The Open-E

CULTURE SNAPSHOTS

We are agile!

open-e

www.open-e.com

Always one step ahead!

Krzysztof Franek, CEO at Open-E

Welcome to Open-E

Nice to meet you!!

Open-E is a data storage software vendor, being present in the information technology industry for almost 30 years. Throughout this long time, we've been continuing to grow and develop, just like the software products we launch. We believe in the power of technology, innovation, and education, but also in common sense, and the importance of work-life balance. Thanks to such an approach towards Open-E employees and their work, we have elaborated a working model that has made our teams motivated and appreciated. We consider this our greatest success!

People are indeed our most important focus and we are aware of the fact that if it wasn't for our employees, we would never have reached the moment in which we currently are. For this reason, we have prepared the book you're holding in your hands - to say proudly who we are, what we do, what our values are, and how we want to further improve.

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This document aims not only to introduce the Open-E and products but, above all, to share the Open-E values and the true core of the company – the Open-E Team. It doesn't matter whether you've already been a part of our brand or if you've just stumbled upon Open-E and want to get to know us - we believe this handbook will help you understand what we do and what we're trying to achieve.

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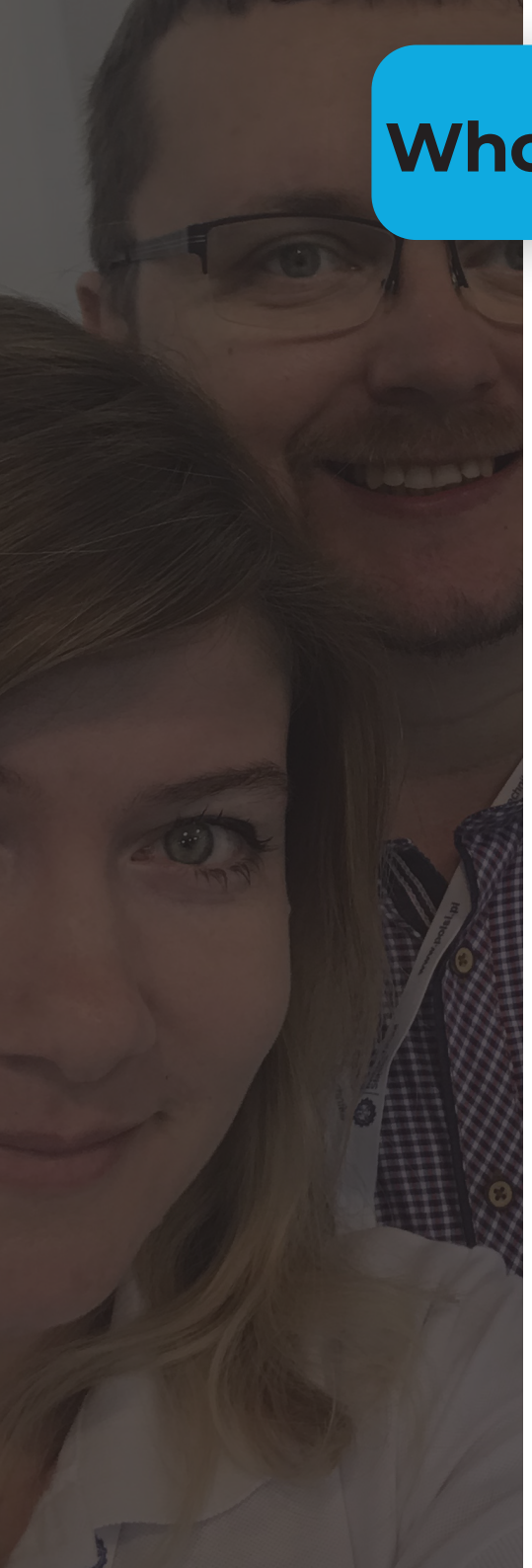


Who we are?

With over 30 years of experience, we've managed to get a dependable and unfailing team of best-in-class specialists in their fields. We do our best to provide our people with a friendly working environment and many opportunities to acquire new skills and qualifications.

At the same time, we are proud to have such an inspiring group of individuals who are not only the builders of our business success and the core of Open-E but who, most importantly, are great people, amazingly diversified in their personal interests.

Learn about us and meet some of the Open-E Team members!

> **Tolerance and respect for diversity**

We are agile!

Open-E is truly agile because we wholeheartedly believe in the following agile software development manifesto:

- ***Individuals and interactions*** over processes and tools
- ***Working software*** over comprehensive documentation
- ***Customer collaboration*** over contract negotiation
- ***Responding to change*** over following a plan

Open-E Values

We are Open-E!

Success-oriented

because we are ambitious to become the best

Orderly

because we achieve perfection through self-control

Target-oriented

because we aim at achieving our goals

Team players

because only through open-minded teamwork can we make a difference

Efficient

because operational productivity results in increased quality

Eager to learn

because improvement is a continuous process

Loyal

because only loyalty builds loyalty

Intelligent

because our work requires sharp minds

Aware

because we are action-oriented

We believe in the power of technology, innovation, and progress

Open-E Timeline

9th of September 1998

Open-E was brought into life

What else happened in 1998?

- Microsoft launched Windows 98
- C++ standard was created
- 'Titanic' won 11 Oscars

Open-E NAS Enterprise was the first high-end software version in the family of Open-E's top-performance NAS solutions.

2003

the first Linux-based software Open-E NAS went on sale

2007

Getting funds from the venture capital investor in the US

2009

launch of Open-E DSS V6

Open-E DSS V6 was mentioned in PC Pro as 'A unified storage solution offering massive capacity and expansion potential for a very good price!

"We did not get any manuals, how-to's, or ready-to-go tips on how to run a data storage business. We relied on our skills, research, and hard work, focusing on achieving our goals. The results of our work speak for themselves. We're very proud!

