



SIGMA SOFTWARE

**CORPORATE SOCIAL RESPONSIBILITY
REPORT**

TABLE OF CONTENT

- I. Key Figures 3
- II. Governance and Ethics 4
- III. Environment 7
- IV. Our People 13
- V. Sigma Software University 30
- VI. Community Development 43

I. KEY FIGURES

Sigma Software provides cutting-edge technology solutions within IT. We provide premier value IT services, keeping the focus on helping our customers to reach their business goals.



14 years
on the market



Among the IAOP top 100
best outsourcing
companies



Over 1000+
successful projects



Clients in 30+
countries



650+
employees



7 offices
in 3 countries



Among the top 20
largest Ukrainian
IT companies



6th place
in engaging junior
specialists in Ukraine

II. GOVERNANCE AND ETHICS

OPENNESS AND TRANSPARENCY



“Free communication paves the way for conception of ideas, finding out-of-the-box decisions, and evolving people synergy.”

VALERY KRASOVSKY
Chief Executive Officer, Co-Founder

Sigma Software has a well-established commitment to building trust and reliable operating principles for our customers, employees, and the industry in the whole. Ethical conduct is the base to earn the trust and a high priority for everyone working in Sigma Software.

We focus on nurturing the environment with no borders for voicing ideas and exposing issues. The company operation bypasses time-consuming bureaucracy and opens up shortcuts for employees to reach management and simplify communications. Unconstrained interaction within and outside the company is favorable for unlocking employees potential. Revealing our people’s abilities creates prerequisites for business growth, corporate value increase, and improving company goodwill.

II. GOVERNANCE AND ETHICS

WORKPLACE RELATIONSHIPS



“Working climate largely depends on the ethics of working relations and markedly affects a choice of employment in IT.”

VLADIMIR BECK
Board Member, Co-Founder

We believe that ethical conduct builds strong and trusting workplace relationships. With honesty, integrity, and transparent concern consideration, we create sustained corporate relationship. This is the foundation for achieving one of our 2020 business strategy targets – to gain recognition of Sigma Software as the best employer in Ukraine.

RISK MANAGEMENT



“Thorough detection and evaluation of risks is critical in sound business practices and should be implemented top-down.”

VOLODYMYR CHYRVA
Development Director

Internal control and risk management in Sigma Software includes regular risk assessment by each department and business unit to determine our principal risks and their effect on our targets. Our Board of Directors reinforces the tone at the top and ensures compliance with risk avoidance regulations and ethical obligations.

II. GOVERNANCE AND ETHICS

TWO-WAY ETHICS



“Meaningful dialog is much more probable when both sides understand and keep to good communication standards.”

TATYANA TARASENKO
HR Director

We believe that ethical conduct should be equally applied to external and internal business communications and processes. Basic standards of corporate ethics include providing timely responses and regular updates for all requests, keeping deadlines in outside and inside tasks, complying with ethical norms in relation to customers and coworkers.

CUSTOMER TREATMENT PRACTICES



“We are a unique company that adapts quickly to constantly changing business and use the variety of technologies to achieve the clients goals.”

ARTEM PETRENKO
Strategic Alliances Manager

The main principle in our customer relations is delivering quality services with individual approach. We design each assignment to meet the needs of clients and find a perfectly matching solution for their goals. With the diversified technology range, tools, and experience in hand, we achieve best results for our customers.

III. ENVIRONMENT

Sigma Software recognizes the importance of creating a positive environment for improving living conditions and life standards in Ukraine. We generate prerequisites for beneficial changes in the society well-being and country development using the tools we have in hand: IT industry.



III (I). EBA IT Committee



Ukrainian IT industry is one of the most dynamic industries. IT has shown 35-40 percent annual growth even amid the financial crisis. The industry development produces positive impact at people's welfare in Ukraine through providing well-paid employment, increase in consumption, tax revenues. This makes IT a key industry in many countries and a cause to develop IT in Ukraine. In terms of this concept, Sigma Software became a member, initiator, and main driver of European Business Association (EBA) IT Committee. Vladimir Beck, Sigma Software Board Member, has been a Committee Chairman for 6 years, since its establishment.

