



A short story on
how to be a Netbulls



Netbulls Culture Book



„This is who I am.

And you can't expect me to be someone I'm not.”

Steve Jobs



Hi.

My name is Przemek, I'm the CEO of Netbulls, and this is who I am.

Where is this quote from? I like Jobs. He did a really good job, and we all know how and where he started. **This means that impossible is nothing; all you have to do is to want something very much.** But now, let me tell you a few words about myself.

I've always enjoyed solving problems, optimising, streamlining, constructing, assembling, and fitting various elements so that, in the end, everything is in its place and one well-functioning organism is formed. I think that passionate people can inspire, show the world as they see it, and do something really important, just like the guy I've just quoted.

That is why, after several years of experience, in 2013 I established Netbulls – a place where I could do what I really like, how I like it, and with people who think like me. **This is Netbulls.**

Now you also can join our team. I've got just one piece of advice for you. Remember:

„Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet – keep looking. Don't give up. As with all matters of the heart, you'll know when you find it”.

I hope that you'll find it right here at Netbulls.

Let me create a space for you to explore, and you'll show me what you can do!





About Netbulls



About Netbulls

It is obvious that it is people who make up a company. In this case, wonderful, one-of-a-kind people and simply the best professionals in the galaxy.

What is not entirely obvious is that our people are formally from two companies: Netbulls and Yosensi. We are one team, working together for our successes.

Netbulls are software specialists. It all started with this company.

Yosensi are telemetry specialists. The IoT is a breeze for us!

Yosensi was developed on the foundations of Netbulls. Despite being formally a separate organisation, it is, in practice, part of the NBYS Team.

Official
establishment of Yosensi
December 2018



Launch of an
R&D department
developing
LoRaWAN devices
2017

Launch of a
branch in Lublin
2018

Launch of an
office in London
2019



2 branches: Białystok, Lublin



technologies: React.js, React Native, TypeScript, Flutter, iOS, Android, Java, Spring, AWS, GCP, Docker, Hibernate, PostgreSQL, Kubernetes



skills: Project Management, Business Analysis, Graphics Preparation (UX/UI Designs), Development (Frontend, Backend), Testing, Deployment, Maintenance



