



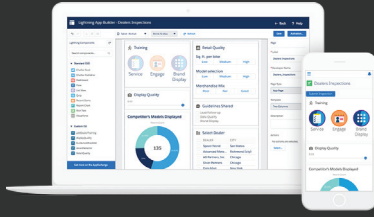
you:digital

Software Team Augmentation and Case Studies - YouDigital



Table of CONTENTS

Value Proposition	3
WHY DO CLIENTS  OUR ENGINEERS?	3
WHY DO CLIENTS  YOUDIGITAL	4
Company Overview	5
Our Process	7
Our Specialisations	8
Your Investment and Cost	9
Full Time Body Lease	9
Part Time Development & Support	9
Our References	10
Contact Us	17



Grow your business and reduce costs related to developer recruitment, payroll services and IT project implementation with YouDigital

Today, the demand for experts' software development services is rapidly growing. The business environment is changing fast and there is a high level of uncertainty. However, the lack of skilled software developers is the reality today's market must face and adapt to. IT outsourcing is luckily a perfect remedy that helps to optimise the time and cost of the project, utilise knowledge of a skilled IT partner, and focus your efforts on the core business.

HIGHLY EXPERIENCED SOFTWARE DEVELOPERS

Enhancing inhouse development teams with additional resources and expertise swiftly, with exactly the experience level required, precisely when required.

THE BEST-OF-THE-BEST SOFTWARE DEVELOPERS

YouDigital recruits remotely throughout Europe, employing the highest calibre developers.

DEPENDABLE AND FAIRLY PRICED

YouDigital stands out for providing trustworthy, high calibre software developers at Eastern European prices.

NOT JUST YOUR AVERAGE DEVELOPER

Rather than simply employing developers, YouDigital's also provide Project Engineers who understand the whole project, how it relates to the client's wider businesses, and cares about the impact; enabling clients to benefit from their recommendations and experience.

WHY COMPANIES ❤️ OUR ENGINEERS?

Communication

Fluent English
—
Proactive & Outgoing
—
Assertive but kind

Integrity

Self-disciplined
—
Consistent workers
—
Independent thinking



Reliability

Communicating issues
—
Sharing honest feedback
—
High work ethics

Business acumen

Understand business processes
—
Know business language
—
Work excellently within Global teams

YouDigital help companies to build quality software teams in order to deliver ROI on investments in your tech projects

WHY DO CLIENTS YOUDIGITAL?

	You Digital	Software Agency	Freelancer Platform	In-house Recruitment
Time to Hire	1-21 days	1-2months	1-30 day	1-6 months
Rigorous vetting and screening process	Only senior proactive developers with excellent communication skills	✓	✗	✗
Risk	2 weeks money back guarantee	✗	✗	✗
Hiring and management cost	low	medium	medium	high
Easiness of scaling a team	✓	✗	✓	✗

YouDigital is your partner for the smooth, quality, and cost-efficient delivery of your digital transformation projects

MISSION AND VISION

Our mission is to provide top senior remote developers with strong technical and communication skills for our clients' projects.

Our vision is to become a company with the highest standards of software development delivery and resource recruitment across Europe. Standards that guarantee success of every company building software with outsourced teams.

Our aim is to always deliver: Integrity. Quality. Proactivity.

PORTFOLIO

you:digital

We are a European boutique software company that offers a holistic portfolio of services around software development outsourcing.

- **Team Augmentation**
- **Lease of Senior Full Stack Developers**
- **Salesforce Development**

This includes the development of finance applications, CRM and ERP extensions, mobile apps, event management or loyalty programmes in Java, React, .Net, PHP, Python or other technology either by leasing our individual resources or entire teams.

TEAM

We are a team of senior Salesforce and Full Stack Developers with Business Acumen which is defined by three attributes: integrity, quality, and proactivity. YouDigital are a 100% remote company, so our people can work from anywhere in the world, which enables us to recruit the best of the best. With our strong learning culture we are intentional about helping our team members enhance their expertise. We are a team of happy people that want to have a good work-life balance, with the flexibility to work in the environment where we are the most productive.

