



EUROPEAN SOURCING (1)



Often, you don't need to look far to find the best solution.

If, like Revacom, you aim to perform as well as you can while being as cost-effective as possible, choosing a location for your production site can play a decisive role.

If you try to combine the benefits of offshore sites (lower costs) with those of Central European locations (top quality, practicality and geographical proximity), you end up in the Ukraine.

Revacom arrived in the capital, Kiev, back in 2005 and now has over 50 employees in the Ukraine, split between Kiev and the new office in Zhitomir. If it becomes necessary to take on more expert staff for a specific project, our high-performance personnel marketing system gets results quickly.

The Ukraine offers decisive benefits as a European sourcing location. Here is a quick summary:

- highly developed education system
- good foreign language skills
- real potential for new blood in the specialist IT sector
- flexibility in terms of company format
- liberal employment laws
- quick connections to Western Europe (max. 2–3 hours flight)
- no visas required for citizens of the EU (+ Switzerland and Norway), the USA, Canada and Japan
- no ethnic or religious conflicts

Every single one of our employees in the Ukraine is not only highly qualified with at least a university degree, but also completely integrated into the company organisation and culture. Regular get-togethers and joint leisure activities with the nearshoring team make for a high level of identification with the Revacom brand and lead to an amazingly low staff turnover rate of less than 5% a year.

Its high-performance teams and transparent, process-oriented delivery means Revacom can guarantee permanently competitive production costs at the same time as high quality. Any potential customers who need convincing about the benefits of our nearshoring model are more than welcome to visit our offices.

There are a few things in the Ukraine's favour as a sourcing location: the highly developed education system for IT, engineering and sciences, the excellent knowledge of foreign languages, the quick transport connections to Western Europe (just 2–3 hours flight) and, most importantly, the real flexibility when it comes to company format.



EUROPEAN SOURCING [2]



As we have been working with the Ukrainian authorities for so long, all administration processes now run like clockwork. Macro-economic risks can never be ruled out completely, so we have taken preventative measures to make sure we can always meet our delivery guarantees, whatever the circumstances. We are constantly monitoring and analysing the risks relating to energy, currency and politics so that we can act quickly in the worst-case scenario.

If there are energy supply problems, we can immediately call upon an independent energy supply based on alternative heating systems and modern diesel generators which is available on all sites and ready for action at any time.

We have also minimised currency risk by tying the salaries paid in the national currency to the US dollar. This effectively protects our Ukrainian employees against losing buying power, improves staff loyalty still further and allows them to continue to be highly motivated in their work for us in the long term, regardless of inflation scenarios.

If the worst comes to the worst, for example, there are political events which we could not have predicted, we can guarantee our deliveries by using our available capacities at alternative sites in Western Europe. The local staff at our backup centre in Potsdam can continue to operate all vital systems and applications until an alternative outsourcing location is ready to go live.

As you can see, even a complete failure of our foreign sites would not bring us to our knees. What other off-shore providers can make you the same promises?

Satisfied customers are better than any business card. So we have put together a list of just some of the companies who are already benefiting from our nearshoring model in the Ukraine:

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| AXA Tech. Services, Germany | ITERGO, Germany |
| Axcept, Switzerland | MLP, Germany |
| Commerzbank, Germany | NRW Bank, Germany |
| Computacenter, Germany | PricewaterhouseCoopers, Germany |
| DnB NOR, Norway | Swisscom IT Services, Switzerland |
| DRS, Switzerland | SIX Telekurs, Switzerland |
| DZ Bank, Germany | Sparebank, Norway |
| EDB, Norway and Sweden | Storebrand, Norway |
| Hewlett-Packard, Germany | Telenor, Norway and Sweden |
| | UBS, Switzerland |
| | Union Investment, Germany |