2 (10 years' experience); Cloud Architect x 2 (3 years' cloud specific experience, 1 AWS certified); Software engineers x 15 (10 seniors, 5-10 years' experience); QA Specialist x 4 (1-5 years' experience).

## WORK PROCESS

**Project management methodology:** Agile: Scrum

**DevOps process:**

Planning: task management; Coding: code development and code review, source code management tools, code merging; Build: continuous integration tools, version control tools, build status; Test: continuous testing tools that provide feedback pertaining to business risks and determine performance; Package: artefact repository, application pre-deployment staging; Release: change management, release approvals, release automation; Operate: infrastructure installation, infrastructure changes (to ensure scalability), infrastructure configuration and management, infrastructure as code tools, capacity planning, capacity & resource management, security check, service deployment, high availability (HA), data recovery, log/ backup management, database management; Monitor: service performance monitoring, log monitoring, UX, incident management.

**Tools:** GitLab (GitLab-ci); Jenkins; Terraform; AWS Development Stack; Azure, Azure DevOps

## CLIENT PORTFOLIO

**e-Apostille, Ministry of Justice, Moldova**

Moldova is the only country that owns a fully online platform for application, issuing and verification of apostilles.

**MTender, Ministry of Finance, Moldova**

public procurements in Moldova are more user-centric and efficient because there are delivered through private platforms within a public-private partnership. Esempla is managing one of the private platforms e-Licitatie.

**eIntegrity, National Integrity Authority, Moldova**

all 70K subjects of integrity declaration submitted their statements within a month, according to legal regulations. All data about incomes and personal interests were verified and validated through cross-checking with all the relevant state-data stakeholders. (se include cee ace nu e in bold doar daca incape)

**Client groups:** Governments (e-Government agencies); Public authorities (Ministries, public agencies); Local authorities (City Hall).

# PARTNERSHIP OFFER

## GOAL

Looking for partners for long term collaboration.

## OUR COMPETITIVE ADVANTAGES

— broad expertise achieved while applying GaaP concept for public services digitization;

— Strong digital skills and capabilities in terms of workforce technology to enable a cloud operating model for the public service delivery;

— Experience with public sector emerging markets;

— 3 working languages (Romanian, Russian, English) enough to cover a wide area of CIS, Central Asia and South and Eastern Europe.


CONTACT PERSON

**Dorin Gritcan**
CEO

(+373) 79 404 037

dorin.gritcan@esempla.com

esempla.com

# FEEL IT

CEO: Ido Paldi

Ownership:
FEEL IT SERVICES (100,00%)

Location:
Chisinau, Republic of Moldova; Iasi, Romania; Paris, France

Main serviced markets:
France + other EU countries (40%), Israel (30%), Switzerland (20%), USA (10%)

Working and serviced languages:
Romanian, English, Russian, French, Hebrew

## SERVICES

**SOFTWARE DEVELOPMENT:** Outsourcing Nearshore / Inshore; Dedicated team or project based; Agile or Traditional Methods; Web, Mobile & Desktop Apps.

**MANAGED SERVICES:** IT Delivery and Management; Monitoring & Controlling; Post-production maintenance; Professional Reporting.

**IT SUPPORT:** 24 x 7 Availability; Remote Support and Help Desk; French & English IT specialists; Monitoring / Reporting.

## TECHNICAL SKILLS/EXPERTISE

**Technologies and frameworks**

**Server Platforms (Cloud):** Azure; AWS; VPS (Various).

**Programming Platforms & Frameworks**
**Back-End:** Java; .NET C#, ASP.NET, ASP.NET CORE; PHP (Laravel, Symphony); Ruby (Ruby on rails); NodeJS, Express;

**Front-End:** JavaScript, TypeScript; Vue.JS, Angular, React JS.; CSS, SCSS, LESS.

**Mobile application Development:** Java for Android; Kotlin (Android); Swift, Objective C; Ionic.

**Databases:** Microsoft SQL Service; Postgres SQL; MySQL (Maria); Redis, Sphinx, Mongo DB.

**DevOps & System Admin Services:** CI/CD Automation; Server & Infrastructure management; Log Management (ELK, Logstash); Server monitoring & L2 Support.

**QA Engineering Services Automation, Hybrid & Manual:**
Automation of full cycle & reporting; Jenkins CIMAVEN; Java Selenium; WebDriver / Selenide framework; Appium on IOS (xcuitest)/ Mobile apps automation; Aerokube SELENOID (Selenium grid); REST Assured and Javax TestNG and Cucumber (BDD); Extent Reports Git Jira Bug Trackng System (Zephyr plugin); Manual Testing; Mobile, Web, Native applications testing.

**Web Security & Penetration Testing Services.**

## HUMAN RESOURCES

The team is dispersed the following way: project managers in France, Romania and Moldova; engineers in Romania and Moldova. 30% of the team are SENIOR IT talent.
The R&D and support team is in Moldova.

CTO x 1 (15+ years' experience, PMI certified); COO x 1 (8+ years' experience); IT HR x 1 (10+ years' experience); Project manager + Business Analyst x 2 (5+ years' experience); Manual QA Specialist x 2 (1-5 years' experience). Automation QA Engineer x 1 (1-5 years' experience). UI/UX designer x1 (4 years' experience); DevOps engineer x2 (2-4 years' experience); Software engineers x8 (8 seniors, 5-10 years' experience); Software engineers x10 (10 juniors & middle, 5-10 years' experience);

Chisinau Office, Republic of Moldova

## INFRASTRUCTURE

**Office space:** 200m2, organized in one large office, 1 meeting room; 20+ laptops (mainly HP).

**IT Infrastructure:** Cloud based work; high speed internet.

## WORK PROCESS

Company works with JIRA, CODE REVIEW, etc. The software development methodology of the company is based on Agile techniques (SCRUM, KANBAN, WATERFALL). FEEL IT innovates at request.

## CLIENT APPROACH

Open and active communication, based on feedback internal & external, involvement and respect of commitments.

## CLIENT PORTFOLIO

**Client groups:** Logistics, Auto Parts, Tourism, Booking.

https://www.rgis.com; https://www.automotor-france.com; https://www.intervyo.com/en_US; https://ollami.com; https://www.travaxy.com; https://www.totalpartyplanner.com; https://ymagis.com; https://jumponline.ch

# PARTNERSHIP OFFER

## GOAL

Looking for Partners.

## OUR COMPETITIVE ADVANTAGES

— Over 10 years of experience in conducting offshore and nearshore projects;

— Multicultural working environment;

— Partnership logic;

— International approach;

— Implementation of complex projects;

— Full cycle of software development;

— Maintenance and customer support 24/7;

— High standards of quality assurance (automation, hybrid and manual);

— Experience with wide range of clients, starting from start-up's to global enterprise companies.