STRENGTHS

- Fairly instant resource / fast availability - much swifter than building an in-house team
- Developers who care about customer success and strive to deliver exactly what is needed
- Excellent staff retention giving clients consistency and the assurance that they don't have to wait for new engineers to onboard and come up to speed
- Clients appreciate the quality of our developers, their understanding of their projects and needs, and the transparency of working together
- Proven to fit in and work well in international environments
- Nearshore and cultural proximity - understand local nuances, ways of working, cultural norms etc.

"We are an agile European boutique software company, with deep experience in the development of business software. We firmly believe that project success is largely dependent on the quality and efficiency of individual team members. YouDigital is the company that enables the next chapter in your business growth."

Pawel Hrydziuszko
CEO, YouDigital

With YouDigital Team Augmentation Services you can deliver your projects faster and at affordable rates - anytime

Hire high calibre senior remote developers with strong technical and communication skills for your project. Whether you are building finance applications, CRM & ERP extensions, mobile apps, event management or loyalty programmes in Java, React, .Net, PHP, Python or other technology, YouDigital's talented developers can help you deliver great results, and fast.

TOP TECH TALENT

We specialize in connecting top tech talent with businesses in need of their expertise. YouDigital has a vast network of highly skilled professionals who are experts in their respective fields, ranging from software development to data analysis, artificial intelligence, cybersecurity, and more. We understand the fast-paced and ever-changing nature of the tech industry, and we keep up with the latest trends and technologies to ensure that we can provide our clients with the best talent available.

ZERO RISK

We understand that hiring top tech talent is critical for any business, and we want to make the process as risk-free as possible for our clients. To show our commitment, we offer a 2-week money-back guarantee. This means that if a client is not satisfied with the developer they hire through us, they can get a full refund within the first two weeks of the developer's assignment. We are confident in the quality of the tech talent we provide, and we believe that our rigorous screening process ensures that our clients get the right fit for their specific needs.

DEVELOPER RETENTION

It isn't just about finding the right skilled developer, but also about keeping that talent in-house for the long-term to help drive business success. Once we place a developer with a client, we provide ongoing support to ensure that they remain happy and engaged in their role. This includes regular check-ins with both the developer and the client to ensure that everything is running smoothly, so any issues are addressed in a timely and effective manner.

DATA SECURITY

YouDigital understands the importance of protecting your data. As a company based in the EU we work in accordance with GDPR regulations. All personal data is processed in accordance with the EU's General Data Protection Regulation (GDPR). And, if you're based in any other part of the world, e.g. in the United States, we will handle your data according to the principles set by GDPR too.



How we work:

WE WORK AGILE AND WITH "DESIGN" THINKING

- Externally oriented, based on the needs of the customer
- Iterative approach, with very fast results
- Strive for a minimum practicable solution and subsequent improvements
- Use prototypes to identify requirements



"What I appreciate about YouDigital is the transparent and efficient cooperation. They always recommend the best solution to us, which also improves our business processes."

Luis Yariguay

Product Manager Salesforce, Pamono



Java



Laravel



Node.js



React.js



Python



AWS



React Native



C#



Ruby on Rails

Looking for different type of tech talent? Get in touch.

FULL TIME BODY LEASE



FULL -TIME SENIOR RESOURCE LEASE (+5YEARS EXP)

Minimum days booked: 15
Daily Rate: 520 EUR
Hourly Rate: 65 EUR
Monthly Cost: 7,800-10,400 EUR*



FULL -TIME SENIOR RESOURCE LEASE (+2YEARS EXP)

Minimum days booked: 15
Daily Rate: 440 EUR
Hourly Rate: 55 EUR
Monthly Cost: 6,600-8,800 EUR*



FULL -TIME SENIOR RESOURCE LEASE (+2YEARS EXP)

Minimum days booked: 15
Daily Rate: 280 EUR
Hourly Rate: 35 EUR
Monthly Cost: 4,200-5,600 EUR*

PART TIME DEVELOPMENT & SUPPORT



FIRST ONE-OFF CUSTOM DEVELOPMENT

Minimum workload: 40 hours
Hourly Rate: 55 EUR
Total Price: subject to estimation but we aim at fix*



DEVELOPMENT WITH A RETAINER

Hours in package: 80 hours per month
Fix Price: 4000 EUR per Month
Excess Hours Price: 45 EUR*

* We offer you a fixed price for the delivery of the app according to functional and technical specifications developed on the basis of our online workshop and validated by you.