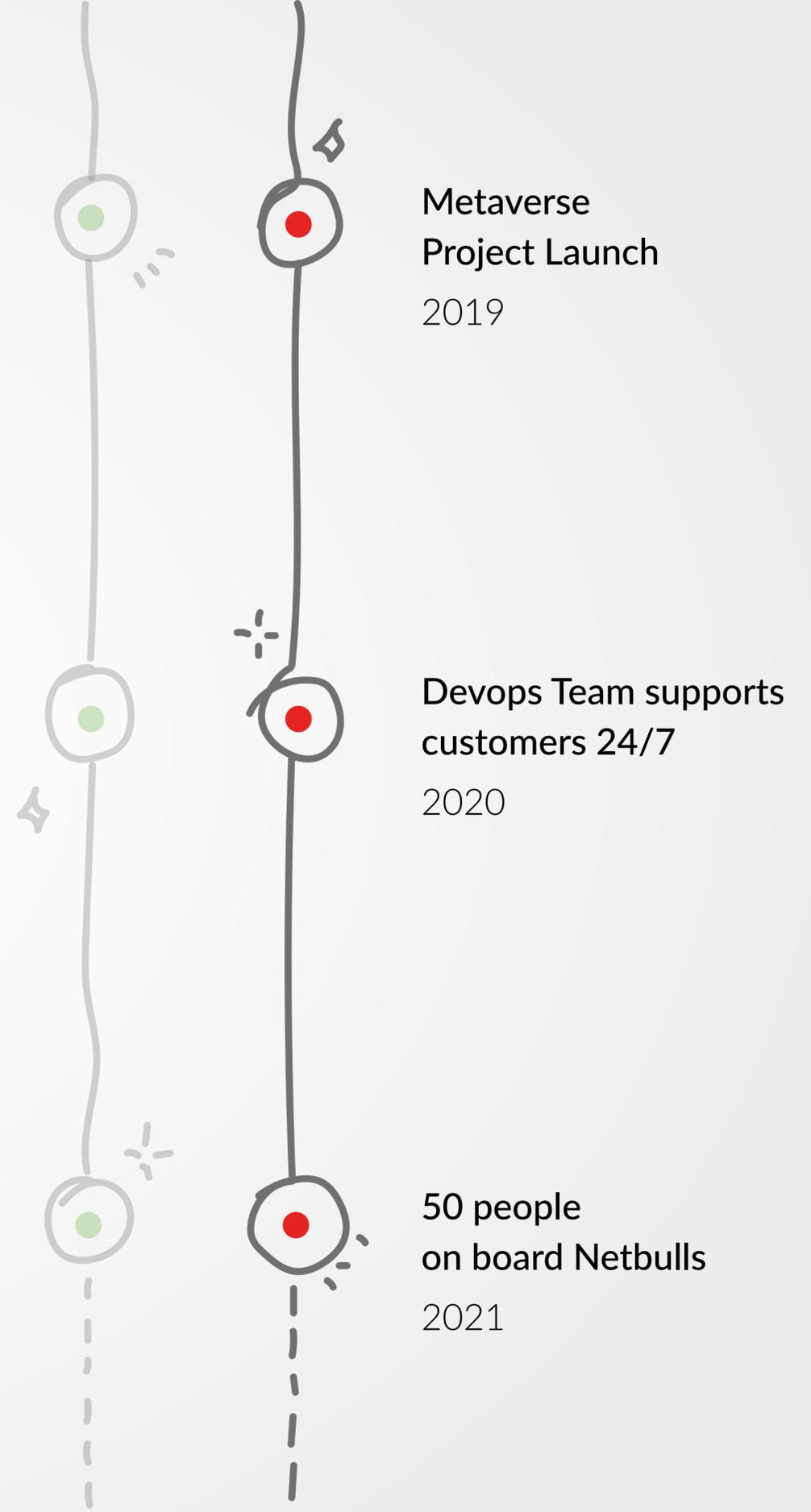
current projects: Hiber, Aglet, Eat, Takeoffs, Yosensi



We are **Agile**, we work in **scrum**



number of teams: 8





branch: Białystok



technologies: LoRaWAN, NB-IoT, GPS, Mbed OS, Bluetooth Low Energy, NFC, C++, Python, Altium Designer, KiCad



skills: Project Management, Business Analysis, Development (Hardware, Firmware), Testing, Deployment, Maintenance