## CONTACT PERSON

**Timur Bartash**
IT Business Administrator

(+373) 69 563 349

timur.bartash@feel-it-services.com

**Ido Paldi**
Owner & Founder

ido.paldi@feel-it-services.com

feel-it-services.com

# GLOSSA STUDIO

Founded: 2017

CEO: Leonid Zaporojcenco

Ownership:
Leonid Zaporojcenco (100,00%)

Location: Chisinau, Moldova

Main serviced markets: UK (100%)

Working and serviced languages:
English, Romanian, Russian

### SERVICES

Project Management; System Architecture Design; Software Development; ERP Systems; E-commerce Platforms and CMS; DevOps and Infrastructure Management; Lower-level Programming; PCB Design and Prototyping; 3D Prototyping and Printing.

### CLIENT PORTFOLIO

Intelligent Storage Solutions (UK); Intelligent Lifecycle Solutions (UK)

**Client groups:** E-commerce, Electronic Refurbishment, Electronic Recycling, Data Erasure and more.


### CONTACT PERSON

**Leonid Zaporojcenco**
Managing Director

(+373) 69 148 813

enquiries@glossa.systems

glossa.systems


## KEY INDICATORS

| USD | 2017 | 2018 |
|---|---|---|
| Turnover | 3,216 | 25,433 |
| Profit | (8,420) | 4,725 |
| No. of employees | 2 | 3 |

## TECHNICAL SKILLS/EXPERTISE

**Programming:** Lower-level programming: C, C++ ; Web development: Python, JavaScript and JS Frameworks (AngularJS, React.js node.js), Core PHP and PHP frameworks (Laravel, Cake, Lumen), C#, .NET Core, REST, HTML/CSS, Bash, and more. **Databases:** PostgreSQL, MySQL, MariaDB, MSSQL. **ERP systems:** Odoo ERP. **Hardware development:** PCB Design and prototyping, ARM, Arduino, ATmega, 3D Prototyping, 3D Printing. **Ecommerce platforms and CMS:** nopCommerce, OpenCart, WordPress, WooCommerce. **DevOps and infrastructure management:** Linux OS, Amazon Web Services, Digital Ocean, CI/CD, Docker, Jenkins, Bitbucket Pipelines, O365. **Project management:** Agile culture and principles (Scrum, Kanban, and hybrid methodologies), continuous delivery, continuous testing, atlassian Jira & confluence sSoftware, Slack, and more.

## INFRASTRUCTURE

**Office space:** 100m2, organised in 4 office spaces; 12-14 workstations.

**IT Infrastructure:** Cloud Hosting (Amazon Web Services, Digital Ocean); High speed internet; Technologies – MacOS, Linux, ARM.

## HUMAN RESOURCES

Managing Director – x1; Tech Lead – x1 (8+ years of experience in software development); Project Managers – x2 (5+ years of experience); Software Engineers – x4 (Senior & Middle Level); Hardware Engineers – x1 (8+ years of experience); Marketing Manager – x1.

## WORK PROCESS

The company is using: Agile project management culture and principles (Scrum, Kanban, and hybrid methodologies); Continuous Delivery and Continuous Integration; Continuous Testing; Version Control (Git); Development, product and API documentation management.

# PARTNERSHIP OFFER

### GOAL

To find partners to collaborate with.

### OUR COMPETITIVE ADVANTAGES

- Young and Ambitious team;
- Full software/hardware life cycle development process;
- Customer centric;
- Result-driven mindset;
- Individual and unique solutions;
- Process transparency & information security;
- Ready for long-term commitment.

# INFIGO SOFTWARE

**Personalized print and marketing engagement solutions, easy-to-use and easy-to-integrate systems for non-techies in the print, retail, corporate and creative agency industries.**

CEO: Gibson Douglas Robert, Jardan Sergiu

Ownership:
Gherman Roman (33,33%), Gibson Douglas Robert (33,34%), Jardan Sergiu (33,33%)

Location:
Chisinau, Moldova; London, UK; Miami, Florida, USA

Main serviced markets:
UK – 70%, USA – 30%, Switzerland

Working and serviced languages:
English, Russian, Romanian, Italian

**PRICING:** Medium +, 20-50 EUR/hour

### CLIENT PORTFOLIO

Hershey's; Crush Tag; British Gas; Macfarlane packaging, etc.

**Client groups:** Retail, Corporate, Packaging.

### HUMAN RESOURCES

Developers x 2 (10+ years' experience); x 4 (5+ years' experience); x 2 (junior); QA x 3 (4+ years' experience).

### CONTACT PERSON

**Sergiu Jardan**
Unit Managing Director

(+373) 69 662 999

sergiu.jardan@infigosoftware.com

infigosoftware.com

## KEY INDICATORS

| USD | 2016 | 2017 | 2018 |
|---|---|---|---|
| Turnover | 38,285 | 187,541 | 217,643 |
| Profit | 3,853 | 34,911 | 43,571 |
| No. of employees | 2 | 12 | 21 |

## SERVICES

**Main products:**

**CATFISH:** CATFISH EDITOR; MegaEdit PRO; MegaEdit PHOTO; Symphony; Infigo Designer; CATFISH Hybrid Mail; Professional Services; Digital Marketing.
**SOLUTIONS:** Software Solutions; In-Plant Facilities; Estate Agents; Packaging & Labels; Digital Marketing.

## TECHNICAL SKILLS/EXPERTISE

Strong knowledge of client side and T-SQL development, Agile working environment Infigo works with the latest technologies and strives to always improve and optimize the code and processes.

## INFRASTRUCTURE

**Office space:** 150m2, organized in 2 office spaces, 1 meeting room.

**IT Infrastructure:** 15+ units (DELL); External server (AWS, AZURE).

## WORK PROCESS

Company is based on Jira and Charlie HR. Powerful e-commerce platform – CATFISH, enables retailers to gain fast access to the personalized merchandise and gifts market. Infigo favors Agile software development methodology. The company innovates at request, but mostly in-house.

# PARTNERSHIP OFFER

### GOAL

To find reliable long-term partners (Western Europe, USA).

### OUR COMPETITIVE ADVANTAGES

- Workflow efficiency: automated design-to-production workflows;
- Tailored user experiences;
- Customized web to print storefront: create beautiful bespoke storefronts with dynamic design tools;
- Variable data printing: company's tools allow personaliza tion-on-demand with an easy-to-use customer interface;
- Cloud based products;
- Value-added partnerships: MIS, CRM, DepositPhotos, Docu mobi, HP Indigo;
- A complete web to print e-commerce solution available globally to a breadth of industries;
- Full assistance, integration services and business development with a dedicated supportive team;
- Innovative and approachable company culture.