** Continuous development & support for SFDC End Users and SFDC partners with predictable demand for work. With this option we guarantee fixed and dedicated resources and a top priority in delivering your requirements. Based on experience with our clients we know that 80 hours is the best package to keep your Salesforce up and running and if you would like to develop an app with our full-time engagement then for 81st and subsequent hours the discounted rate would apply. This is a great way to reduce a price in return for a commitment.

We have served over 60 various clients, around the world, including end users and technology partners among others:





Case Study: Full-Time Salesforce Team Outsourcing

Company: 6Street Digital

Industry: IT Services and IT Consulting

Technologies: Apex, LWC, CloudCraze

Service Provided: Full-time Salesforce Team Outsourcing

6Street Digital and YouDigital signed an offshore partnership to work together on projects for their US-based end clients

DESCRIPTION OF THE COMPANY

6Street Digital is a Certified Salesforce Partner providing expertise and guidance enabling companies to scale successfully and maximise their Salesforce investment.

As a team of certified Salesforce consultants, they are dedicated to helping their clients realise the full potential of their Salesforce investment. With over 11 years of cross-cloud expertise and a commitment to delivering top-notch service, 6Street Digital assists organisations in maximising the value they receive from Salesforce.

6Street Digital is headquartered in Austin, Texas, United States.

REASONS FOR CHOOSING YOUTDIGITAL

- Senior team of B2B Commerce experts ready to start anytime
- Fluency in English language of all YouDigital's team members
- Experience from large software development projects in e-commerce industry
- Favourable price but much higher quality of work compared to Asia-based off shore teams
- Very high working ethics and level of independence of YouDigital team members

"We were looking for a suitable offshore partner for a long while already as we had more and more projects in the pipeline. There are plenty of Salesforce developers around the world but it is rare to find affordable seniors who deliver on time and collaborate smoothly both with our team members and could be exposed to client facing roles. After a short trial project we knew that YouDigital was the best choice we have made "

Jonathan Keel

CEO of 6 Street Digital

CHALLENGES

- Finding an alternative to very expensive US based freelancers and cheap but low quality providers from Asia
- The need for a provider who is culturally close to US company in terms of work ethics and communication standards
- Growing number of project and not enough local resources to deliver them
- Lack of experienced senior CloudCraze developers available on the market
- The need to build a reliable, high-quality offshore partner

RESULTS

- Formal partnership solved problems of resources and candidate pipeline
- Ability for long term planning of any increase in the need for senior Salesforce resources
- Higher number of projects being taken on by 6Street Digital
- Higher quality of projects being delivered by 6Street Digital to their end clients
- Full handover of some support & maintenance projects to YouDigital
- Reduction in the total cost of projects delivery

"6Street Digital treats our people like their own employees. They respect them, care about their well being and support them when they face difficulties on projects. We are not just a supplier for them but truly an offshore partner and we always do our best to make their clients happy. They are a great example of how a company should be managed."

Paweł Hrydziuszko

CEO of YouDigital

Case Study: Full-Time Salesforce Team Outsourcing

Company: OSF Digital

Industry: IT Services and IT Consulting

Technologies: Apex, LWC, CloudCraze

Service Provided: Full-time Salesforce Team Outsourcing

OSF Digital hired an entire team of senior Salesforce developers to work on e-commerce projects for their end-clients in Germany

DESCRIPTION OF THE COMPANY

OSF Global Services is a company specialised in enterprise customer relationship management (CRM), content management systems (CMS), order management systems (OMS), unified commerce, online shop management and cloud application development. They support products across channels, devices and locations for B2C and B2B focused enterprises and emerging businesses in North America, Europe, Latin America, Australia, New Zealand and Asia.