2014

launch of Open-E JovianDSS

2022

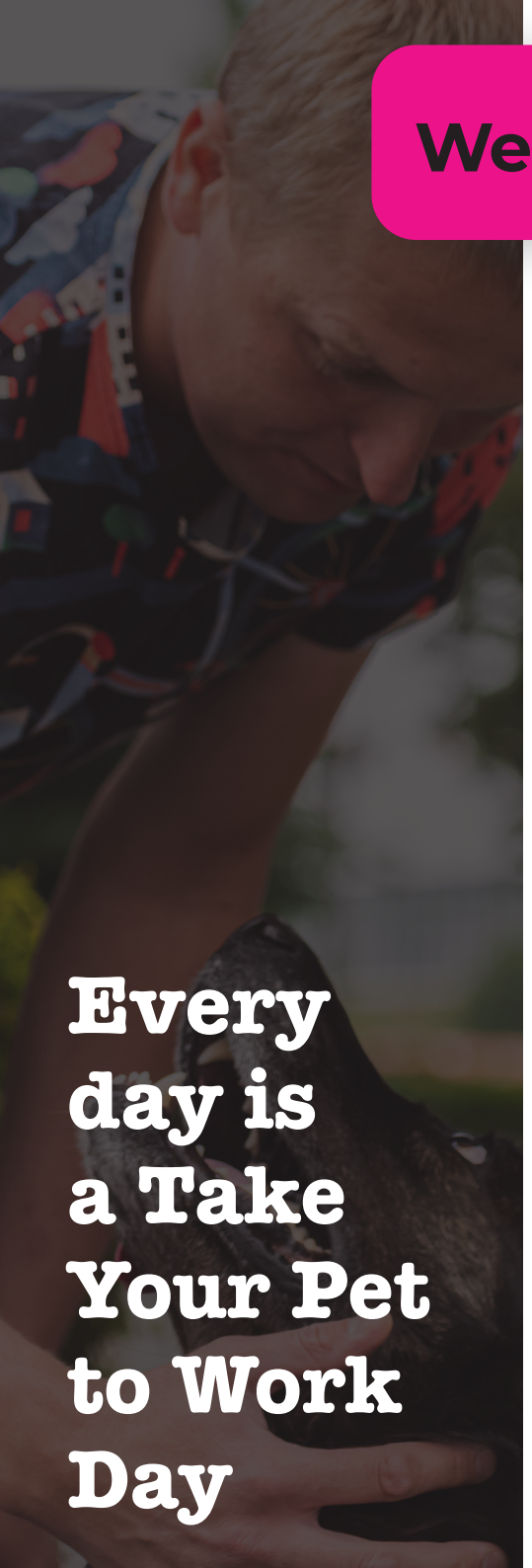
Launching the first edition of the Open-E Awards

2012

launch of Open-E DSS V7 and moving from Boston to Atlanta

2016

adding On- & Off-site Data Protection and advanced HA features to Open-E JovianDSS



We are pet-friendly

Bringing pets into the Open-E workspace is not a novelty in our company. We know that pets are beloved family members and, according to scientific research, a pet-friendly zone improves the social atmosphere and encourages the staff to enhance their social interactions. Pets also reduce the stress of both the owners and the coworkers. For us, such arguments are enough to let your pupper or kitty join our teams! Meet some of our frequent flyers!

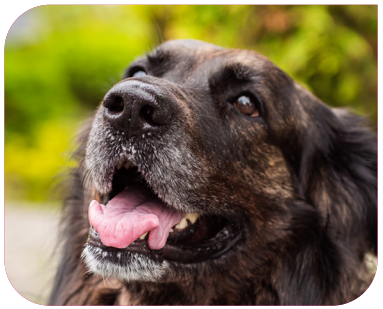
Meet the Open-E Pet Team!

Mała

Białka

Costa

Ryjek

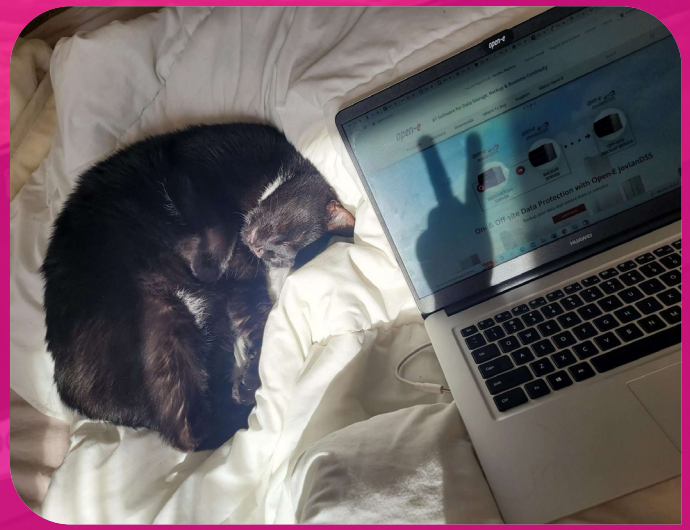


Saba

Chili

We are hybrid

Which kind of work model do you prefer: in the office or remotely? At Open-E, we believe in the hybrid model! The frequency of your visits to the office depends on the department, your job role, and the agreement with your manager, but no matter what work model you have, we all love meeting at the office for breakfast sandwiches!



We finish our work 2 hours earlier on Fridays, so we have more time for our friends, families, and self-care.

We are wanderers

People have different reasons for traveling, among which we can list wanderlusting, culture-exploration, sightseeing, business trips, lazy beach holidays, short local trips, and so on. No matter the reason, Open-E teams simply love traveling! At Open-E, we love talking about our adventures and sharing our experiences – that's probably one of the main small talk topics in the Open-E chill room. Brace yourselves, travelers, you're about to have some great discussions!