# INTHER SOFTWARE DEVELOPMENT (ISD)

CEO: Radu Corlateanu

Ownership:
INTHER INTERNATIONAL B.V.; (60%), Radu Corlateanu (40%)

Location:
Chisinau, Moldova; Netherlands

Main serviced markets:
EU (Benelux, Germany, UK - 95%), Moldova (<5%)

Working and serviced languages:
Romanian, English, Russian

Annual growth: 25%

### CLIENT PORTFOLIO

DHL, River Island, Aldipress swets, Becor

**Client groups:** Logistics and Engineering.

### PRICING

Medium +, 20-50 EUR/hour

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 155,156 | 265,442 | 325,068 | 429,077 | 1,625,602 |
| Profit | 19,007 | 21,850 | 32,186 | 67,618 | 290,422 |
| No. of employees | 18 | 29 | 33 | 41 | 48 |

ISD is a spin-off of the Dutch Inther Group. Today ISD is still a strategic development and maintenance partner to Inther but it has developed to a 2-way relationship. When needed, Inther supports ISD and its clients in The Netherlands. In this way the company can assure that the projects have a solid Dutch back-up. Starting up as part of their development team it soon became a company in its own.

## SERVICES

The service ISD offers can be easily summarized: it's JAVA.
Their offering consists of three types of outsourcing approaches: Innovation; Product development; Maintenance.

## TECHNICAL SKILLS/EXPERTISE

**ISD** has a solid experience in developing applications based on **Java platforms such as J2EE, J2ME and J2SE.**

**Java Technologies:** Spring; JTA; JSF; JSP; Hibernate; JMS; ActiveMQ; Camel.

**Frontend:** React; Angular; Vue.

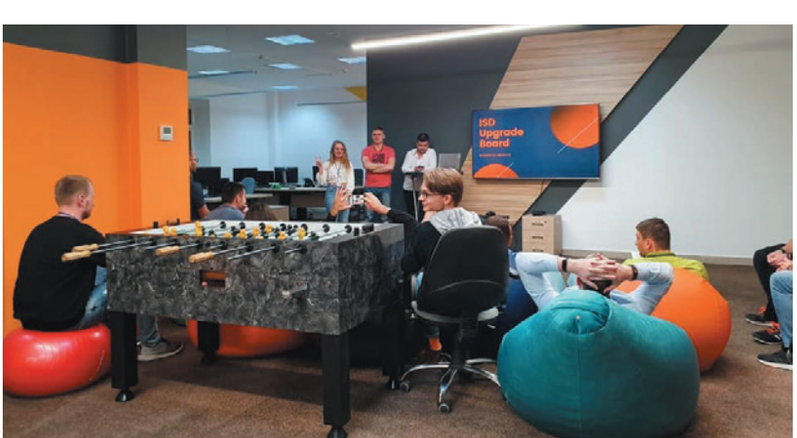
**Relational Databases:** Oracle; PostgreSQL; MySQL; H2; SQLite.

**Platforms:** Windows Server; Android; AWS.

**Version Control and Defect tracking:** JIRA; GIT/SVN; Maven; Jenkins; Confluence; Dokuwiki; Junit; Cucumber.

## HUMAN RESOURCES

Senior Developer (10 seniors, 6+ years of experience); Middle Developers (10 middle, 3+ years of experience); Junior Developers (19, 0+ years of experience); QA (2 Senior Testers); Project manager (2 PMs).



## INFRASTRUCTURE

**Office space:** 1000m2 open space, organized in 7 areas; 13 working pots/places; 50 units.

**IT Infrastructure:** Internal and External (Netherlands) server; 2 Optic fiber internet channels.

## WORK PROCESS

As IT process management the company is based on JIRA, CONFLUENCE.

IRP – for HR/Recruitment.

CRM – for Sales.

ISD favors Agile software development methodology. The customer's benefits are: feedback on an early stage of the project; transparent processes; quality ensured by the framework.

Innovation is done in-house: Warehouse Management System (WMS) designed for smart control of the automated and mechanized processes in a warehouse. The company can innovate at clients' request.

## CLIENT APPROACH

ISD encourages the client to be involved in the project development cycle from the very outset. Thus, it minimizes the risk of exceeding the budget and not meeting the deadlines. The client is more in control and can easily influence the end result.

1. User definition – ISD defines the core functionality and the scope of the project;
2. Kickoff – analyzes the most important features and prioritizes them together with the client. The tasks are broken down and arranged into sprints;
3. Implementation – daily 15 min meetings measure the progress and detect the issues that are blocking the team. Clients receive progress status reports on regular basis. At the end of the sprint the team deploys the solution for client's review and approval.
4. Deployment – ISD presents the result of the work to the customer at the end of each sprint.

# PARTNERSHIP OFFER

## GOAL

To find new partners (Benelux).

## OUR COMPETITIVE ADVANTAGES

— Top talent – The ISD team is professional, organized, and highly qualified;

— Full-transparency - daily check-ins and desk time reports; constant communication via Slack/Skype;

— Cost - lower your costs by 30-40% by building a dedicated development team;

— Managed service – ISD offers a fully-managed development service. The client gets a dedicated project manager at no cost;

— Time zone - ISD works in US/UK time zone, hence it keeps constant communication and can deliver software faster.

— Cultural compatibility and language proximity;

— Quality services;

— Educated professional pool;

— Technical infrastructure (Java);

— Language proximity.

**Pricing methods:**

— Infrastructure;

— The value of long-term contracts;

— Extension potential.

## CONTACT PERSON

**Radu Corlateanu**
Managing Director

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isd-soft.com

# IT FINTECH

**FinTech solutions for any kind of business.**

Founded: 2018

CEO: Sergiu Motreac

Ownership: Sergiu Motreac (100%)

Location: Chisinau, Moldova

Main serviced markets:
Middle East (60%), Europe (35%), Moldova (5%)

Working and serviced languages:
English, Romanian, Russian

**PRICING:** 35-45 USD/hour

## CLIENT PORTFOLIO

**Client groups:** FOREX, Banking.

## TECHNICAL SKILLS/EXPERTISE

**Programming languages:** C#, C++, Java, PHP, JavaScript

**Frameworks:** jQuery, .NET, .NET Core, ASP.NET MVC, Entity Framework, Angular, React, Knockout.JS, FIX 4.4, SignalR, RabbitMQ

**UI/UX:** Metronic Templates, Bootstrap, Angular Material

## INFRASTRUCTURE

**Office space:** 200m2; 10+ workstations. Cloud based work; high speed internet.

## QUALITY STANDARDS

Providing integrated and robust quality solution via Continuous delivery with SIT and UAT phases.