Headquartered in Quebec City, Quebec, Canada, OSF Global Services has offices in the United States, the United Kingdom, France, Germany, Brazil, Colombia, Japan, Romania, Ukraine and others.

REASONS FOR CHOOSING YOUTDIGITAL

- Proximity of Czech Republic and Poland and being able to act as client's near shore partner
- Fluency in English language of all YouDigital's team members
- Experience in large software development projects
- Ability to work in an international environment
- Willingness to work on-site in Berlin from time to time
- Legal presence in European Union countries for data security and compliance reasons

CHALLENGES

- Using recruitment agencies was too expensive for the quality of resources being delivered
- Unfavourable pricing model of existing recruitment agencies
- Poor English language skills of team members of alternative Salesforce subcontracting partners from Eastern Europe
- The need to build a reliable, high-quality near shore partner
- In-house recruitment team not keeping up pace with more resource needs due to many new project being won

RESULTS

- Increased satisfaction of OSF Digital's key clients like Coca Cola
- Ability to win and deliver more projects across Germany
- Mentoring of junior OSF Digital's developers by YouDigital's senior resources
- Ability to fix the hardest problems that the existing inhouse team could not solve
- Cost effective and reliable supply of experienced senior Salesforce developers
- Effective and seamless worldwide team

"YouDigital was the best choice we could have made. With recruitment agencies we would never be able to staff so many highly skilled senior developers for a reasonable price. Now we can deliver any project"

Gabriel Cueto

Associate VicePresident EMEA Operations
& Delivery at OSF Digital

"Our people have been working on corporate projects like Coca Cola for many years. They know exactly what to do and do not need to be micromanaged. Every client can rely on them and be sure that they will solve the biggest project challenge. They are also very likeable and communicative and will fit into any team"

Paweł Hrydziuszko

CEO of YouDigital

Case Study: Part-Time Salesforce Managed Services

Company: Pamono

Industry: Online Retail

Technologies: Apex, LWC

Service Provided: Part-time Salesforce Managed Services

Pamono achieves service continuity with YouDigital's dedicated developer

DESCRIPTION OF THE COMPANY

PAMONO is an online marketplace and magazine specialising in distinctive design objects and the stories behind them. They source vintage and contemporary furniture, lighting, accessories, and crafts from around the globe and seamlessly deliver them to customers' doors.

Pamono works with an international network of high profile galleries, shops, editors, artisans, and designers to curate an inspiring, ever-changing collection. At the same time, their original stories and guides ensure you know 'who's who' and 'what's what' in design culture, past and present.

Employing 80 people, Pamono is headquartered in Berlin, the capital of Germany.

REASONS FOR CHOOSING YOUTDIGITAL

- Reliable and well working delivery process demonstrating long term experience in the industry
- Professional account management ensuring that any issues are spotted immediately before damage has been done
- High developer retention rate ensuring service continuity and a perfect knowledge of Pamono's platform
- Ability to onboard and transfer knowledge to any new resource at YouDigital's cost if needed

CHALLENGES

- Low retention rate of in-house developers and administrators
- Developers head hunted by recruiters for higher rates at competitors
- Difficulties to hire local senior developers at a reasonable cost
- Inability to provide 100% service continuity with regards to Salesforce platform

RESULTS

- Faster resolution of cases submitted by internal Salesforce users
- Higher trust in platform's data by company's top management thanks to constant care of the data in the system
- Uninterrupted development service with regards to introduction of new Salesforce functionalities
- Significant time savings with onboarding of new in-house Salesforce developers
- Efficient YouDigital Salesforce developer delivering in 80 hours per month an equivalent of a full-time junior in-house developer engagement
- Warranty of years of service by YouDigital whose top priority is high service quality resulting in high client retention rate

"What I appreciate about YouDigital is the transparent and efficient cooperation. They always recommend the best solution to us, which also improves our business processes."