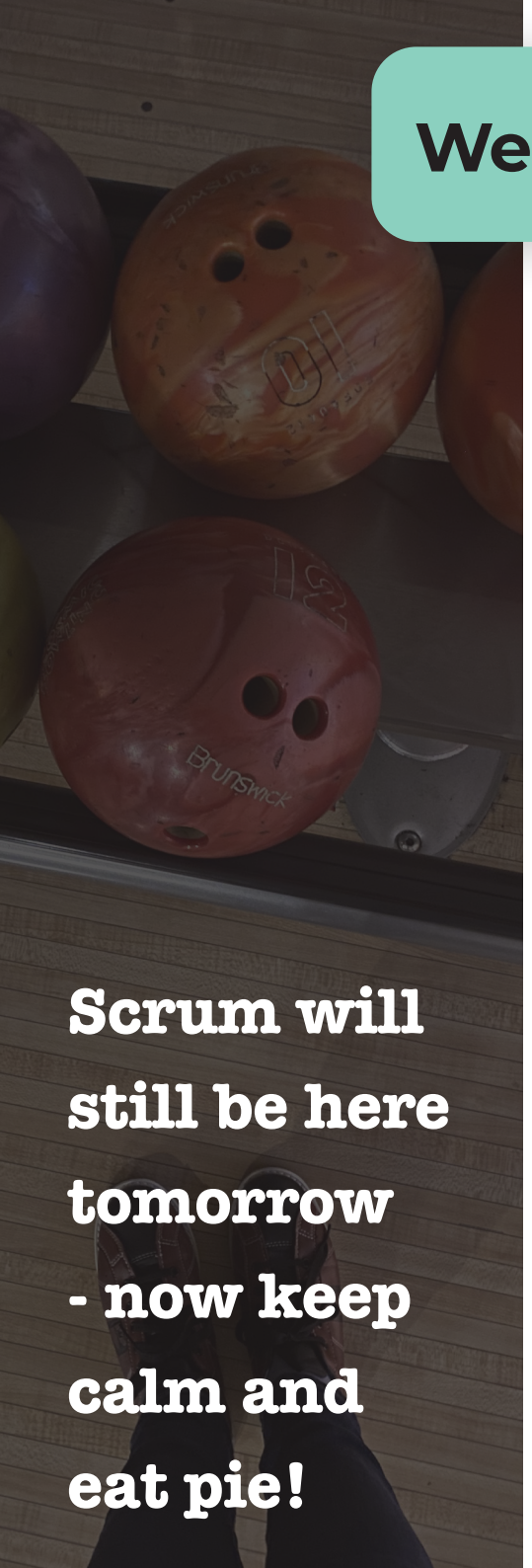
For us, there are no borders or boundaries, not only in regards to traveling

We are active

Open-E specialists are active not only in the field of technology. To be honest - they're active in any possible way! Cycling, dancing, martial arts, acting, dog training, photography, painting, smart housing, cooking, music - we could just keep on listing! Apart from this, we have plenty of bookworms on board, and that's why we keep a bookcrossing shelf so that we can all freely share our books. Of course, we do have a huge collection of industry literature too!

We are not limited to work only as the essence of building healthy and happy teams is keeping composure and putting your well-being as a priority.

Work-life balance is a must!



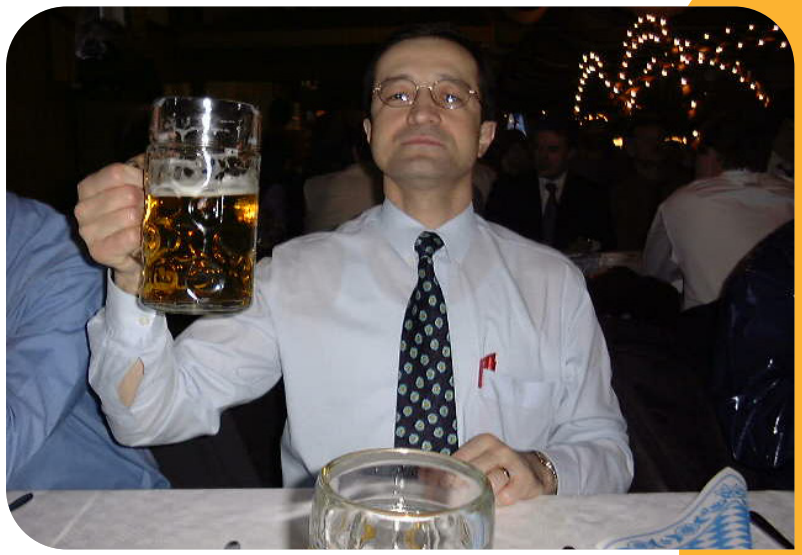
We are party people

Employee team building is essential. We believe that the integration process should not be limited to probation only but should be constant. Indeed, Open-E aim is to make all employees feel an important part of the business.

That's why we party together! We love spending time together and entertaining ourselves, also in the office. That's why we always celebrate our birthdays with a pie and birthday gifts - we believe pies make everybody happy!

Scrum will still be here tomorrow - now keep calm and eat pie!

The Road So Far



Mirek is yet another of Open-E's animal lovers – he already has quite a big herd of dogs and cats, and the family keeps growing!

Motto:
Treat others as you wish to be treated.