We are **Agile**, we work in **scrum**

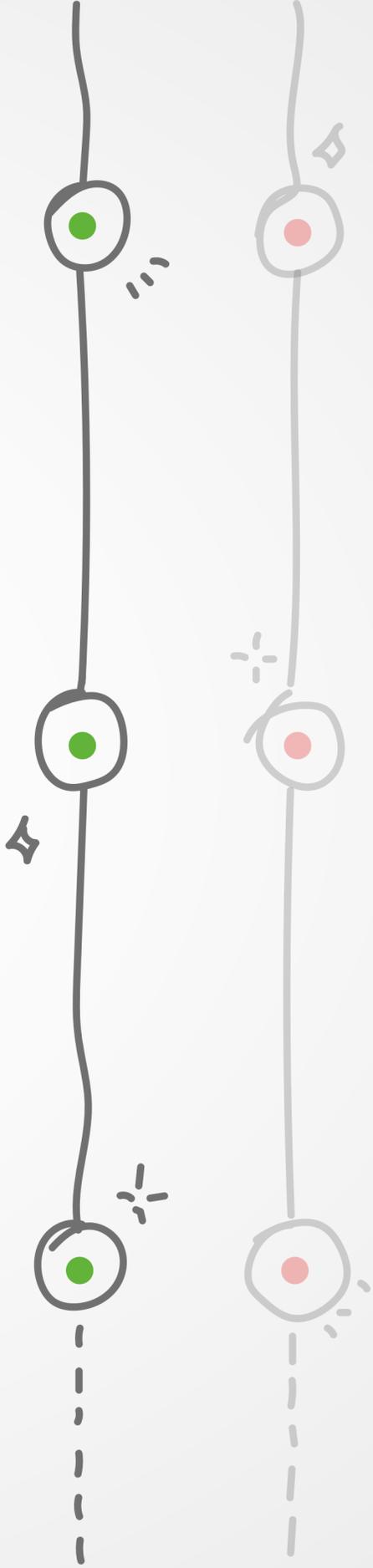


number of people in the team: 6

Hiring of first employees
February 2019

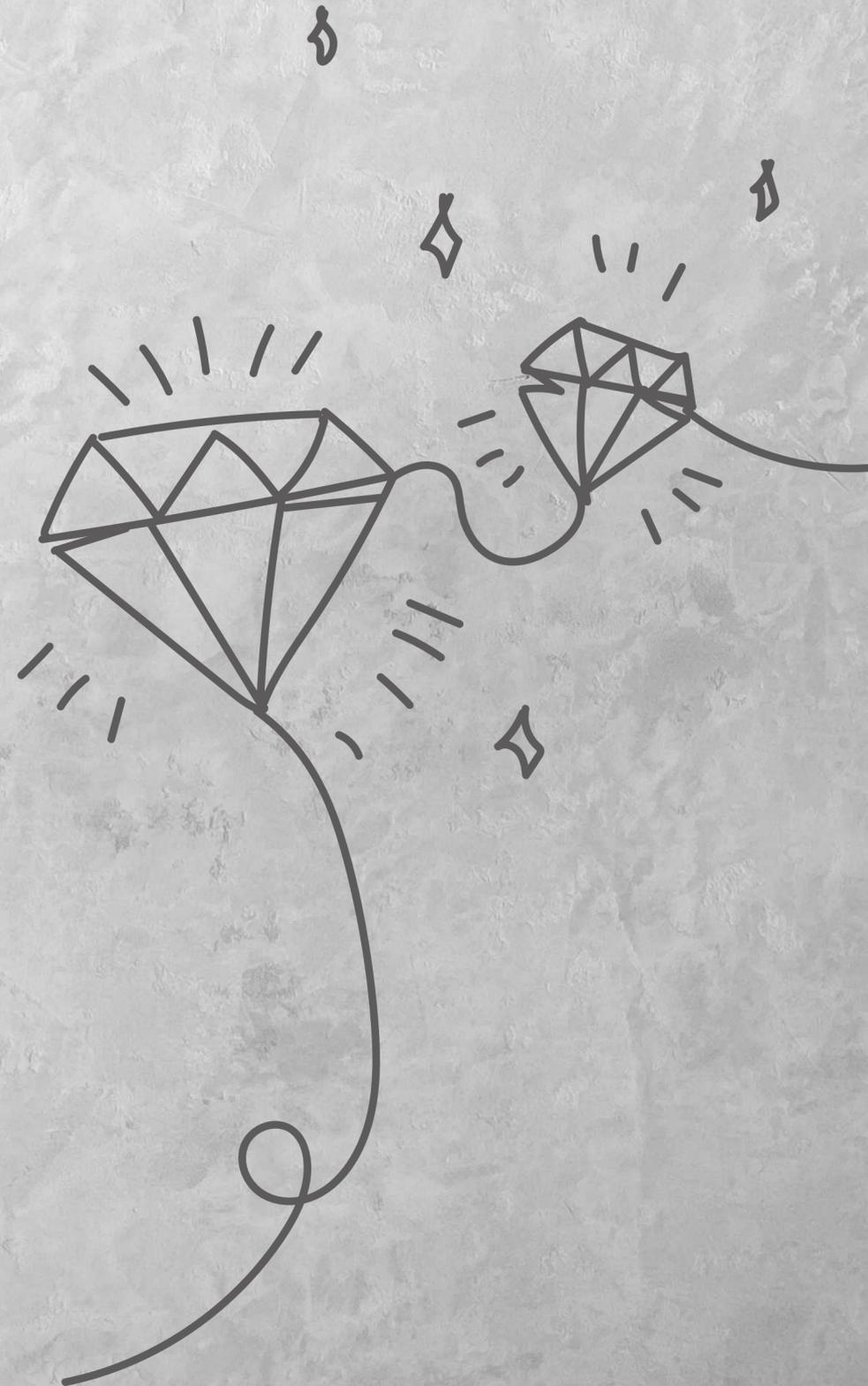
Creation of own production line and first thousand devices
June 2020