## CONTACT PERSON

**Sergiu Motreac**
Managing Director

(+373) 67 147 741

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itfintech.md

ITFT
IT Solutions for your Business

## KEY INDICATORS

| USD | 2018 | 2019 |
|---|---|---|
| Turnover | 96,892 | 318,7122 |
| Profit | 8,050 | 3,235 |
| No. of employees | 12 | 12 |

## SERVICES

Advanced Web Solutions; Custom Software Development; Product Design, Research and prototyping; Outsourcing; DevOps; Hosting.

**FINTECH:** Financial Technologies (More than just MetaTrader 4/5); Trading platform administration; Platforms Integration and Customization; Full Ready solution for Brokers; Payment Gateway and integration; eWallet, Fund Management, Social trading, Manager API, Server API, etc.

**BLOCKCHAIN:** Creating a blockchain network; Creating an own cryptocurrency; Creating tokens in Bitcoin, Stellar, Ethereum, Omni, etc.; Defining the blockchain solution for a practical real-world problem. HyperLedger Indy, Fabric, etc.

## HUMAN RESOURCES

Project Manager x 2 (6+2 years of experience); Solution Architect x 2 (7+3 years of experience); Software engineers x 8 (5 seniors, 4-15 years' experience); QA Specialist x 3 (2-5 years' experience); DevOps x 1 (7 years of experience).

## WORK PROCESS

As IT process management the company is based on: YOUTRACK tool. IT FINTECH has a large experience in developing MERCHANT PORTAL – payment gateways. IT FINTECH favors AGILE software development methodology.

# PARTNERSHIP OFFER

## GOAL

To find Partners to collaborate in Digital Identity Platform (Self-Sovereign Identity) via Blockhain technologies.

## OUR COMPETITIVE ADVANTAGES

- Full circle of services and technological solutions for the financial markets;
- Qualified team in blockchain development, ready to implement custom solutions;
- Latest and most optimized technologies in the industry;
- Team of certified specialists with solid technical knowledge and business development experience;
- Accurate time, costs and resources management;
- A detailed step-by-step approach from prototyping, launch, and post-launch maintenance;
- Adaptive design that incorporates the branding elements of the client;
- Transparency feedback and guaranteed security;
- Support during the whole development period and post-production.

# META SISTEM

**Automation of business processes on the basis of 1C platform.**

Founded: 2006

CEO: Costeva Irina

Ownership: Muhin Mihail (100%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (30%); Kazakhstan, Romania and France (30% the three altogether), Germany (20%); Ukraine (20%)

Working and serviced languages:
English, Romanian, Russian

### SERVICES

Account automation: Accounting; Trade management; C ompany management; Production Management; Retail;

Web Development; Outstaffing of IT Specialists.

### TECHNICAL SKILLS/EXPERTISE

JavaScript, HTML/CSS, PHP, 1C

### CLIENT PORTFOLIO

Price Intelligence (Germany); LaSeche (France); VIL (Germany); Fasivery (Switzerland).

**Client groups**: Production, Retail, Start-Ups/Web services, FinTech - Outstaffing.

### CONTACT PERSON

**Anton Cucer**
Partner

(+373) 60 571 071

anton.cucer@meta.md

metawebart.com / meta.md

META

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 145,941 | 248,881 | 160,290 | 575,988 | 1,200,000 |
| Profit | 23,043 | 134,475 | 77,016 | 66,500 | |
| No. of employees | 13 | 8 | 5 | 36 | 50 |

## INFRASTRUCTURE

**Office space:** 100m2, organized in 2 offices.

**IT Infrastructure:** 20 units; 2 fiber-optic internet channels

Meta Sistem adapts **remote working model.**

## HUMAN RESOURCES

Project manager x 19 (over 4 years of experience); Developer (Programmer) x 8 (over 5 years of experience); Software Engineers x 8 (over 7 years of experience); Designer x 3 (over 7 years of experience); Sales Manager x 4 (over 4 years of experience); Marketer x 3 (over 4 years of experience).

## WORK PROCESS

CRM; ERP System; Task Management System; AGILE, SCRUM – for long term projects; HYBRID WATERFALL – for projects within 6 months; WATERFALL.

The company elaborated online shops, such as: www.laseche.fr; www.veryimportantlot.de; www.exterior.md; www.inthedark.ch.

# PARTNERSHIP OFFER

## GOAL

The company is interested in finding a partner.

## OUR COMPETITIVE ADVANTAGES

- 15 years on the market of IT services;
- Specialization in the development of individual web projects (web applications and online services);
- Organization of interactions between accounting systems and websites of any complexity by one executor;
- Improvement and maintenance of management systems and websites, developed by other party/ third party contractors;
- A complex and integrated approach to the support of IT solutions of the Customer: website, ERP, CRM, and their system administration/management;
- Development of web projects through the most popular web technologies;
- Fixed terms of the projects;
- The Agile approach to design approval with the final client.

# PENTALOG

**Integrated engineering, product development and business innovation company.**

CEO: Frédéric Lasnier

Ownership: Pentalog France 100%

Location:
France, USA, Germany, United Kingdom, Moldova, Romania, Mexico, Vietnam

Main serviced markets: USA, Europe

Working and serviced languages:
English, French, Romanian, Russian, Spanish

### CLIENT PORTFOLIO

Rue de la Paye ; Otosense; Rakuten; NewStore; PlayBac; Coravin; Voyage-Prive; Wikifalia; Fred de la Compta; PAP, etc.

**Client groups:** Tourism, Banking, Education – Universities, Heath – Hospitals, Media, Electric grid, Textile, Automotive.

### QUALITY POLICY

ISO 9001 CERTIFIED since 2008

Pentalog

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 2,548,700 | 3,568,700 | 4,343,100 | 4,540,300 |
| Profit | 229,700 | 197,900 | 266,100 | 181,800 |
| No. of employees | 99 | 122 | 129 | 143 |

## SERVICES

Pentalog's Agile UX/UI design teams put user-centric expertise to work alongside our product owners and engineers to create intuitive, human-centered products through iteration and testing. Pentalog delivers Agile UX/UI design services for web, applications, eCommerce, Software, IoT.

## TECHNICAL SKILLS/EXPERTISE

Java, PHP, .NET, JavaScript (NodeJS, ReactJS, VueJS, Angular), Go, Python, Android, iOS, React Native, Kotlin, Swift, Flutter, Quality Assurance. DevOps, IT Security, Due Diligence, Agile Consulting, Marketing Automation, UX/UI, Product Design, Digital Innovation.

## INFRASTRUCTURE

**Office space:** 1550 m2; 230 workstations.

**IT Infrastructure:** 2 servers in the local datacenter; Internet (1000 Mbps – internal; 200 Mbps – external).

## HUMAN RESOURCES

With 1,100+ engineers in-house and access to more than 400,000 vetted profiles, we can staff nearly any type of software or digital project, typically within 4 weeks.