Luis Yariguay

Product Manager Salesforce, Pamono

"YouDigital's dedicated Salesforce developer enabled smooth and consistent delivery of support to Salesforce users and further platform development. Thanks to this, Pamono solved the problem of in-house developers leaving the company after a short period of time."

Maciej Józwiak

CTO of YouDigital



DR SMILE

Case Study: Full-Time Salesforce Team Augmentation

Company: Urban Technologies

Technologies: Apex, LWC

Industry: Medical Care

Service Provided: Full-time Salesforce Team Augmentation

Urban Technologies, owner of DrSmile brand, hires YouDigital Salesforce Developer on a full time basis

DESCRIPTION OF THE COMPANY

DrSmile is a brand owned by the German startup Urban Technology GmbH, based in Berlin.

The company was founded in 2016 by Jens Urbaniak and Christopher von Wedemeyer. In July 2020 it was announced that Swiss dental implant manufacturer Straumann bought a majority stake in the start-up and secured an option on the remaining shares. In May 2022, DrSmile acquired PlusDental for €131-million.

DrSmile holds locations in numerous cities, such as Berlin, Düsseldorf, Frankfurt, Hamburg, Cologne, Munich, Nuremberg, Stuttgart or Hannover, and works with a network of partner dentists and orthodontists.

REASONS FOR CHOOSING YOUTDIGITAL

- Salesforce developers ready to start as soon as possible
- No hidden costs of contracting of YouDigital's resources
- Good experience with service providers from Poland
- Very good reference list of YouDigital and network recommendations

CHALLENGES

- More functionalities to be delivered than current team was able to process
- Low retention of in-house developerDevelopers head hunted by recruiters for higher rates at competitors
- Junior in-house developers not performing as well as senior resources provided by external service providers
- Inability to recruit senior Salesforce developers
- Budget constraints excluding the hire of local freelancers

RESULTS

- Ability to resolve more tickets and user stories thanks to increased team capacity
- YouDigital developer taking ownership of some processes and functionalities freeing internal client's resources for other work
- Knowledge sharing between YouDigital resource and in-house developers
- Professional project documentation created
- Meeting goals and expectations of investors with regards to fast product development

"We liked how YouDigital approached us and made everything transparent, organised and clear during the process. We were given plenty of options to hire the right developer and this was later confirmed by the great quality of the work of the person working on our projects. Whenever we need more resources we always turn to YouDigital."

Ivan Gammel

CTO at Urban Technologies

"It has been a pleasure to be a supplier of Urban Technologies. We love their delivery processes and the way they work with developers. They assign them ambitious tasks but always make sure there is enough time for our people to work at a steady pace and focus on quality and not quantity of user stories resolved."

Maciej Józwiak

CTO of YouDigital



Case Study: Part-Time Salesforce Managed Services

Company: Starway Institute

Technologies: Apex, LWC

Industry: Online Professional Services

Service Provided: Part-time Salesforce Managed Services

Starway Institute from Poland implemented Salesforce with YouDigital and works with them as their support partner

DESCRIPTION OF THE COMPANY

Starway Institute is a leading Polish company who specialise in training social competencies.

A few hundred thousand people from around the world have attended conferences or workshops, or used individual sessions, e-learning products, studies, and lectures organised by Starway, to gain the knowledge needed to achieve their personal and professional goals.

The services offered by Dr. Mateusz Grzesiak is not only used by the most significant Fortune 500 Companies (Volkswagen, Google, ING, Danone, Roche, Coca-Cola, Aviva, Orlen, Citigroup, BNP Paribas), which are seeking methods to increase efficiency as well as effectiveness in management and marketing, but also by small and medium businesses.