Purchase of NeoDen K1830 machine
May 2021





Our values



#1.

Open door

We have an open door policy, there are no wrong questions or wrong people to ask those questions to. Every topic is equally important and worthy of discussion. Our fundamental principle is that, first and foremost, we are people: we focus on relationships, cooperation and the best atmosphere in the world. We know that peace and pleasant environment are conducive to work.

We consciously create our Netbulls ecosystem.



#2.

Personal development

Today's world is one of constant self-improvement. We like to feed our minds with science. We work in new technologies, some of which we develop ourselves.

We guarantee support to all employees,

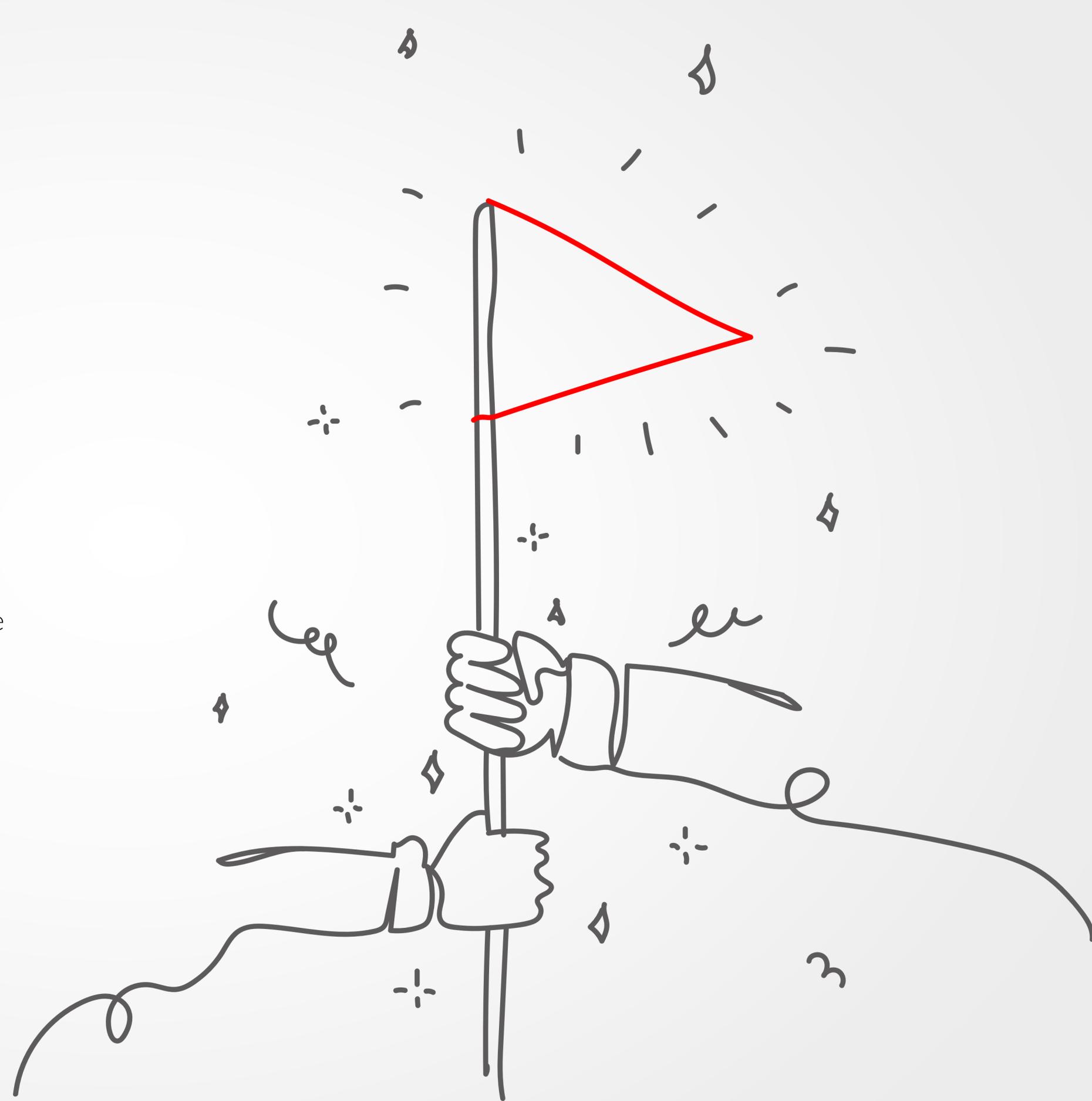
for example by offering them a trial period under the supervision of a Mentor and a complex onboarding programme. Moreover, each employee has access to an individual development budget.