The EBA Information Technology Committee is an industrial Committee, which unites companies engaged in producing and providing software products and services. The mission of the Committee is to facilitate the IT sector's development in Ukraine according to European business practices, by advocating a professional and coherent vision for the IT community and by promoting collective interests of its members.

Main goals of EBA IT Committee include taxation liberalization, promotion of Ukrainian IT sector within Ukraine and in the world, education renovation, and adaptation of laws and regulations to modern requirements.

III (I). EBA IT Committee

TAXATION LIBERALIZATION

Directions of activities:

- Clarification of the benefits of mild tax norms for IT sector for the state, industry development, and investment attractiveness
- Building a dialog with government

Incentives and achievements:

- Sigma Software participates in meetings with state officials regarding taxation regulation. The IT Committee proposals are often heard, approved, and included in the amendments of the Tax Code.
- Within the frameworks of EBA IT Committee activities, Sigma Software takes active part in discussions on the State level.

EDUCATION RENOVATION

Directions of activities:

- Implementing measures to improve quality of future professionals training
- Enhancing interaction between business and education

Incentives and achievements:

Because of fast IT progress, education institutions are not capable of adequately adapting their study programs. To remove the education lag, members of IT Committee designed the education development roadmap, which was signed by the Prime Minister of Ukraine in 2011. The document is aimed at improving the quality of IT professionals, strengthening cooperation between business and education, bringing education to the needs of industry and labor market. Sigma Software was an initiator and a coordinator of the document creation.

III (I). EBA IT Committee

CONCEPT FOR IT INDUSTRY DEVELOPMENT

Directions of activities:

- Creating a roadmap for development of IT industry based on previous analysis of approaches in different countries, leaders on the world IT market
- Adapting laws and regulations to modern requirements

Incentives and achievements:

The successful development of IT industry is only possible when the government has a clear and detailed concept for the sector support. The IT Committee has worked on the creation of the roadmap, preceded by analysis of steps taken by other countries, which succeeded in industry growing. The document included many areas – Customs and Labor Codes amending, authors rights protection, stimulating R&D activities, improving infrastructure, and many more.

UKRAINIAN IT SECTOR PROMOTION

Directions of activities:

- Media coverage of Ukrainian IT sector advantages
- Running communication events and forums
- Creating a relevant image of the industry
- International PR

Incentives and achievements:

EBA IT Committee ensures media coverage of IT sector achievements and benefits both in Ukrainian sources and foreign ones. Events and business forums promoting communications between industry experts and investors are organized:

- U.T. Gem conference in California became the first ever Ukrainian-American platform dedicated to the development of tech business and innovations bringing together participants from the IT market of both countries.
- Seattle Tech Days, a business forum, called to tell US businesses about the latest technology successes and innovative achievements from Europe. Sigma Software acts as a general sponsor.

III (II). Star for Life

Star for Life project aims to prevent the spread of HIV and AIDS among young people in South Africa and Namibia. The program was created in 2005 by Christin and Dan Olofsson, owner of the Sigma Group, and now involves more than 300,000 young people and their families.

Sigma Software together with other companies of Sigma Group takes part in the project contributing to getting a brighter future through education.



III (III). Environment Protection

In Sigma Software, we work to protect the nature for future generations and resist climate change and pollution as the most threatening environmental issues. For this purpose, we improve our own environmental performance and, through our work, help our clients reduce their footprint and become more ecologically friendly.



OFFICE WORKFLOWS

Sigma office workflows are built in line with ecological standards and follow best world practices to create sustainable environment. Initiatives implemented in Sigma offices include garbage collection and sorting. As part of this initiative, Sigma offices organize dead batteries collection and recycling.

All paper flows are digitalized to reduce paper consumption. We use all that technology provides us to function without paper.

Electronic mail, enterprise portal, electronic content management systems, we don't just develop them for others, we use them in our daily operations.