Mirek

VP of Engineering

Mirek's **passion for IT** began early and lasts till now, no matter how many other hobbies currently keep his mind occupied. It started with an IT newspaper, 'Bajtek' (Mirek had a secret deal with the newsdealer to always keep a copy for him), and resulted in starting his own IT business. Later, he joined forces with his brother and a friend to develop the first version of a storage software product. Soon it turned out that this software became ... **Open-E's main product**. At that time, Mirek didn't believe it would be a long-lasting project. **And here we are, Open-E has been on the market for over two decades!**

But Mirek is not only about computers. He never gave up his other hobbies, for example, **electronics and DIY**, which developed into a fascination with **smart house solutions**. Also, Mirek is a big fan of **plants and gardening**. This involves another great passion - homemade wine and tincture production.

Mirek loves traveling a lot too! During his travels, he often tries to practice another of his great craze – **water sports, like swimming, sailing, and scuba diving**.

ANIMAL SHELTER: ★ ★ ★ ★ ★

ABILITY TO DO NOTHING: ★ ☆ ☆ ☆ ☆

MANAGEMENT: OUT OF SCALE

Dominika

Senior HR Specialist

Dominika is not only the life of the party at Open-E. What makes her special is her love for books: she has created her bookish alter ego ***Domi Czyta*** on various social media platforms, and now she owns her independent website with book reviews and book-related posts. Don't forget to visit www.domi-czyta.pl! Now **she's a successful bookstagrammer** with many followers. She got to this point that she's regularly receiving feedback from authors! For instance, Kim Holden gave her a cap with the "**Do epic**" quote from one of her books on it. Dominika's definitely doing it epic!

Sometimes she doesn't read a single book in a month, while sometimes she has such an urge to read that she is able to read 5 books per month. Her personal best is **110 titles in one year**.

Apart from reading, Dominika loves spending her free time by the seaside as **she is a 100% water animal**. We're wondering what her spirit animal might be then? In addition, she'd love to visit all theme parks in Europe and ride each and every rollercoaster there!

BOOKSTAGRAMMING: ★★★★★

JUDGMENTALISM: ★☆☆☆☆

ENCOURAGING PEOPLE: ★★★★★

If you want to make her happy - you can always try to bribe her with something sweet!

Motto:

Live and let others live.

*We all are different and all have the right to live our own lives as we want. Provided we don't hurt others.

Łukasz is a big fan of Star Trek, claiming that the Star Trek universe is much better than the Star Wars one. Are any Star Wars fans here to start a conversation?

Motto:
Nothing is impossible - it just takes time.

Łukasz W.

Development & Research Manager

Łukasz is the company's joker, we mean it. It doesn't matter if it's during a scrum meeting, a coffee break, or a short chat in the company corridor - **Łukasz basically jokes all the time**. Ask him any question, you'll see on his face that he's about to joke.

Łukasz is a **real techie, and he likes all the stuff related to design and electronics**. For instance, smart house solutions - Łukasz has a creative approach towards housing projects, also thanks to the fact that he's a 3D printing enthusiast. 3D printing combined with electronics provides him with a much wider spectrum of ideas and possibilities.

He's also crazy about LEGO. That's a lifetime craze, as it started when he was 6 years old, and his older brother got his first **LEGO set no. 8859**. Now, Łukasz is a proud owner of a huge collection of LEGO sets, including the most complex LEGO projects. Of course, he doesn't build and design all alone - he loves the company of his children, who luckily share the tech interests with their dad.

TINKERING: ★★★★★

ABILITY TO STAY SERIOUS: ★☆☆☆☆

BYPASSING LEGO PARTS AT NIGHT: ★★★☆☆

Majka

Senior HRA Specialist

Majka is a **cat momma**, and when we say it - we mean it! She's been a proud cat owner for many years due to their cuteness and the fact that **a cat is kind of a spirit animal of Majka**. Why? Well, she's an introvert who likes her personal space, and cats are individuals who don't really need people. They just live next to you and don't need your constant attention, just being sweet - like Majka.

In addition, **she is fond of walking and hiking**. Her daily goal is 10,000 steps, but she can easily walk over 20km. You can **find her on the trails of Beskid Śląski**, as it's close, diversified, and above all - it offers exceptional views!

Apart from that, she's crazy about Formula 1 (#mercedes4life), tennis, and design. Don't be surprised if you spot her unobtrusively observing an F1 Grand Prix or Wimbledon on her phone.

"I love planes, but flying not that much. I am not allergic to anything except bad music. And I hate raisins!" - she says. So you'd better bring that cheesecake clear!

SEARCH ENGINE SKILLS: ★★★★★

SHOWING OFF: ★☆☆☆☆

BAD MUSIC DETECTION: ★★★★★

She's a real search engine master - she has this special superpower of looking for various stuff, places, etc., and finding just the perfect match!

Motto:
'Sorry, I am not a motto person!'

“If you start learning to play a musical instrument, remember that it takes time, patience and practice to progress. And exercises that may seem tedious can always be varied!”

Motto:
Be yourself and let people live their life!

Patrycjusz

R&D Engineer

Patrycjusz is a big music fan! So far, **he’s mastering his guitar skills**, although sometimes he thinks that in the future he could take violin and drums lessons. This would require some time, as guitar practice takes at least 5 days a week. **Practice makes the master!** No wonder he already started composing his own music too. Although he loves playing the guitar so much, he doesn’t see himself as a professional guitar player - he enjoys the simple pleasure of playing and composing, just for doing it, not for the audience.

So maybe he should become a music teacher? Patrycjusz claims it is an interesting challenge. However, in his opinion being a teacher isn’t a simple task as he’d need to be convinced that doing this goes along with how he visualizes it, which is unfortunately difficult.

In his case, **the starting genre was generally metal music**, but now it would be faster to mention what genres he doesn’t listen to! Lately, his inspiration was Antonio Vivaldi, Ihsahn, including all discography that was released by the band Emperor, and Chuck Schuldiner with the band Death.