#3.

Business partners

Our customers are our partners. We focus on transparency and handle each project in a professional manner. To satisfy our customers' business interests, we offer them cost-optimised solutions. To put it bluntly, we are honest and we expect the same from our partners. Only by treating each others as equals can we develop a win-win cooperation.



#4.

Professionalism

Netbulls is synonymous with commitment, proactivity and above all professionalism. We take full responsibility for the highest quality of work performed. We have a lot of experience in IT, we are not new to this. Our industry is demanding, so it is ingrained in Netbulls' DNA to constantly raise the bar.

And we love it!



#5.

Atmosphere

What is our typical day like? We start each day with a handshake and a cup of aromatic coffee. We treat each other with due respect and enjoy spending time together. We laugh together and grieve together. We dance, sing, play ping-pong, celebrate weddings, birthdays, births, as well as the International Guerrilla Sunflower Planting Day.

Because what we care about most is comfort at work.



#6.

We are ourselves

What do we fight against? Corporate life! While we don't have a book of procedures to memorise, we do have clearly defined rules and everyone knows what they are responsible for.

We work according to the Kaizen philosophy of continuous improvement. We are professional, yet completely normal, human, simply cool. Want to find out for yourself?

Pop in for a cup of coffee.



#7.

Be like Netbulls

We know how to work hard, but we also know how to have fun. Fun is part of our culture. Writing about work-life balance is trendy. We remain ourselves: we work, we have fun, we have a life outside our jobs. All in the right proportions, without no unnecessary labels. Add a touch of sarcastic humour and you'll have the whole picture of what the Netbulls are like off the clock.





We believe our best perk
is amazing people

Meet Managers



Meet Managers

Give a high-five to the managers and see who's on the front line in our company. Look through their eyes at your new team, find out what their hobbies, favourite song, film, series, and guilty pleasures are... Maybe you'll find something in common with them?



Przemek Rudzki

President

What do I think about my company? I will answer in the words of Richard Branson: „If you choose the right people to work with, you can safely leave the company in their hands because even when the boss is not there, everything goes smoothly”. That’s what our company is like.

I like alternative financial instruments - it gives me fun and a huge adrenaline rush.

A quote that speaks to me goes like this:

„The wind is blowing, The wind is breaking weak trees, hey,
The wind is blowing, The wind is stroking strong trees, hey,
The most important thing is to be strong,
The wind is stroking strong trees, hey”

My favorite series are Bosch, Luther - it goes without saying.