## WORK PROCESS

Thanks to 20 years of experience of building digital products in outsourcing and Agile, Pentalog has created a set of rules that they call a collaboration framework. Depending on each specific context, the collaboration framework is adjusted together with the client.

ISO-certified service in all Pentalog's nearshore and offshore delivery centers.

## AGILE

Agile methods applied by Pentalog are based on 3 main principles:
— Increase visibility of the team's work;

Pentalog use Kanban methodology and a task board in order to visualize the team's workflow.
— Limit Work-In-Progress (WIP);

Company applies WIP, which is Kanban core concept that refers to finding the right equilibrium between the team's capacity and the client's demand.
— Optimize lead time;

The next step after setting WIP limits is to measure the average time necessary to take one item through all the board stages in order to increase predictability, commit to SLAs and meet the release plan.

## INNOVATION

Pentalog's digital innovation bundles may include the following services, depending on project requirements: Lean strategy workshops, Customer interviews, Customer surveys, Concept development, System level design, Backlog development, Rapid prototyping, MVPs, Go-to-market testing, Full-stack web & mobile development.

## PRICE POSITIONING

Transparent service pricing due to extensive platform developed in-house. https://my.pentalog.com/, where clients can find the operated tariffs and can estimate the services cost for the project themselves.

## CLIENT APPROACH

English and French speaking developers across three continents, allowing you to find IT experts in or near your time zone. Flexible work models that enable customers to choose between dedicated teams, tech specialists for your in-house team, or freelance IT specialists. Our governance approach is based on the alignment with the client on the most relevant KPIs and the way of leveling them based on a Maturity Model. During the steering committee with the client, among other steering topics, the KPIs are analyzed, interpreted, and new goals defined (e.g. to Increase Security from Almost Good to Good according to the definition provided in the table).

Pentalog's Agile teams deliver 300 digital products yearly. Over a dozen clients have chosen to work with Pentalog for over a decade, and some for even longer.

# PARTNERSHIP OFFER

## GOAL

— Looking for partners (EU);

— Investment attraction in the development of a new product (focus cloud-based).

## OUR COMPETITIVE ADVANTAGES

— Pentalog is the only end-to-end digital services player in the market;

— A 100% commitment to building trust and transparency. Developing high-quality digital products requires trust and transparency;

— Delivering products that work is just the start of adding value. Our true mission is to help clients create products and grow their business, responding to unmet user needs and evolving over time to engage and retain users. That's why we embrace Lean thinking, Agile/Scrum methodologies and DevOps best practices so that we can quickly create, deploy, test and iterate;

— We offer flexible engagement models to support all of your short and long-term objectives, including outsourcing, recruitment and freelancing;

— Our deep talent pool and proven ability to hire and retain digital professionals ensures access to world-class resources at a price that won't break the bank. A 100% commitment to building trust and transparency. Developing high-quality digital products requires trust and transparency. across our entire platform.

## CONTACT PERSON

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Administrative and Financial Manager

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pentalog.com

# RITLABS

**Integrated engineering, product development and business innovation company.**

Founded: 1998

CEO: Maxim Masiutin

Ownership:
Masiutin Maxim (50,00%), Tanurcov Stefan (50,00%)

Location: Chisinau, Moldova

Main serviced markets:
Russia - 54,17%, Germany – 13,78%, Poland - 11,14%, US - 4,11%, UK - 1,71%, Kazakhstan – 1,65%, Czech Republic - 1,36%, France - 0.90%, rest of the world: 11,18%.

Working and serviced languages:
Romanian, English, Russian, German, Polish.

### CLIENT PORTFOLIO

**Client groups:** Government and educational institutions, commercial and nonprofit organizations as well as private users.

### HUMAN RESOURCES

Programmers x3 – senior (>10yr); User requirement specification analysts x3 – senior (>5yr)

### INFRASTRUCTURE

**Office space:** 250m2; 15+ units.
**IT Infrastructure:** Servers distributed geographically (Russia, Germany, USA); 2 own servers in Moldova (HP ProLiant); Optic fiber internet channel.

**PRICING:** Compared to Microsoft Outlook the prices are lower.


### CONTACT PERSON

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Director

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www.ritlabs.com


RITLABS

## KEY INDICATORS

| USD | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|---|
| Turnover | 622,431 | 431,770 | 377,000 | 393,619 | 291,593 |
| Profit | (64,470) | 98,183 | (26,733) | 77,204 | 16,382 |
| No. of employees | 15 | 13 | 12 | 12 | 11 |

## SERVICES

**The Bat!** - a secure desktop email client for Windows, built to protect the correspondence against third-parties.

**The Bat! Voyager** - a portable email client software which can be launch from any USB or portable media on any computer running Microsoft Windows.

**BatPost** - a fast, easy and safe system with secure data storage and transmission, suitable for all kinds of companies. It is simple to install and easy to manage.

## TECHNICAL SKILLS/EXPERTISE

**Desktop software development** – (Delphi, C, assembler – 3 employees >10yr experience);

Software requirements (User requirement specification – 3 employees >5yr experience).

## WORK PROCESS

BITRIX, MANTIS, REDMINE; AGILE techniques- DevOps.
The company innovations ALWAYS come IN-HOUSE. RITLABS is releasing new versions of THE BAT!

# PARTNERSHIP OFFER

### GOAL

Interest in finding new clients. Potentially opening sales offices in Russia and Germany.

### OUR COMPETITIVE ADVANTAGES

- Ritlabs programs allow working without using Web interfaces and global email providers that store messages in the cloud;
- The programs improve end user productivity by implementing unique features, the ones that help not only filter but also compose emails effectively;
- Trust and loyalty of the customers and the dedication of its employees;
- Commitment to delivering the best user experience;
- Continuous improvement of the quality of the products;
- Loyal customer base since 1998, mainly in Russia and Germany.
- Small independent company, flexible and adapt to an ever-changing environment;
- Stable, reliable and predictable partner for the companies that distribute and deploy its products to end users;
- Sustained interest in its programs ensures stable profit for partners.

# RTS
# (RETELE TERESTRE)

**Dynamic IT solutions provider**

CEO: Cioclea Victor

Ownership: Nicolaev Virginia (100,00%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova – 60%, Germany, Austria, Russia, Denmark, Romania, USA, Ukraine – 40% (all together)

Working and serviced languages:
Romanian, English, Russian.