MUSIC COMPOSING: ★★★★☆

EXTROVERSION: ★☆☆☆☆

GUITAR: ★★★★★

Karolina

Marketing Specialist

Karolina loves the world around us, nature, and its creatures. Apart from being a proud pet owner, she is an **eco-friendly**, **zero-waste**, **with a less-is-more attitude vegetarian** since 2017. It doesn't matter if it's a dog, hen, elephant, or fish – she's compassionate to all the world's living beings.

Since her childhood, she's discovered her passion for **traveling and exploring new places.** So far, she has visited 26 countries, and that is not the end. She is on the course of reaching the Crown of the Polish Mountains and has dozens of other travel ideas and projects for the future. It doesn't matter if it is a beach rest, excursions, or hiking as long as it doesn't affect her freedom, as it is one of the things that makes her happy. **If she's not traveling, she's probably cycling or reading books**.

Karolina **loves spending time with her friends and family**, so she always has great company for exploring new places in the world: for instance, her baby boy, who already appears to be great material for a traveler.

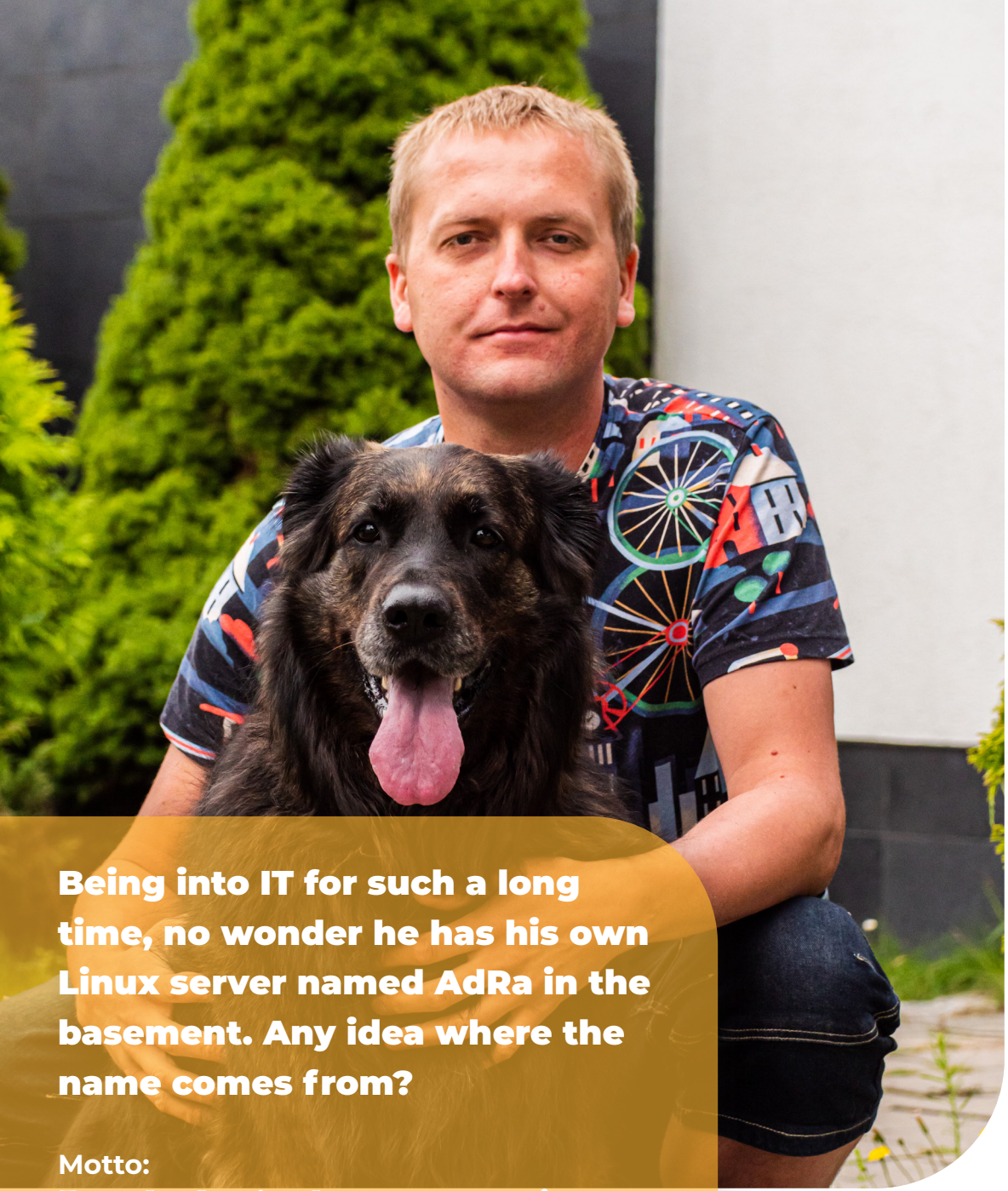
ENGLISH LANGUAGE ★★★★★

CARRYING BIKE ON STAIRS ★★★★★

MEAT EATER ★☆☆☆☆

Karolina is the Marketing Specialist in Open-E. However, her other great passion is teaching! If you wanna enhance your English skills, you know whom to contact.

Motto:
You are enough.



Being into IT for such a long time, no wonder he has his own Linux server named AdRa in the basement. Any idea where the name comes from?

Motto:
People don't change over time. It's the time that shows who they really are.

Adrian

Senior R&D Engineer

Adrian's passion is **electronic music and mixing**. It started a long time ago, back when Adrian was a primary school student and got his first walkman with a couple of cassettes with pop music. Currently, he focuses mainly on **improving his DJ skills and enjoying live mashups of popular EDM songs**.