Guilty pleasure? Watches.



Kacha Dąbrowska

Vice President, Head of People

Our People & Culture Team knows that in order to conquer a market, you must first win the hearts of your employees. That is why we listen, understand, reward and help. And we are probably the best in the world at doing it! Why? Because we believe it's worth it. Because we believe the Netbulls are worth it. We work with people and for people. If you don't get something done with us, you won't get it done with anyone. Just like that.

What do I like? I like good crime fiction, high heels and Barnett Newman's paintings.

A quote from a song that fits me perfectly is: „I don't mind that (the world is mine).”

If I had to watch only one series for the rest of my life, I'd definitely choose Doctor Who and his „900 years of time and space and I've never met anyone who wasn't important”, among other reasons because it flawlessly describes the clue of my Team.

I admit that my guilty pleasure is Marvel movies.



Małgo Nowakowska

Head of Marketing

I love quotes and sayings. Therefore, I have a saying that fits what my department does: „Fine feathers make fine birds.” The key here is to meet the requirements of the first part of this sentence, then you won’t have to worry about the second part. I make sure that our companies are well perceived and associated with our values.

I read compulsively, basically anything I get my hands on. I also love to cook and log thousands of steps while wandering around, most preferably in the woods.

Here is a quote from a song that speaks to me:

„It’s my life, it’s now or never
But I ain’t gonna live forever
I just want to live while I’m alive.”

I can watch all of the Lord of the Rings movies over and over again.

Guilty pleasure is my middle name but my favourites include:
The Sims 4, meringues, cakes, pies, cookies, muffins, croissants...
- shortly speaking, desserts.



Kasia Zawiślańska

Quality Assurance Team Manager

In my department, the key word is quality. Although we first have to wreck the application in every possible way, in the end we provide the customer with a product that is perfectly tailored to their needs.

What do I do in my spare time? I find it most relaxing to fix broken things. Renovating old, unwanted furniture definitely falls into this category.

My favourite band is Tame Impala.

A TV series I'm crazy about? New Girl.

Guilty pleasure is my lifestyle. A donut for breakfast, lunch and dinner? No problem. Lying in bed under a blanket all weekend? That's me.



Łukasz Łapiński

DevOps Team Manager

If I had to use two sentences to describe our department, I would say that it's responsible for making sure everything works as it should so that everyone has something to work on and can see the result of their work. We also deal with all problems.... all problems that you are yet to encounter. SOA#1

Here's my daily lifestyle and hobby – DIY, meaning small and big housework while constantly keeping up with daddy's two little girls. In my spare time, I enjoy a good film and sometimes a football match.

Guns N' Roses is the king of my golden playlist. Apart from it, I could listen to Metallica or Queen for hours...

As for series, my top one is Mike and Harvey duo from Suits. I also enjoy going back to „Friends”.

When someone asks me about my guilty pleasure, I do not answer – I just give them Jägermeister with grapefruit juice.



Daniel Markowski

Frontend Development
Team Manager

On a daily basis, I combine frontend management with taking care of the Lublin office.

When it comes to hobbies, it's been tough since I became a father of two rambunctious kids, because I devote every waking moment to them.

And when I do have my „magical spare time”, I devote it to topics related to the stock market, cryptocurrencies and investments in general.

„The final countdown” always plays in my musical heart.

My film classics are, of course, the ones directed by Quentin Tarantino - Django, Pulp Fiction, Inglourious Basterds, The Hateful Eight.

Guilty pleasure? Songs by Zenek Martyniuk.



Paweł Popławski

Hardware and Firmware Development Team Manager

My team is definitely the most creative of all the creative people out there. We solve problems even when there are none. We conduct research and experiments. We develop devices.

My carefully cultivated hobbies include swimming across a lake and playing unusual instruments.

Here's a quote from a song for every occasion:

„Well, now, don't you tell me to smile
You stick around I'll make it worth your while
My number's beyond what you can dial
Maybe it's because we're so versatile
Style, profile, I said.”

