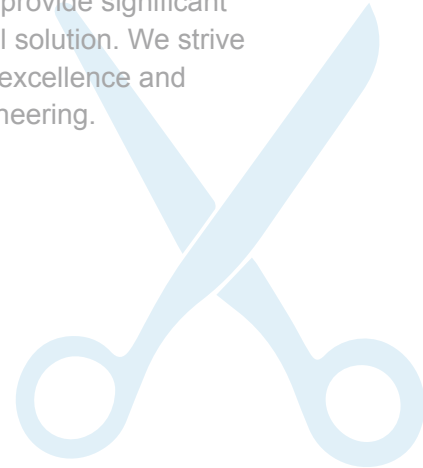


## Development Guild

### Tube Line

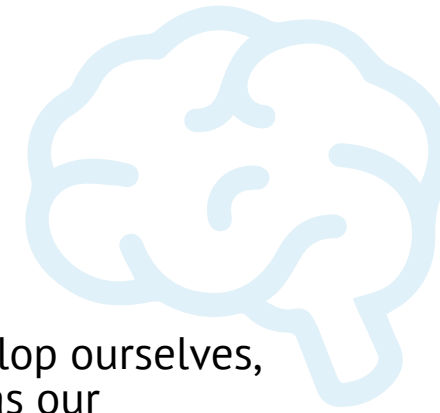
#### We are tailors

Like fine tailors, we build a relationship with our customers. We work closely with them to make sure that what we deliver suits their needs. We find satisfaction in working on tailor-made solutions, where we can use our creativity. We don't hesitate to use third-party products if they provide significant value to the final solution. We strive for engineering excellence and avoid over-engineering.



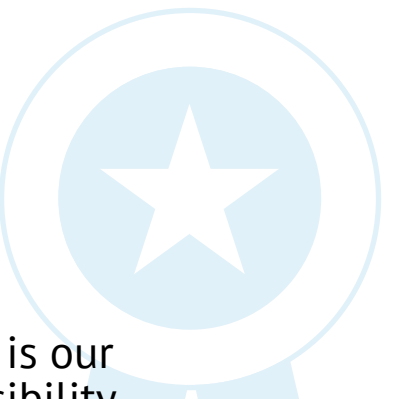
#### We develop ourselves, as well as our software

Our desire is not only to write code, but also to improve ourselves. We build our excellence through personal growth, colleague mentoring and guild development. As a team, we strengthen the unique skills of our people and broaden their horizons.



#### We are eager to help and not afraid to ask for a helping hand

The beauty of teamwork is the opportunity to interact with other people. Asking for help is nothing more than seeking and sharing knowledge. In fact, there is no shame in doing just that. Be accountable and raise a flag, when you cannot meet expectations, or need help. While gathering knowledge is important, sharing information is a must. So, if you have the right data, use it to help others. Remember, helping does not mean doing someone's work for them; it means teaching your colleague how to do it themselves.



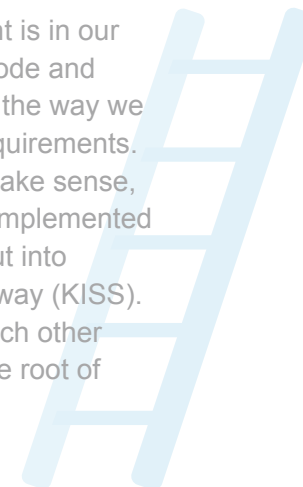
#### Feedback is the foundation of our relationships

We are not afraid to express our thoughts. Everyone can count on feedback, regardless of their position, or the Tribe's affiliation/connection. Constructive feedback helps us to become better and work more effectively as a team. Appreciation improves our spirit and gives us motivation for further work.



#### We challenge ourselves and our customers

Continuous improvement is in our DNA; we re-factor our code and our skills. We challenge the way we work, processes and requirements. If something does not make sense, maybe it should not be implemented (YAGNI) or should be put into practice in the simplest way (KISS). However, we respect each other and try to understand the root of decisions.