His favorite music genre is **drum and bass**, especially the melodic subgenre liquid funk which is also called liquid drum and bass. He also enjoys house, tech-house, techno, trance, dance, rave, nu-disco, and other related genres, while his favorite artists are for instance **Scooter, James Hype, Maduk, Friction, Metrik, Koven, and many more!** Maybe music production is the next step in his career?

Apart from his passion for music, **he also loves computer games**. To combine both passions, he often chooses **music games** such as Guitar Hero, Rock Band, DJ Hero, SingStar, DDR, or others, which are great ideas for a party with friends.

DJING/MUSIC PRODUCTION: ★★★★★

ABILITY TO SIT IN SILENCE: ★☆☆☆☆

PROBLEM-SOLVING: ★★★★★

Daria

UX Specialist

Daria is a **total dog person**. She owns an absolutely amazing black Labrador Retriever named Costa. Distanced towards strangers, he's snuggly at home. He trains nosework, rally-o, and dummy – sports for retrievers. So **Costa is not only Daria's big love but also her big passion**. How cool is that! Apart from dog training, **she likes handcrafting**, like making images, Christmas balls, or Easter eggs using cross-stitch. She is also a fan of **criminalistics and criminal psychology**, so she listens to or reads crime stories in her free time.

A fun fact about Daria is that she is a hoarder. Thankfully **she hoards mainly digital information and books,** as she likes to learn - and there are so many exciting areas to explore! Imagine how eager Daria is to learn that she decided to take part in a course about the animal learning process where the practice was ... training hens! It's a pity that life is too short to learn everything we want.

At Open-E, Daria is the **UX Specialist** - she wireframes new functionalities for Open-E products or websites, which are then transformed into graphics design by our designer.

ANIMAL TRAINING: ★ ★ ★ ★ ★

COMPULSIVE OVERTHINKING: OUT OF SCALE

HANDCRAFT: ★ ★ ★ ★ ☆

Motto:

Daria doesn't have a clear motto, but she often tells herself 'Done is better than perfect' which usually brings her down to earth when she tends to overthink.

Łukasz is a big fan of Marvel: “The Marvel universe is more friendly and deep than DC. Each hero has a deep story, each part of the universe is very large and full of details” - he said.

Motto:
You cannot plan the most beautiful moments. They will follow. The art of living is to enjoy the small things.

Łukasz K.

Graphic Designer / Photo- & videographer

Łukasz describes himself as a normal guy, with a sense of humor, loyal, hardworking, and who gets along well with people and makes contacts quickly. We couldn’t agree more with this description!

His greatest passion is drone photography. What’s important to him is the joy of flying the drone, embracing the freedom coming from observing the world from above. Navigating drones for him is similar to skydiving, there’s the view, the wind, the beauty, the extraordinary perspective, and it does not matter that it is on the screen. He’s been working on his skills, got certificates and licenses, and now he’s **an official and legal drone photo and videographer**.

Of course, he uses classic cameras as well. He l**oves, above all, taking photos of architecture and landscapes**, but he doesn’t mind working with a product, cars, and even people photography. It’s no surprise that at Open-E he’s a graphic designer, videographer, and photographer, of course! **All the portraits you see in this book are his job!**

DRONES NAVIGATION: ★ ★ ★ ★ ★

TEA SOMMELIER: ★ ★ ★ ★ ★

LOYALTY TO DC COMICS UNIVERSE: ★ ☆ ☆ ☆ ☆

Jacek

Senior Python Programmer

Jacek is a true **cycling freak**. It started a long time ago (about 30 kg ago) when his parents bought him his first bike. He rides his bike at least once or twice a week. Also, weekends are - CYCLING! Sometimes he enjoys solo trips with only music in his earphones, but he definitely prefers cycling in a group and with his family. The longest distance they've cycled together was 40km! **He prefers off-road trails and mountain biking** (the beautiful Jura Krakowsko-Częstochowska is just a block away from him) so much that he even takes part in **Bike Atelier MTB Marathon.**

Of course, Jacek is not a man of only one interest - he also likes books, especially **biographies of famous cyclists**, like Eddy Merckx or Peter Sagan. He also enjoys **DYI projects related to bikes** - like bike stands. And of course, writing **posts on his blog – cycling-themed!** Undoubtedly, cycling consumes most of his free time, but he simply loves it.

At Open-E, his primary responsibilities are writing Python code, fixing bugs, and code reviews.

MTB: ★ ★ ★ ★ ★

BUG-FIXING: ★ ★ ★ ★ ★

BEING SERIOUS: ★ ☆ ☆ ☆ ☆

A fun fact here is that before his very first start, he got a rubber duck from his manager (cheers to Łukasz W.!) to be mounted on the handlebar. He has the duck mounted until now!

Motto:

Tom Ritchey, one of the fathers of MTB, said: „My bike is my office" - and that's Jacek's motto!

He loves cheese! He won't despise any kind, but he likes semi-soft cheeses and blue cheese ones the most.

Motto:
Always look on the bright side of life.

Mariusz

Web Team Manager

Mariusz is a total camping person! He travels with family and friends, usually in a group of about 10 people. He loves it as the tent enables him to be closer to nature and if necessary, allows him to quickly and easily change the destination. Plus, it's just fun! With a tent, he visited France, Italy, Austria, Croatia, Slovenia, Greece, and Hungary – each one with some adventures!

When he's not resting in a tent, Mariusz is **a psycho fan of Kult**. It started with a cassette „Kazik live", first borrowed and later bought from a friend. The blunt lyrics describing the harsh reality of that accompanied by heavy music hit him, and the subsequent albums of Kazik and Kult only cemented this fascination. Apart from Kult, he also likes Queen (especially the Innuendo album), Pink Floyd, Lao Che, Akurat, The Cure, and, My Dying Bride.