### CLIENT PORTFOLIO

CRM Solutions for bank, Gov and NGO sectors; Web Sites for SMB and GOV sectors; eLearning Platform for NGO; CATI and CAPI for Gov and NGO sectors

**Client groups:** web development – smb, banks, retail, gov, NGO, cyber security – smb, banks, gov, retail.

### HUMAN RESOURCES

Project manager x2; Sales manager x1; Developer (designer, back-end, front-end) x6; Informational Security Manager x1; Network Administrator x1; Systems Administrator x1; Legal adviser x1; Accountant x1

### CLIENT APPROACH

Strongly client oriented. The company understands the importance of communication while creating an IT project, so it is flexible to use any systems of communication, based on client's preference.

**PRICING:** Medium

**QUALITY STANDARDS:** ISO 9001:2015; ISO 27001:2013


### CONTACT PERSON

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CEO

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RTS.one

## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 94,819 | 134,925 | 203,214 | 177,918 |
| Profit | 11,852 | 23,822 | 17,368 | 10,791 |
| No. of employees | 7 | 7 | 7 | 7 |

## SERVICES

Web development; IT audit and consulting; IT maintenance and support; web solutions and web design; IT security services; e-commerce development; business solutions; cloud solutions.

## TECHNICAL SKILLS/EXPERTISE

**Services:** Branding; UI/UX Design; Full Stack Development; Database Architecture; Enterprise Applications; Mobile Applications; API Integration. **Programming Languages:** PHP; JavaScript. **Markup and style:** HTML 5; CSS 3. **Tools and Libraries (js css):** jQuery; Bootstrap. **Javascript Frameworks:** VueJS; NodeJs. **PHP Frameworks and CMS:** Laravel Frameworks; Voyager CMS; Wordpress CMS. Architecture: Web Apps; Rest full api. **Integration with third-party systems:** Google Apis; Facebook Api; Yandex Api; Any other API. **DataBase:** MySql; MongoDb; Redis; PostrgreSQL; ElasticSearch. **Platforms:** Microsoft Windows; Linux;Android; Mac OS. **Web Servers:** Apache; Nginx. **Protocols:** HTTP/HTTPS; FTP/SFTP; SOAP; POP3; SMTP. **Version Control:** Git. **Management Tools:** Redmine; Taiga. **Developer Tools:** Docker; WebStorm; Visual Studio Code; PhpMyAdmin; HeidiSQL.

## INFRASTRUCTURE

**Office space:** 130+m2, organized in 4 office spaces; 2 meeting rooms.
**IT Infrastructure:** Server Room, 25+ units, 3 Optic fiber internet channels.

## WORK PROCESS

REDMINE/ TAIGA. AGILE. RTS is constantly seeking innovations that drive amazing results. The company wants to ensure that end-users can quickly benefit from new and higher-quality features.

# PARTNERSHIP OFFER

## GOAL

**Find partners** - Security solutions, other IT solutions for MD Market;

**Find clients** –Web development, Web design, IT Consulting and Audit.

## OUR COMPETITIVE ADVANTAGES

- Flexibility - cooperation with the clients according to any convenient plan – whether it is subscription services, hourly rates or contract per project;
- Transparency;
- Good communication channels;
- Constantly upgrading the qualifications in order to provide the best quality services;
- Cost cutting – operational and labor costs in Moldova are extremely competitive, and face to face meetings are a "low-cost" flight away;
- Language proximity - RTS is international and multilingual;
- Strong partnership with biggest vendors: Bitdefender;
- Determination and involvement; integrity and professionalism; initiative and innovation; trust and respect.

# SMART ITWORKS

Founded: 2017

CEO: Pavel Melinic

Ownership: Pavel Melinic (100%)

Location: Chisinau, Moldova

Main serviced markets:
Ukraine, Kazakhstan, Kirgizstan, Uzbekistan - 65%; USA, Canada, UK, Israel, Australia – 30%; Moldova - 5%.

Working and serviced languages
Romanian, English, Russian.

### HUMAN RESOURCES

99% - IT Senior Talent; CTO x 1 (22+ years' IT experience); Project manager x 3 (3-10 years' experience); BA x 1 (10+ years' experience + 22 years' experience as a PM); Software engineers x 9 (9 seniors, 5-10 years' experience); SQL Developers x 3 (5-15 years' experience); Designer x 1 (15 years' experience); System administrators x 2 (10+ years' experience).

### TECHNICAL SKILLS/EXPERTISE

**Frontend:** React, Angular, Vue.
**Backend:** .Net (ASP.Net), PHP, Nodejs, Java, Python.
**Database:** MS-SQL, MongoDB.
**Mobile:** React Native, Ionic, Flutter, and others.

### CLIENT PORTFOLIO

Automall; Eurogarage; Supraten; Tanauto (Kazahstan); Autoline (Uzbekistan); Apination (USA); Gates (Australia).

**Client groups:** automotive, e-commerce, IT, Horeca, social responsibility.

**PRICING:** Medium +, 30-50 EUR/hour


### CONTACT PERSON

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Chief Operating Officer

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### KEY INDICATORS

| USD | 2017 | 2018 | 2019 |
|---|---|---|---|
| Turnover | 0 | 172,376 | 364,248 |
| Profit | (8,250) | 17,100 | 11,070 |
| No. of employees | 9 | 21 | 29 |

### SERVICES

IT Solutions and Outsourcing services related to e-commerce, web development, software development, mobile applications, as well as IT consultancy and support. (Web Development ; Mobile Applications ; Systems Integration ; Consultancy and Analysis; Automation; ERP Systems; Support; SEO ; E-commerce SEO; Technical SEO; On-page SEO; Off-page SEO; Google Ads; Bing Ads; Design). ITWorks also has wide experience in staffing/team augmentation.

### INFRASTRUCTURE

**Office space:** 320m2;33 units; Internal and External servers.

### WORK PROCESS

The company works with Jira and Hubstaff. It has a very large experience in developing e-commerce platforms. ITWORKS favors AGILE software development methodology. It facilitates, enables, promotes and celebrates innovation to solve key business problems and also to provide a new outlook for enhancing established methods.

## PARTNERSHIP OFFER

### GOAL

To find reliable long-term partners.

### OUR COMPETITIVE ADVANTAGES

— Flexibility.

— Very deep analysis and expertise of the client's system/idea/situation and needs.

— 99% of the team represented by seniors:

CTO – Sergei Belyi - has 20+ years' experience in programming and is responsible for introducing innovation in the governmental systems. ITWorks CTO implemented the contemporary Passport System in the Republic of Moldova and in Kyrgyzstan.

CEO – Pavel Melinic - has been a member of the Board of Directors of various large companies during the last 10 years, and was invited as speaker at Groupauto International Congress 2019.

— In 2017 ITWorks has undergone a lengthy and thorough testing and validation process by Silicon Valley specialists and has launched several projects for the Silicon Valley companies.

— Big global companies as KPMG and Groupauto International as clients.