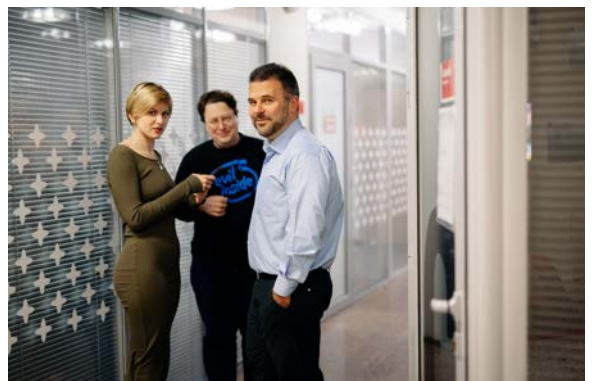


EMISSIONS REDUCTION

Ukrainian compact way of urban development results in small distances employees need to cover on their way to the office. In fact, most Sigma Software employees live within 10 kilometer radius from the office in Kharkiv, where the main work force is concentrated. This opens great opportunities for using human powered transport, main of which is, of course, a bicycle. Sigma Software encourages its employees to use bicycles and provides all facilities to ensure comfortable and secure storage and hygienic conveniences.

IV. OUR PEOPLE

Sigma Software strives to create a favorable corporate climate that encourages creativity and develops potential of our employees. Our global strategy is to support each employee in his endeavors, show development options, and celebrate employees' success together.



IV(I). Diversity

We believe that it is important to provide equal career opportunities to people of any gender, in all age groups, and with any abilities.

GENDER EQUALITY

In 2002, our company employed 6 people in 1 development office in Ukraine. All of our employees then were male. By 2006, the number of employees increased by 10 times and totaled 60 people with 12% of female workers.

During 10 years by today, we struggled to erase bias-based barriers and leverage inter-gender diversity.

By 2016, the number of employees boosted incredibly and now amounts to over 650 persons, while the ratio of women increased to 29%. The geographic reach extended to 4 development offices in Ukraine, an office in Warsaw (Poland), and two local offices in the USA (in New York and San Jose).

SIGMA SOFTWARE TOTALS BY GENDER

SIGMA SOFTWARE EMPLOYEES

Gender	2002	2006	2013	2016
Female	0%	12%	25%	29%
Male	100%	82%	75%	71%
TOTAL	6	60	440	650

SIGMA SOFTWARE MANAGEMENT

Gender	2002	2006	2016
Female	0%	20%	41%
Male	100%	80%	59%

AGE INCLUSION

We are sure that each age has its advantages and value our employees irrespective of their ID information. The age of our employees range from 19 to 57, with the average of 35. Sigma Software is open for students as part-time employees and trainees.

SIGMA SOFTWARE EMPLOYEES — AGE GROUPS

<20	20 to 25	26 to 30	31 to 40	41 to 50	>50
0.5%	19.5%	37%	36%	5.5%	1.5%

IV(II). Development

Sigma Software takes an active role in helping its employees plan and develop their careers. Rapid changes in IT industry and technologies inspire us to arrange training programs, conferences, and seminars, support employees' certification and other development activities.



Certifications

Our company encourages employees to extend their knowledge and verify their achievements. To show how we value our employees' efforts at this end, we have launched a 100% company paid certification program. Sigma Software finances the following certification programs.

- COP
- Sitecore
- IBM Maximo
- Scrum Master
- MS Certification
- MapR
- ISTQB
- PMP
- Oracle Certification
- Xamarin

About 110 certificates were obtained at company's expense.

Some certifications are unique in Ukraine. Thus, Sigma Software was among the first companies to get the IBM certified deployment specialists. To achieve the acknowledgment from IBM, Sigma Software has been running a special training program inside the company.

Within the framework of the course, our specialists attended a number of training sessions and programs, got acquainted with the system, and had passed the IBM Certification.

Another rare certification mastered by our employees is Certified Outsourcing Professional (COP). This certification distinguishes individuals as leaders in the field of outsourcing. We are proud of our employees, who managed to demonstrate their qualification and pass this certification.

ENGLISH CLASSES

English classes are held at the company premises. Employees can select a class with a suitable level, schedule, and location. At the moment, 152 persons visit Sigma organized English classes in 4 locations.