In the past, **he trained judo**. Today, he still plays **indoor football**, he's been an **active winter swimmer** since 2020 (from November to April, twice a week in good weather), and runs as an amateur, which results in **running a quarter marathon once a year**.

HARDCORE TENT PITCHING: ★ ★ ★ ★ ★

KULT GROUPIE: ★ ★ ★ ★ ★

BOOKING.COM LOYALTY: ☆ ☆ ☆ ☆ ☆

Michał

Software Developer

Meet Michał, the **Open-E Python Developer and a heavy gamer**. Estimating the number of games in his entire library from Steam, Origin, Uplay... yeah, it would be challenging, as, apparently the list is really long. However, he plays all sorts of games such as action & adventure, FPS, racing, and computer RPG, including hack and slash. But his favorites are Real Time Strategy games, and the one he likes the most is **e-sports RTS StarCraft 2**, which he plays basically all the time.

What does he like about playing StarCraft 2 (or, in general, in 1v1 competitive RTS games)? There are a lot of things, but in general, the skill set required to be competitive in StarCraft 2 is quite versatile, from strategic thinking, multitasking, and fast decision-making to agility while microing units.

Michał claims **he's still working on mastering all those skills**, but we really do think that he's already mastered them, given the miracles he does at work.

STARCRAFT 2: ★★★★★

PYTHON: ★★★★★

GAME-LIFE BALANCE: ★☆☆☆☆

Basic facts to know about Michał: born in 1988, 182 cm height, 82 kg weight, and MMR in StarCraft 2 is currently at around 3,5K.

Motto:

"gl hf" (the standard StarCraft greeting that stands for "good luck and have fun").

Don’t be surprised by the silence if it ever happens he gives you a ride, as he doesn’t listen to the radio while driving a car. He simply loves silence.

Motto:

Asked what his greatest hobby is, he always answers: “Linux, of course!”, highlighting how lucky he is to share a hobby with professional work.

Artur

Senior Developer

Artur really enjoys sports, for example jogging. Running helps him to calm down and gain energy. In winter, he enjoys snowboarding. When he was younger, he was practicing capoeira and inline skating too! **Artur is also a real traveler**. His favorite thing about traveling is planning. Nothing excites him like buying a plane ticket and then thinking about what is next. When he returns from a trip, on the same day, he starts thinking about the next one. He used to travel alone, but now he travels with his family, always organizing their trips on his own. Thanks to it, he had some exciting adventures, like **sleeping in the jungle over the Orinoco delta in Venezuela**.

Artur is also interested in **home automation (smart house)**. After moving to a house, he learned everything himself, so he can boast of monitoring many parameters at home (air quality, lighting control, and roller blinds from any place in the world, remotely opening the gate, e.g., for a courier, IPTV, etc.). His wife laughs that even an ant will not come unnoticed.

LINUX: ★★★★★

RESTING FROM TRIP-PLANNING: ★☆☆☆☆

HOME AUTOMATION: ★★★★★

Marcin

Support and Pre-Sales Manager

Marcin is a family man who **loves hanging out with his friends**, but that is getting scarce as his two cute sons do their best to take over the maximum of his time. During his little spare time, he also boosts his knowledge in his favorite fields, like **the new space race, the James Webb telescope, recent space findings, but also quantum computers, robotics, weapons, green energy, electric cars**, and that's still not the end of the interests list!

He enjoys a good TV series or a movie, with **his lifetime favorite - Stargate**. It's also important to add books to the list of Marcin's hobbies. Guess his favorite genres? Yes, science fiction and fantasy! He claims that when he reads, he's simply wrapped up in the book and it's hard to take his mind off a story he's currently reading. Once, he read 17 books from a series that he adores in three months. **Now that's what we call engagement and focus!**

FATHERHOOD: ★★★★★

GATHERING WITH FRIENDS: ★★★☆☆

CUSTOMER SERVICE: OUT OF SCALE

Marcin is also a gamer, lately focusing on Fortnite with his son and his friends. He used to play a lot of RPG sessions, even being the gamemaster. So, when do we arrange a company gaming meeting?

Motto:
What's not burnt with fire is washed out by the rain.

The real joy of reading books is that you can fall in love with every single one you read and then just let it go when the story is over, without any further consequences. And start another one.

Motto:
Henry David Thoreau's "Simplify, simplify, simplify".

Paweł

Marketing Manager

Paweł's passions can be summed up in one word only: **BOOKS**. He started manifesting his love for books pretty early when the adventures of fluffy rabbits from 'Watership Down' by R. Adams turned out to be more appealing to him than other typical forms of boyhood entertainment. **The most memorable book for him is "World according to Garp" by J. Irving**. Another favorite is "Cosmos" by Witold Gombrowicz – a novel so beloved by Paweł that he tattooed his forearm with a quote from the book. Apart from books, **Paweł has yet another craze – plants**. No wonder you can often spot him wearing floral-patterned shirts. Calling himself a **plant daddy**, he is a proud owner of a 50-year-old palm tree – a gem in his jungle collection.

Wanna have fun with Pawel? Well, Paweł told us to take a look at the memorable Grumpy Cat meme: "**I had fun once. It was awful**", and we'll know everything. Yeah ... good that we know that he has a dark sense of humor!

At Open-E, Paweł is the **Marketing Manager**. He's the right person in the right place, as he simply loves marketing.