— In 2020 the company has launched the collaboration with the e-Governance Agency, P.I., Republic of Moldova within the governmental tender project: "Consulting services for the design, development, configuration and deployment of the new version of the public service portal".

# TAKE IT

**System Integrator.**

Founded: 2016 (part of Dragan Group)

Managing Director: Petru Moraru

Ownership: Vasile Dragan (100%)

Location: Chisinau, Moldova

Main serviced markets: Moldova (100%)

Working and serviced languages: Romanian, English, Russian.

Annual growth: 20-30%

**PRICING:** Medium

### CLIENT PORTFOLIO

The most loyal customer is Moldretail Group, we offer technical maintenance for 107 supermarkets. Take IT SRL offers in store retail security, such as EAS antennas, in such stores as: Maximum, Bomba , Tagaer , Baby boom, Aridon , OVS , OODji , Celio , Colins , Ovico , Trend , Milavtsa , Salamander, Vizaje –Nica, Azart.

**Client groups:** Food retail, Commercial, Wine industry, Pharma, Fashion retail.

### CLIENT APPROACH

TAKE IT works closely with the costumer to understand its unique business transformation goals, design best-in-class solutions and devise the most efficient plan for implementing the strategy across the organization. The company works with the client through the entire engagement life cycle.

### CONTACT PERSON

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**Serghei Calmicov**
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## KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 |
|---|---|---|---|---|
| Turnover | 0 | 199,585 | 944,257 | 127,226 |
| Profit | 0 | 38,285 | 432,801 | 486,329 |
| No. of employees | 0 | 9 | 20 | 24 |

## SERVICES

IT Consulting; IT Services; Information Security; LAN Tracing; Software:Microsoft Partner; BitDefender Antivirus Partner. IT Equipment; Commercial Equipment; Anti-theft system; Audio-translation system; Video surveillance system; Control Acces; Supplies.

## TECHNICAL SKILLS/EXPERTISE

Security skills include expertise in identity and access management, threat/vulnerability assessment, encryption, data loss prevention, incident analysis, governance, compliance and auditing; Software proficiency; Project management; Business intelligence/analytics: Companies want to get as much as possible from their data in order to gain a competitive edge; Software upgrade / Software update.

## HUMAN RESOURCES

IT Analytic x 2 (10+ years experience); Network Administrator x 3 (10+ years experience); Software Engineer x 2 (30+ years experience); Telecommunication Engineer x 1; Economic Efficiency Specialist x 1; Sales x 2.

## INFRASTRUCTURE

**Office space:** Office space – 200 m2, organized in 5 offices (for Administration, IT Support, Commercial Department, Development Department), 150m2 – depot, 40 workstations;

**IT Infrastructure:** Server room,Internet (3 channels, 1 main dedicated line, 1 separated servers' line, 1 backup line).

## WORK PROCESS

TAKE IT uses 2 records systems: CRM - requests from customers; Internal Intranet.

# PARTNERSHIP OFFER

### GOALS

To find partners.

### OUR COMPETITIVE ADVANTAGES

- Customized Integrated Solution;
- Team experience and expertise;
- Functional Solutions;
- The company is in constant development.
- Adaptability, know-how and high quality.

# TOP NOTCH

**The team has proven abilities in various phases of the software development lifecycle: Requirement Study, Design, Coding, Testing, Debugging, and Maintenance.**

CEO: Parsina Olga

Ownership: Parsin Dmitri (100%)

Location: Chisinau, Moldova

Main serviced markets:
USA (70%), Netherlands (30%)

Working and serviced Languages:
Romanian, English, Russian

Annual growth: 25%

## CLIENT PORTFOLIO

QAD (USA); Cebos, Ltd (USA); Probar Systems (Canada); XOR.

**Client Groups:** IT, Healthcare

## CLIENT APPROACH

TopNotch appoints the lead developer/team leader who manages each team of developers. Customers communicate with a team leader and plan intermediate milestones to have phases of the project completed. That means that developers are fully dedicated and integrated into customers' projects and their onsite teams.TopNotch often works with the customer in Agile or SCRUM method of development and are in constant communications with the customers – Skype, GoToMeeting, Google+, e-mail, phone calls, IM, and is are sending daily reports and using variety of reporting tools and do frequent code drops. Upon request, the company sends a team leader to customer's site to become familiar with the project and meet the on-site team and complete the knowledge transfer.

## CONTACT PERSON

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Founder

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## KEY INDICATORS

| USD | 2017 | 2018 |
|---|---|---|
| Turnover | 754,377 | 1,066,343 |
| Profit | 22,865 | 8,400 |
| No. of employees | 6 | 19 |

## TECHNICAL SKILLS/EXPERTISE

**.NET (C#, VB), ASP.Net, MVC, JavaScript, AngularJS; etc.**

TopNotch offers a full cycle of application development for a wide range of business needs, including Cloud Computing and Cloud Services as well as a complete range of mobile application.

**Development services include among others:**

Application structure design, database design and user interface design; Application coding for the selected target platform; Re-platforming existing Applications; Porting legacy applications from old or non-standard technologies into the latest software environments; Development of mobile solutions for existing Internet based Information Systems; Cloud computing and Cloud services based information systems. Company preferred working model is "team extension" or "dedicated team" model. This model proves to be advantageous for its customers, as 90% of the customers use it.

## HUMAN RESOURCES

80% - IT senior (5-8+ years of experience in database, cloud, architecture, analytics skills, failure prediction, united tests etc.).

## INNOVATION

The company always is innovation, mostly in QA systems. The company can innovate at clients' request - Artificial Intelligence Development (USA).

## WORK PROCESS

Jira, ASURE, internal CRM.

## INFRASTRUCTURE

**Office space:** Location – 200m2 open space, organized in office spaces; 30+ units; Internal and External server; 2 Optic fiber internet channels.

# PARTNERSHIP OFFER

## GOAL

To find partners in the EU and USA.

## OUR COMPETITIVE ADVANTAGES

- TopNotch offers the right blend of cost savings & dependability.
- Top talent –the team is professional, organized, and highly qualified;
- Highly skilled resources at a fraction of the comparable US costs;
- Full-transparency - Daily check-ins and desk time reports. Constant communication via Slack/Skype;
- Punctual in delivery time;
- State-of-the-art technologies;
- Reliability;

# ULS

Founded: 2013

CEO: Spînu Ana

Ownership: Spînu Ana (100%)

Location: Balti, Republic of Moldova

Main serviced markets: USA (100%)

Working and serviced Languages: Romanian, English, Russian, Spanish, French

Annual growth: 20-30%


**CONTACT PERSON**

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ULS
USA LINK SYSTEM
CONSTRUIM SUCCESUL UNIM TALENTELE LUMII

USA Link System, founded in the United States of America in 2004, is a developing company, which broke into international market as a successful business competitor. Currently, the company has subsidiaries in several countries, including: India, Philippines and Republic of Moldova. The main office in Moldova was opened in 2013, Balti. The company is still growing, the office has about 50 employees, divided in several departments and working in teams. The company's policy is based on motivation and professional growth of those specializing in both IT industry and Digital Marketing.