My movie classic - The Matrix.

Guilty pleasure - shouting through an open window from the top floor of a tall building. Climbing trees. Drinking cocoa with colleagues in the social room.



Anna Wiszniewska

Design Team Manager

We draw nice pictures, design interfaces, plan, sketch, paint... to make it pleasing to the eye, ergonomic and above all professional. Thanks to us, programmers have a lot of challenges.

We are Full Stack Designers !!!

I find it relaxing to work with a close-knit and friendly team.

In my life, I am guided by the principle that „...it is always worth being human, although it is so easy to come down... come down in the world”

The Kominsky Method is a series worth recommending.

My guilty pleasure is Diablo.





Netbulls Lifestyle



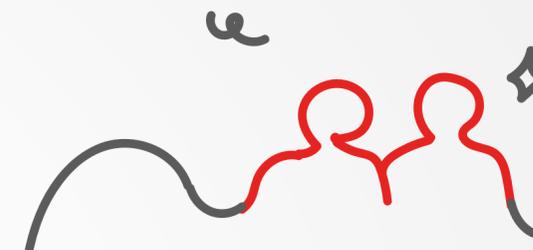
Netbulls Lifestyle



We begin each day with a handshake.
In the times of the covid pandemic, we recommend
the famous elbow bump. A regular fist bump is great, too.



The best friendships are made over coffee, the most interesting discussions are held over coffee,
and brilliant solutions are born over coffee. You don't drink coffee?? Not to worry, we also have great tea.



We are all equal so we are
on a first-name basis with each other.

 **Jira Software**

Tools for working time
recording and task management.

 **toggl track**

Working time tracking tool.

 **slack**

We have several general channels,
start by... launching slack.



It's not even a tradition anymore, it's a culture and a slight
suggestion as to what to do to gain favour with the team.

Netbulls Lifestyle



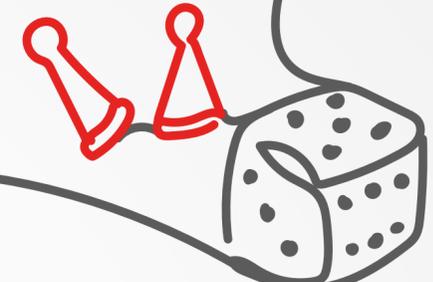
Every year we organise a Christmas Eve meeting, to which you can bring a plus one.



Twice a year, we socialise at away events.