Trainings and Workshops

Sigma Software supports knowledge sharing as an organizer and a host of numerous trainings and workshops for company`s employees. The focus of the trainings and workshops held by the company includes technical skills, junior training programs, and general skills.

SOME OF TRAININGS AND WORKSHOPS TOPICS

Technical Skills	Junior’s Training Program	General Skills
Big Data	GIT	Conflict solving
Automation testing	Estimation	Distributed teams
UI/UX	Legacy code	Customer management
Refactoring	Clean code	Education techniques
Front-end basics	Time-management	Presentation skills and public speeches

TRAININGS AND WORKSHOPS TOTALS OVER 3 YEARS

The results are solid: 154 trainings arranged and 1935 visitors accepted during the last three years, yet we will work hard to deliver even more trainings activities and attract even more visitors in the years to come.



Conferences

Participation in conferences is a good chance to get informed about the latest innovations in the field, present own achievements, meet colleagues, and advance speaking skills. To encourage conference participation, Sigma Software reimburses participation expenses to its specialists.

Over the last 3 years, Sigma Software specialists were:

- Speaking at 45 conferences
- Visited 94 conferences

Active involvement in conference life as contributors and observers enrich our people with new knowledge, concepts, and skills. On return, they share these gains with their colleagues through trainings and workshops.



IV(III). Working Environment

A positive and dynamic environment helps us ensure that our workers are healthy, happy, and motivated. We work to continuously improve working conditions in Sigma Software offices and make our employees enjoy staying at their working places and recreation rooms.



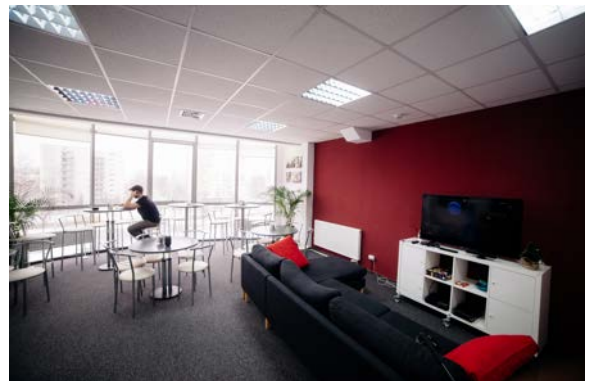
Office Amenities

Sigma Software promotes a comfortable working environment that meets all employees' needs. We offer everything from parking to a company cinema room open for all staff members. Our Human Resources department has implemented Sigma Catering Program to provide rich catering options at worker's request. To encourage informal communication and recreation, dining and relaxation rooms are available in all Sigma Software offices.

- Separate working rooms
- Recreation rooms
- Car and bicycle parking
- Showers
- On-site gyms
- On-site catering facilities
- Table games and game consoles
- Sigma club for communication and events

REFRESHMENT

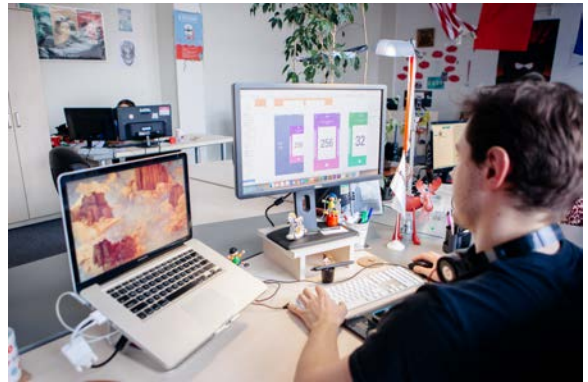
Our people spend a significant part of their life in Sigma Software office premises. We make every effort to help them feel at work like at home. What can help feel more at home than a cup of a hot beverage? So, tea, coffee, and water are always at free access in our dining areas. As additional treats, vitamins, fruits, ginger, sweets, and other snacks are provided.



Work-Life Balance

Flexible working hours and an option to work remotely enable our employees to maintain balance between their work and personal life. This gives our experts an opportunity to fulfill their aims and feel more focused on their work. Vacation and sick leave provide an employee with means to restore health and strength.