REASONS FOR CHOOSING YOUTDIGITAL

- Strong client reference list of similar clients who work with YouDigital
- Flexible pricing and working model fitting into financial capabilities of Starway
- Fixed and assigned resources over entire project duration (implementation and then support)
- High developer retention rate ensuring service continuity and knowledge of Starway's platform

CHALLENGES

- No budget to hire in-house developers or administrator to take care of the platform
- Difficult to customise and change processes in Salesforce on their own by Starway's sales team
- Poor user adoption due to lack of in-house product owner who would provide necessary support
- Lack of usable reports and dashboards for management to make key decisions
- Long time to resolve issues and bugs

RESULTS

- Uninterrupted service and running of Salesforce platform
- Automatisation of several sales processes that were done manually before using excel or even pieces of paper
- Creation of a flawless data architecture that aligns with business strategies and user requirements.
- Integration of other third-party systems used by Starway to support their business processes
- Uninterrupted development and support service with regards to introduction of new Salesforce functionalities

"YouDigital team is very responsive and patient with regards to our requirements and ongoing support questions. They not only fix things but train our salespeople how to use the system efficiently."

Mateusz Grzesiak

CEO of Starway Institute

"Working with Starway is a real pleasure. They are very well organised and set very realistic though ambitious expectations. Their high communication competences are very helpful when explaining more complex technical issues to them and why we are making such choices."

Arkadiusz Dziuda

Salesforce Consultant, YouDigital.

Case Study: Part-Time Salesforce Team Augmentation

Company: Yachting.com

Technologies: Apex, LWC

Industry: Travel

Service Provided: Part-time Salesforce Team Augmentation

Yachting.com hired YouDigital to speed up the development of their existing Salesforce instance and significantly reduced TCO

DESCRIPTION OF THE COMPANY

Yachting.com provides boat charter, sailing courses, and organises regattas and sports cruises.

In their 20 year history more than 10,000 satisfied customers have sailed with yachting.com! They offer not only charters, but a complete yacht service including preparation for the skipper exams. They organise thematic lectures, events for families with children, and much more.

Yachting.com's headquarters are in Prague, Czech Republic.

REASONS FOR CHOOSING YOUTDIGITAL

- Senior Salesforce developers available to work on a part-time basis
- Flexible pricing model reflecting their budget and real needs
- Willingness to work on-site in Prague from time to time
- Ability to onboard and transfer knowledge to any new resource at YouDigital's cost if needed

CHALLENGES

- Lack of experienced Salesforce developers on the market for an affordable price
- Current in-house staff working too slow due to lack of experience in solving complex issues
- Too many fault codes deployed to production, causing many bugs
- Inability to recruit in-house senior Salesforce developers
- CTO engaged in fixing tickets during sprints and being distracted from strategic topics

RESULTS

- Significant increase in speed of delivery
- Reduced amount of bad code being written
- Mentoring of junior in-house developers by YouDigital's senior resource
- CTO focusing now on more strategic topics
- Introduction of professional CD/CI infrastructure and processes

"YouDigital's team is so efficient that we decided not to hire additional in-house resources. Outsourcing works very well in this case."

Vladimir David

Director of Sales and Operations
at yachting.com.

"We are always able to give a client very precise estimation of a workload for a given requirement. Once the client approves the estimation we start the work. Our clients are happy not only because of the work quality we deliver but also because they know exactly what they will pay for, and how long it will take."

Pawel Hrydziuszek

CEO of YouDigital

you:digital

Contact us:

Company Owners

CEO: Paweł Hrydziuszko
Email: pawel.hrydziuszko@youdigital.com
Mobile: +420 734 2174

CTO: Maciej Józwiak
Email: maciej.jozwiak@youdigital.com
Mobile: +48 504 279 265

Website: www.youdigital.com
Sales: sales@youdigital.com

Our Legal Entities:

YouDigital B.V.
Kingsfordweg 151
1043 GR Amsterdam
The Netherlands
VAT ID: NL859144148B01

YouDigital s.r.o.
Jaurisova 515/4
140 00 Prague
Czech Republic
VAT ID: CZ05960002

YouDigital Sp. z o.o.
Roosevelta 10b
90-056 Łódź
Poland
VAT ID: PL7292730021