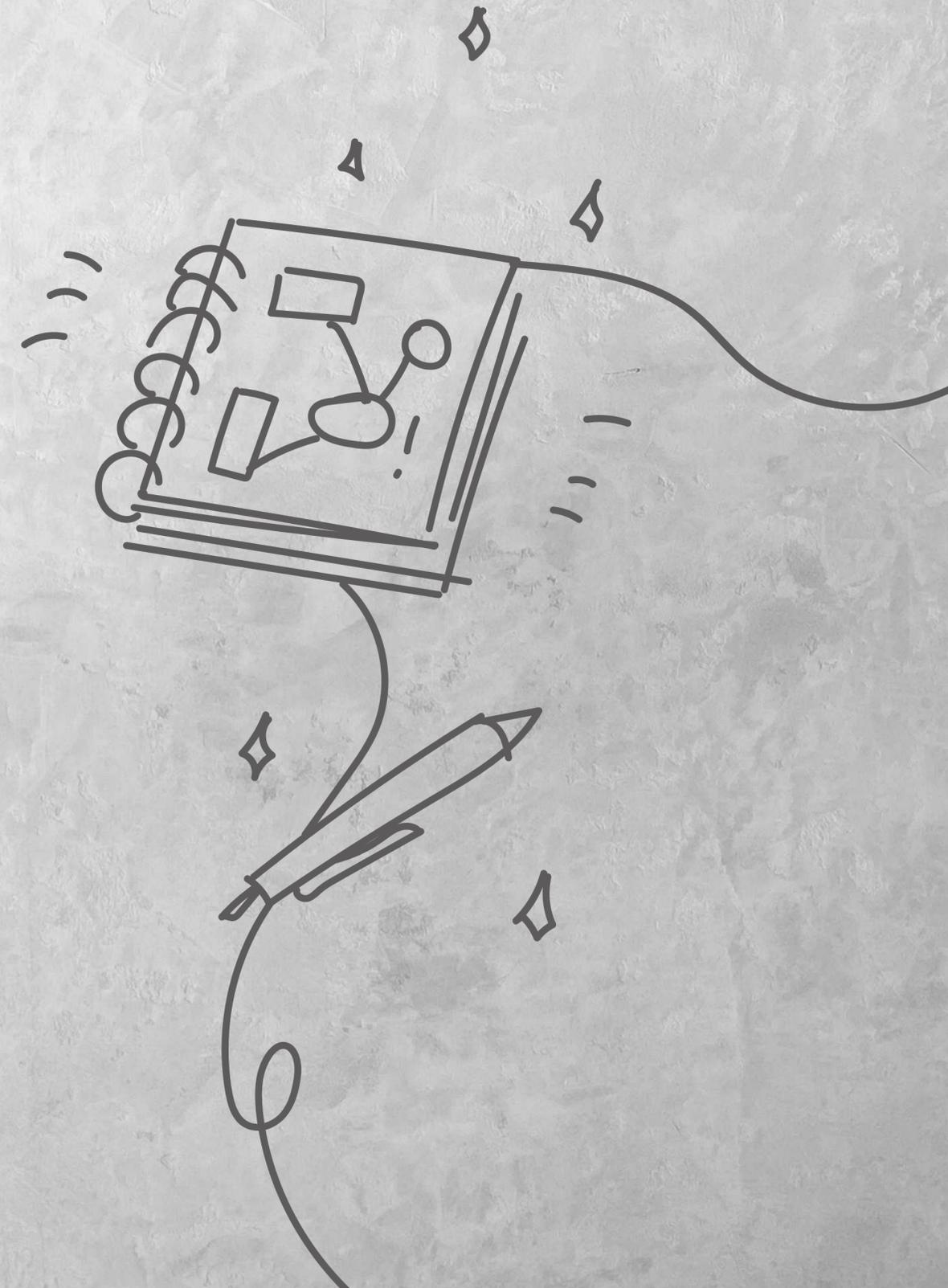
Would you believe that we also care to celebrate the Day of the Programmer or Day of the Tester? We do it in our favourite way, but you'll have to see for yourself.



We often get together in smaller groups to play board games at the office, grab a couple of burgers out on the town, or go bowling.



Our Projects





Takeoff software application assisting contractors in pricing their work.



Analysis



Design



Tests



Web



Backend



The first location-based virtual shopping game for sneakerheads around the world.



Analysis



Backend



Tests



iOS



A platform dedicated to gas engineers providing software, financial and back office support.



Analysis



Design



Backend



Tests



Web



Mobile



An app for employees to order food.



Analysis



Design



Tests



Web



Backend



A system for collecting telemetry information from IoT devices, min. LoRaWAN server support and management, web and mobile application.



Analysis



Design



Backend



Tests



Web



Mobile



Relationships with Clients



We adopt a long-term perspective ...

and solve problems for our customers and on their behalf.

**We don't want to please them
– we want to delight them instead.**

Our goal is to help them become successful. When making each decision, we ask ourselves: „What will the customers get out of this?“

We recognise that in order to satisfy customers in the long term, we must also consider the short term. We follow all the arrangements, but if we come up with a better solution during the project, we do not hesitate to discuss it with the customer and present our arguments for it.

We focus on people,

so we like it when our customers visit us in the office.

We can then discuss business issues and have lunch together in a more relaxed atmosphere.





This is us.

Welcome to Netbulls



nb



YO



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YO



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YO

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YO



YO