Part time working opportunities and flexible working hours provide favorable conditions for students, young parents, and caregivers.



IV(IV). Company Life

Informal employee communication is very important. To promote communication, Sigma Software holds regular team building meetings, events, and workshops.



Team Buildings

Team building meetings are regularly arranged within teams working on the same project. Such meetings are organized as on-site and off-site events, which allow team members to get to know each other. Team buildings provide a chance to our employees to show their creativity, introduce own hobbies and ways to spend free time, and to discover new opportunities:

- Cooking master class
- Cocktail workshop
- Quest room visiting
- Ukrainian style team building
- Ski tour
- Karting race
- Ropes park exploration



Company-Wide Events

Company-wide events can be attached to holidays or organized without any special reason. During the last several months along, we have conducted a couple of Movie in English watch parties, numerous flashmobs, a Ukrainian shirt day, a gingerbread decoration workshop, a birdhouse plastering workshop, and many corporate parties.

All Fools' Day was celebrated by a real striped clothes flashmob. Anyone could participate and show up in striped clothes. At night, our employees watched comedies and ate popcorn in the company movie room.

On the Ice Cream Day, company workers can enjoy all types of ice cream provided by the company.

Epic Gaming Event is an online Counter Strike competition between company teams.

Annual Sigma Software Birthday Party and New Year Party are major events, when employees from all locations meet.



Legal Support

Sigma Software cooperates with a legal company on a permanent basis. The company provides legal protection services for our employees free of charge. These services are intended to lend support in case of emergencies.

Any employee can request and receive legal assistance, if lawyer presence is required.



Healthcare

Sigma Software provides its employees with the opportunities to stay fit and healthy. Though every location differs in healthcare actions provided, each of the offices guarantee a medical care program, fitness center membership and classes, and other healthcare activities.

Sigma Software Medical Care Program is available for every member of our big team in all locations. Under the program, the employees are entitled to a free consultation of a general practitioner in partner clinics.

The partner clinics include modern medical centers with qualified medical care professionals, advanced equipment, and powerful diagnostic base. All employees are also provided with corporate insurance program that covers ambulatory and emergency medical care.

Further healthcare activities include:

- Free fitness center membership and yoga sessions on-site
- Sport tournaments within and outside the company
- Free massage on-site
- Vitamins, lemons, and ginger in winters



Sport Events and Tournaments

We promote an active lifestyle among our team members and reimburse a fitness center membership, swimming pool visits, sport club membership, dance lessons, and other. Further, Sigma Software finances own sport teams in football, basketball, ping-pong, and supports sport tournaments.

Sigma Football Teams are permanent participants of Kharkiv and Odesa IT Tournaments.

In April 2016, Sigma Software has run a sport competition aimed at 5 activities: bicycle, jogging, swimming, walking, and plank. Members of Sigma Sport Challenge have been posting their results in one or more of the activities during several months. Participants with maximum results were announced winners and received presents from the company.

In all cities, where Sigma Software offices are located, we support sport events and competitions, such as Marathons and Bicycle Days.



Sigma Smart Card

Sigma Discount Initiative is implemented in Sigma Card, which provides discounts in a number of shops, cafes, restaurants, clinics, beauty centers, and fitness clubs. The list of partners is employee-driven and is modified according to employees' requests.

Sigma Card provides discounts in:

- Fitness Centers
- Dental Clinics
- Health Centers
- Hotel Bookings
- Travel Agencies
- Food Delivery Services



Kids

Sigma Software cares of both its employees and their families. The company delivers special events for employees' children, gives presents to young parents and kids, organizes holidays for children.



V. SIGMA SOFTWARE UNIVERSITY

Knowledge transfer and sharing is a key in moving the state of the art forward. Within the frame of knowledge transfer and sharing, we create education opportunities for students and kids though Sigma Software University. It is a platform for learning, sharing knowledge and experience.

Our goal is to promote the development of IT community and strengthen IT education at every stage: from the support of educational programs for children to cooperation with universities and courses for those, who already have some experience in IT.