### SERVICES

Web development: content; web design; front-end and back-end; testing; marketing.

### TECHNICAL SKILLS/EXPERTISE

PHP,SQL,HTML.JavaScript, etc.

### INFRASTRUCTURE

**Office space:** 800 m2;100+ units

**IT infrastructure:** Server room; 2 High speed Internet channels.

### HUMAN RESOURCES

40% - highly-skilled professionals

### WORK PROCESS

Every process is standardized and the company estimates each project individually, depending on complexity, risks, strategic interests. ULS has developed e-commerce platform for B2B. ULS is an Agile company, with the ability to quickly adapt to international market standards, changes and trends. The deadlines are precise and are strictly respected. The quality assurance approach is very stringent.

IN HOUSE INNOVATION – software development that calculates the efficiency of each employee. The company can innovate at request.

### CLIENT APPROACH

A strong relation with the client through the project manager. The communications is made daily, weekly – depending on the project needs.

**Client groups:** IT, FMCG, chemical, automotive, engineering, energy and oil.

## PARTNERSHIP OFFER

### GOAL

To find partners in USA, EU, CANADA.

### OUR COMPETITIVE ADVANTAGES

- Serious approach to client;
- Compliance with the terms prescribed in the contract;
- Experience and expertise of the team in various field;
- Dynamic grow of projects and employees.
- Proper organization of the work process;
- Exceptional work culture;
- Great benefits for employees, including international connections and meetings; paid schooling: professional training, seminars and workshops, etc.

# VIC-COM INFO (WIPPO IT)

**Combining tech expertise and industry-specific knowledge, WIPPO IT develops diverse custom digital solutions for small, medium-sized and enterprise-grade businesses that streamline, automate and optimize workflow.**

Founded: 2011

CEO: Victor Tabuci

Ownership: Victor Tabuci (100%)

Location: Chisinau, Moldova

Main serviced markets:
Moldova (70-80%), Faroe Islands (20%), Denmark, Cyprus, Romania, Russia, United States, United Kingdom, Austria, Turkey and Nigeria.

Working and serviced languages:
Romanian, Russian, English, German

Annual growth: 20%

**PRICING:** Average 45€ /H

### CLIENT PORTFOLIO

JLC, Pegas, Nanu, Forward International.
**Client groups:** Automotive, Production, Wholesale and Retail, Healthcare, Finance, Construction, Transportation.


### CONTACT PERSON

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CEO

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www.wippo.md


### KEY INDICATORS

| USD | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|
| Turnover | 47,155 | 100,093 | 149,296 | 167,768 | 294,374 |
| Profit | (5,086) | 12,962 | (22,046) | 9,333 | 49,615 |
| No. of employees | 7 | 9 | 15 | 15 | 19 |

### SERVICES

**Consultancy and Business analysis; Custom software development; Assisting customers across diverse initiatives:** operations automation; resource management; custom product development; web applications; mobile applications.

### TECHNICAL SKILLS/EXPERTISE

CSS3, HTML5, Sass, JavaScript, jQuery, React JS, NodeJs, Canvas, Bootstrap 3/4, Validation jQuery, JSON, PHP, MySQL, Rest API. Familiar with Agile methodologies; Have a passion for good UX and Usability; Experience integrating and developing with 3rd party services; Knowledge of microservices architectures, APIs, and related technologies.

### HUMAN RESOURCES

8 Developers; 2 Software Engineers; 2 Mobile apps developers; 1 Designer; 3 Project Managers; 2 Business consultants; 1 QA specialist.

### INFRASTRUCTURE

**Office space:** Office space – 250 m2, organized in an open space and a meeting room; 30+ workstations; high speed internet.

### WORK PROCESS

We work with Top management to understand companies current business processes, determine how software could make them more efficient and integrate custom tailored solutions that meet business environment. We employ Agile.

### CLIENT APPROACH

To make engagement transparent both for clients and developers, we leverage planning, reporting and change management tools at every project phase. This approach allows to control project timeline and schedule. A single point of contact to avoid the frustration and potential damage to the project. We are a trusted development partner not only while creating a product, but well after it's released.

## PARTNERSHIP OFFER

### GOAL

To find partners.

### OUR COMPETITIVE ADVANTAGES

- Complexity – WIPPO offers customized, complex, smart, and user-friendly software solutions designed to improve organizational performance of the client;
- Maintenance - WIPPO provides technical maintenance and professional support.
- Guarantee - WIPPO offers guarantees for all its software solutions.
- WIPPO's consulting services help customers safely explore ideas and new technologies that could enhance business and improve service.

# THE MOLDOVAN INVESTMENT AGENCY

INVEST MOLDOVA

## THE ONE-STOP SHOP FOR ALL YOUR INVESTMENT QUESTIONS

## ASSISTANCE & INFORMATION

### Provide

- **Information on the investment climate**
- **Sector-specific information**
- **Consulting on suitable locations – FEZ, IP (Invest Moldova database)**
- **Information on relevant tax, legal and administrative issues**

### Assist

- **Scoping missions (agenda, logistics, follow up)**
- **Investment incentive application**
- **Information on business providers - HR, Legal, Consulting, etc.**

### Connect

**With relevant partners:**

- **Embassies**
- **Government authorities**
- **Business associations**
- **Existing investors**

## INVESTMENT ATTRACTION & PROMOTION ACTIVITIES

**G2B and B2B Missions abroad**

**International events- promotion of the investment climate of the Republic of Moldova**

**Moldova Business Week**

## AFTERCARE

### Platforms for Investors

Council for the promotion of projects of national importance, chaired by Prime Minister

Economic Council to the Prime Minister of the Republic of Moldova

- 41 associative structures of the business community
- 43 state institutions
- 16 representatives of the scientific and research community
- 6 Working groups:

  Eliminating constraints in entrepreneurial activity: Coordinator - American Chamber of Commerce (AMCHAM)

  Facilitation of trans-border trade: Coordinator - European Business Association (EBA)

  Stimulation and retention of private investments : Coordinator - Foreign Investors Association (FIA)

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The Moldova Investment Agency is the prime source of information and assistance for potential investors.

We provide tailored services for potential investors throughout the investment decision process. We also support existing investors in extending their operations.

Our team consists of permanent investment attraction staff, sectorial consultants, as well as regional officers. Combining our experience, we are able to provide you with information relevant for your decision making, as well as links to businesses and government.

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