#### Quality is our responsibility

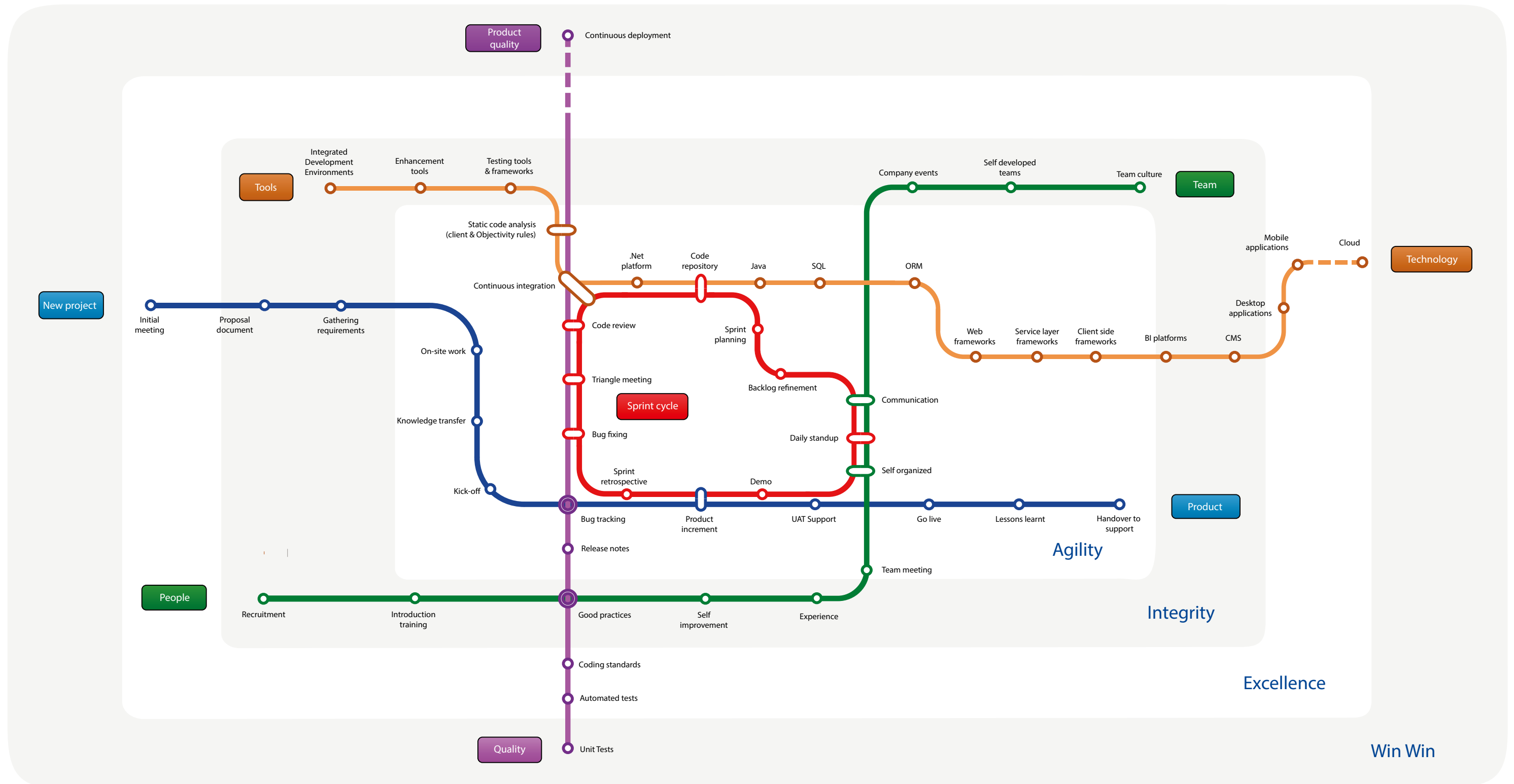
With testers and business analysts, we bear the burden of the success of our projects. We turn our projects into live products and care about how they perform, and if they are beneficial to the business. We are proactive in delivering quality. We leave the ground cleaner than we found it.

#### Manifesto

We, the developers of Objectivity, are here to satisfy our inner needs for curiosity, creation, readiness to help, satisfaction from solving problems and pride in delivered quality products.

Our aim is to make our customer successful by delivering the right solutions. While coding is a crucial part of it, it will never be enough on its own.

Among all the things, which help us to achieve our goals, we most highly value the following:



### ● People

This line describes actions related to our team and guild members. We emphasize teamwork based on mutual trust and cooperation among all employees along with continual self-improvement.

### ● Technology

The technology line provides an in-depth insight into which tools and frameworks are used by the Development Guild. We cover all modern application types like desktop, web based and mobile for various devices.

### ● Sprint Cycle

An iterative and time-boxed process, in which we commit ourselves to deliver functionalities that are valuable to the client. The "Sprint Cycle" line is coupled with the "Project", "Quality", "Technologies" and "People" lines. It is easy to see how these lines complete and depend on each other.

### ● Quality

The quality line shows how much effort it takes to deliver high quality products. This line was always our top priority and is continually improved with new tools and good practices. We are about to embark on opening new stations on that line.

### ● Project

Members of the Development Guild take part in every phase of the project life cycle. Stations on this line describe activities related to a particular stage: from initial meetings, knowledge transfer and support, up to the release date. We always stay close to clients to understand their needs and offer good advice.