V(I). Collaboration with Universities

Sigma Software is committed to development of IT community and raising the level of competence of IT specialists in Ukraine. We have gained broad experience in various areas and formed technical competences, which we are ready to share with those, who seek knowledge and growth.

In line with this commitment, Sigma Software is engaged in extensive education activities in collaboration with 12 leading Ukrainian universities. These activities include launching courses, preparing study facilities, running events for students, etc.

The company representatives are among the members of supervisory boards of the universities. Among the primary aims of the supervisory boards are educational institutions development, raising funds for its activities, building an effective cooperation between university, public authorities, scientific community, and business.



Scholarship

This year Sigma Software established a scholarship award for a student of Ukrainian Catholic University (Lviv). The company pays full student tuition fee for internal form of training during four years. Furthermore, the student receives an opportunity to participate in Sigma Software University classes, trainings, and workshops from the leading company`s experts for free.

The winner of scholarship award is a constant participant of regional and pan-Ukrainian competitions in mathematics and computer science, has the highest scores according to external testing, possesses such soft skills as the desire for continuous learning and developing, commitment, and dedication.

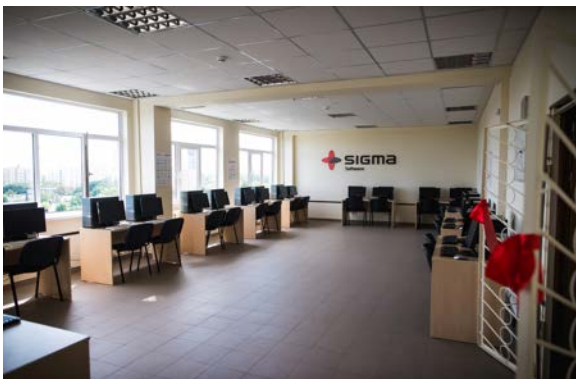
The scholarship was established for talented and motivated young person, who cannot pay for own education in the university.



V(II). Sigma Laboratories

Computer labs renovated and equipped by Sigma Software today function in five universities in Kharkiv, Lviv, and Odesa. These labs serve as a base for holding basic courses of students' education programs and additional courses proposed by company`s experts as well as lectures, seminars, and presentations.

Universities, where Sigma Software classes are open:



V(III). Agile Course

Beginning from 2011, the Agile Course is annually provided by Sigma Software in top Ukrainian universities. The Agile Course introduces students to the concepts of Agile methodology that help swiftly respond to changing requirements and teach students to evaluate their progress at regular intervals.

This course provides a unique opportunity to participate in a product development process conducted according to Agile principles. Participants of the course get the understanding of how to communicate with each other and a customer, seek solutions together, and cooperate.

The course includes several steps. At the first step, participants develop the product under the guidance of Sigma Software mentors and present their first demo. At the second step, teams refine their product, add new functions, master new approaches and technologies. At the third step, they finalize the solution and present the final project.

The increasing popularity of the course proves its practicality.

2011	2012	2013	2014	2015
~50 students 11 teams 1 university	~50 students 11 teams 1 university	~100 students 19 teams 3 universities and institutions	~90 students 17 teams 4 universities and institutions	~100 students 19 teams 5 universities and institutions



V(IV). On-the-Job Training

Sigma Software invites students of second to forth years seeking an engineering degree to gain work experience under the supervision by experienced IT specialists. On-the-job training in our company enables students to understand the meaning of being a part of an international company: take over the responsibility, keep to deadlines, come up with ideas, and see them embodied.

Over the last three years, 400 trainees took on-the-job trainings in Kharkiv, Lviv, Kyiv, and Odesa. Specialties of the trainings offered include .NET and Java.

- 400 trainees
- 4 cities
- .NET and Java



V(V). Internship

We offer internship programs for students, graduates, and people starting their career in IT. The internship programs provide trainings for groups of up to 5 people and for individuals. Groups work in a company training class on an educational project under the supervision of a mentor. The term of groups' internship is 5 to 6 weeks part time. Individual interns study in the company office according to their individual programs. They work in real teams and on real projects with a mentor. The duration of the study is 3 to 5 months full time. On completion of the internship, those who obtained good results are offered a position in the company.

Over the last three years, 85 interns were accepted by Sigma Software and 74 of them continued cooperation with the company in the following areas:

- iOS
- .NET
- Java
- JavaScript
- PHP
- Software Testing
- Project Management



V(VI). Tempus Project

In 2012, Sigma Software has signed an agreement with the European Commission to join Tempus, a program contributing to the development and reform of higher education in European countries. The collaboration is aimed to promote the synergy between academic programs, research expertise, and business.

Sigma Software is involved in Tempus activities to contribute better fit of national universities' educational programs to the labor market demands in Ukraine.

TRAININGS AND WORKSHOPS

Development of an entrepreneurial spirit among young people is one of the main goals of Tempus project. It is up to the academic staff to provide students with main principles of business and entrepreneurship development. Thus, Sigma organized a workshop for Ukrainian professors from five Tempus partner universities in Sweden. The workshop was devoted for Entrepreneurship & Innovation.



V(VII). Contests

Every year Sigma Software supports up to 30 contests, job fairs, codefests, and other events for students. These events allow IT enthusiasts to suggest their ideas and receive support in their implementation.

IT-Eureka! Ukraine

The company supports IT-Eureka students startup contest, running in context of Tempus project and supported by the Ukrainian Ministry of Education and Science.

The contest is open for participation for all students of Ukrainian universities.

Sigma Software gave the winners an opportunity to present their startups at Ukraine`s biggest IT conference, IT Arena.

The contest winners also visited Sweden and Portugal for a course of lectures, where they learned from professors of Linnaeus University and from Sigma experts.

Starting from 2016, Sigma Software becomes a main organizer of IT-Eureka contest.

- **Held in 2015 and 2016**
- **Over 600 projects in total**
- **More than 1500 students participated**
- **25 students visited Sweden**



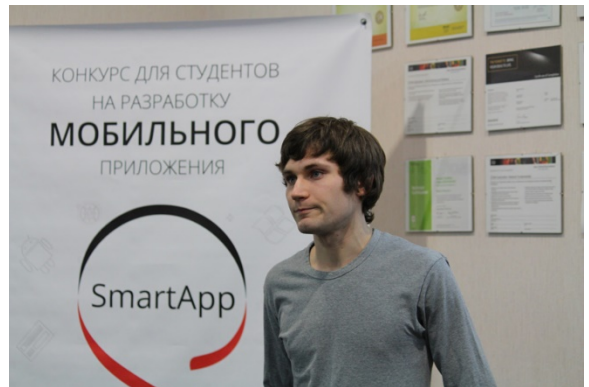
Golden Byte

Since 2013 Sigma Software is a permanent partner of this contest. Every year our specialist are invited to sit on a jury, and the company provides financial support to the organizers and presents gifts to the contest winners.

Golden Byte is an international IT Championship aimed at a young, progressive generation that strives to show and realize their potential in the field of IT-technologies, design, and communications. This contest is a chance to try one's hand and receive support of own creative ideas.

Over 8,000 people annually register to the Championship.

SmartApp



Completely organized and sponsored by Sigma Software, SmartApp invited students to come up with mobile application ideas and attempt to develop the application. The participants developed their applications for iOS, Android, and Windows Phone. Sigma Software experts supported the participants through meetings and consultations in the company office.

V(VIII). Courses Led by Experts

Sigma Software provides students and those, who already has some experience in IT, with an opportunity to study from company`s top experts, the specialists with passion and experience in the area.

The Expert Courses are provided in the following areas:

- Sales in IT
- Web Development
- UI/UX
- Java Enterprise

Our experts



Veronika Korzh
Sales Expert



Boris Trofimov
Software Architect



Artem Kostenko
Art Director



Anton Hrytsenko
Senior Software
Developer



Konstantin Genchevskiy
Senior Front-End
Developer

V(IX). Education for Kids

Sigma Software actively participates in promotion of IT education among children. The company supports education projects for kids in Kharkiv, Kyiv, Odesa, and Lviv, and is going to extend its activity in this area.

Starting from November 2015, we provide support to four different projects:

BOTEON

Odesa robotics school Boteon provides training in electronics and the basics of programming for kids aged 8+. Starting from November 2015, Sigma Software hosts Boteon electronics and programming classes on Saturdays and Sundays.

KID`IT

Kid`IT was launched in 2015 as the first in Ukraine learning and technological site for 5 to 9 year olds. The aims of the program is to develop in kids new technology interaction skills, plant success habits, such as creativity, communication, team work, and critical thinking.

In 2016, the project came to Lviv, where Sigma Software provided its office premises for classes.

CODECLUB

CodeClub is a British IT education initiative, which has been working for several years in Ukraine in a form of free coding clubs for children at the age of 8-14. Its volunteers teach children to create computer programs, games, animation, and websites. Sigma Software hosts school classes has recently transferred computer equipment for the school usage.

YOUNG IT SPECIALIST COURSE

The course is intended for secondary school students aged from 14 to 17. The course helps children better understand what the IT is all about and prepares for university. The course is supported by the company and is running in Sigma Software laboratory in Kharkiv National University of Radioelectronics.

Office Tours

Sigma Software organizes office tours for children and students. The company's Kharkiv office was visited several times by the students of Spalah IT school and STEP Computer Academy. Children at the age of 8-12, together with their teacher and parents, come to see the Sigma Software office, take an inside look at IT specialists' life, and get acquainted with the way a big IT company works.

In May 2016, a group of school graduates willing to apply for Computer Science programs spent a morning in Sigma Software premises. The students took a breath of company air and met IT professionals in their habitat.



VI. COMMUNITY DEVELOPMENT

The United Nations defines community development as "a process where community members come together to take collective action and generate solutions to common problems." Sigma Software works to create opportunities for communication of IT specialists as a community-building activity and as a space for discussing problems and solutions, sharing professional experience and achievements.



Conferences

For several years, Sigma Software has been an organizer of NETwork conference. NETwork is an ultimate technological educational event created as a channel for exchanging fine-tooth technical experience for professionals around the globe. The conference speakers include local specialists and world-renown software masters. Speakers' geography extends to Israel, the Netherlands, Spain, Germany, the USA, and Ukraine.

NETwork conference took place in 2011, 2012, and 2015, and assembled a total audience of over 1000 people; 30 speakers have spoken from the NETwork stages.

In addition to NETwork conference, Sigma Software actively participates and financially supports a number of national and international conferences.



User Groups, Workshops, Meetups

Several times per month, Sigma Software organizes and supports smaller community events, such as user groups and meetups. On the average, a user group or meetup gathers 35 to 150 persons. The events we host and support usually take place in one of four locations: Kharkiv, Lviv, Odesa, and Kyiv, and are mostly dedicated to such domains as .NET, Java, Mobile development, and Project Management.

Sigma Software throws workshops for Junior to Senior audience with IT stars speaking and sharing their knowledge. Among the most prominent speakers:

- Sander Hoogendoorn (the Netherlands), an author of numerous books on Agile and UML, a speaker at over 100 international conferences.
- Sasha Goldshtein (Israel), a CTO of Sela Group, a Microsoft C# MVP and Azure MRS, a Pluralsight author, an international consultant, and trainer.

This June, Sigma supported a unique event for Odesa Java developers: practical training by Yevgeny Borisov, a famous speaker and founder of a successful startup.



Contests and Tournaments

We promote informal communication and community development through engaging IT specialists in out-of-office interests and sport activities. A great success in this endeavor is a karting tournament among IT companies that has been organized by Sigma Software for several years in a row in Kharkiv and Odesa. This event attracts many participants and fans from local IT companies.

Last year Developer's professional holiday (September 13th) was marked by a special occasion gift from Sigma Software. We've hired a well-known Ukrainian band to give a concert for Lviv IT professionals. About four hundred people visited the concert and enjoyed nice music in a good atmosphere and with great presents from the company.





STAY TUNED

<http://sigma.software>