BOOK MANAGEMENT: ★★★★★

DARK SENSE OF HUMOR: ★★★★★

ECO-FRIENDLY DRIVING: ★☆☆☆☆

Patryk

Front-End Developer

Patryk is a pro-cyclist. He's been cycling since he was three, becoming a **professional cyclist who took part in MTB competitions**. He took part in his first-ever cycling competition when he was 13, and even though he was not on the podium, he was in seventh heaven when he crossed the finish line. He's an active member of the MTB Sports Club and **cycles basically most of his spare time**. He even used to be a bike mechanic! So if you have any issues with your two-wheeler, call Patryk! The most impressive of Patryk's personal achievements:

- Maximum distance cycled in a day - 232 km
- About 800 km cycled during a 5-day trip
- A record distance of 19000 km cycled within a year

He prefers solo rides due to the untold freedom to be experienced, putting himself as the only limit on his path. No wonder there was a time he thought of being a forester or a mountain guide! At Open-E, **he codes the visual side of the company website, internal apps, and services.**

CYCLING: ★ ★ ★ ★ ★

SPICY FOOD TOLERANCE: ★ ★ ★ ★ ★

COUCH POTATO: ★ ☆ ☆ ☆ ☆

He has a collection of spicy sauces and loves testing his spice tolerance. Also, he used to breed insects and lizards. Now he owns a dog and plans to get a leaf bug or mantis.

Motto:

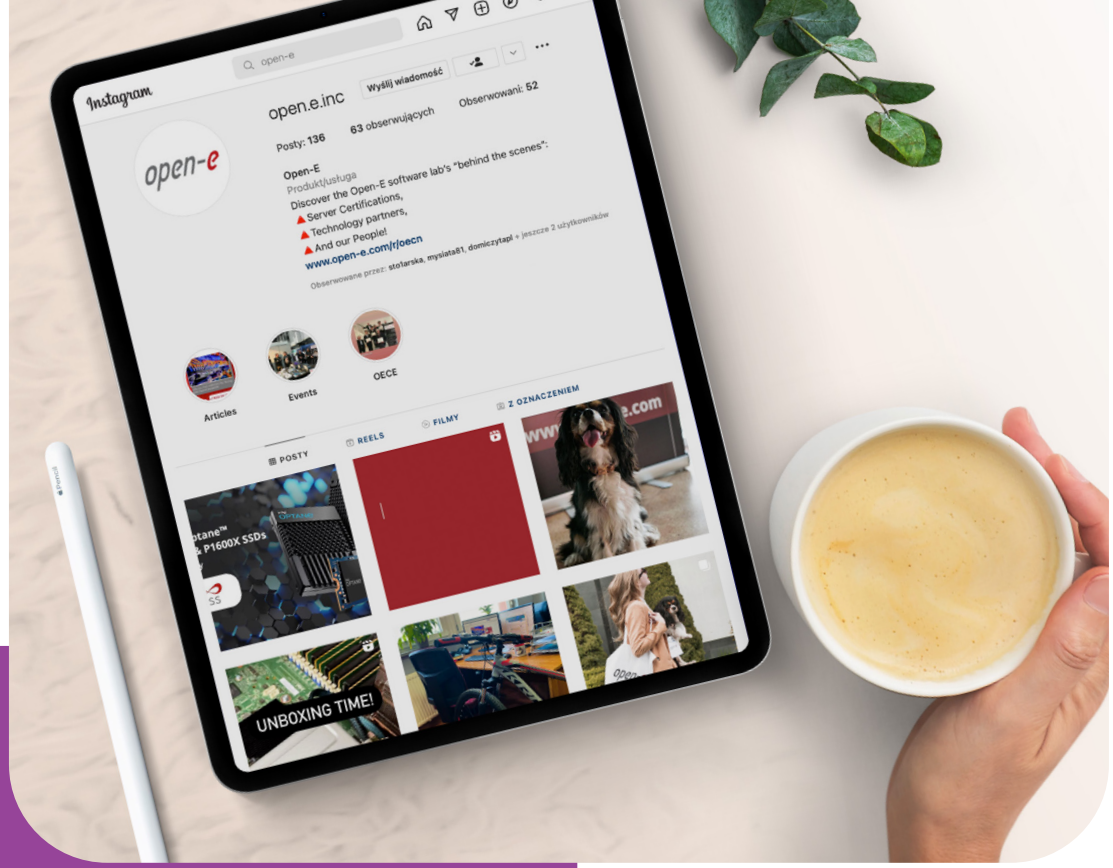
Do what needs to be done and allow yourself to cherish your freedom.

We are social

Facebook

facebook.com/opene.inc

Come to the Open-E Facebook company page to get regular news on everything that's happening in the Open-E life and business. Stay tuned! Like, comment & share!



Instagram

instagram.com/open.e.inc

Feel free to follow us on Instagram to see the newest Open-E photos, videos, reels, and stories. **ATTENTION**: behind-the-scenes pics and holiday photos included!

Linkedin

linkedin.com/company/open-e

Visit our Linkedin company page for business insights, new Open-E business partners, software implementations, or just to stay connected with us and the storage industry.

YouTube

youtube.com/c/opene

Subscribe to the Open-E YouTube channel for the latest data storage videos, loads of handy tips & tricks, and other Open-E technology-related content. See you there!

FAQ

What benefits can I expect?

We provide you with private medical care at Medicover, Uniqa insurance, MedicoverSport card, Inspiro by Audioteka subscription, subsidized English language courses, and a free car park.

What's the place like?

We work in spacious offices (no open space) with our teams. You can enjoy your breaks either in the office kitchen (with free access to a variety of drinks, fruit, and sandwiches), or in our chill room next to the kitchen.

What are the working hours?

Office hours are 9:00 am - 5:00 pm Monday through Friday; however, it is possible to schedule working hours flexibly.

What should I wear?

There is no formal dress code; you are free to wear whatever you like and express your individuality.

Can I bring my pet to work?

Yes, provided that your pet is well-behaved. Of course, make sure your pet is with you at all times. Get approval in advance and bring your companion to us once in a while.

What if I have a problem?

We believe in honest communication. Go to your manager or our HR and simply talk: not only about tasks but also about individual needs.

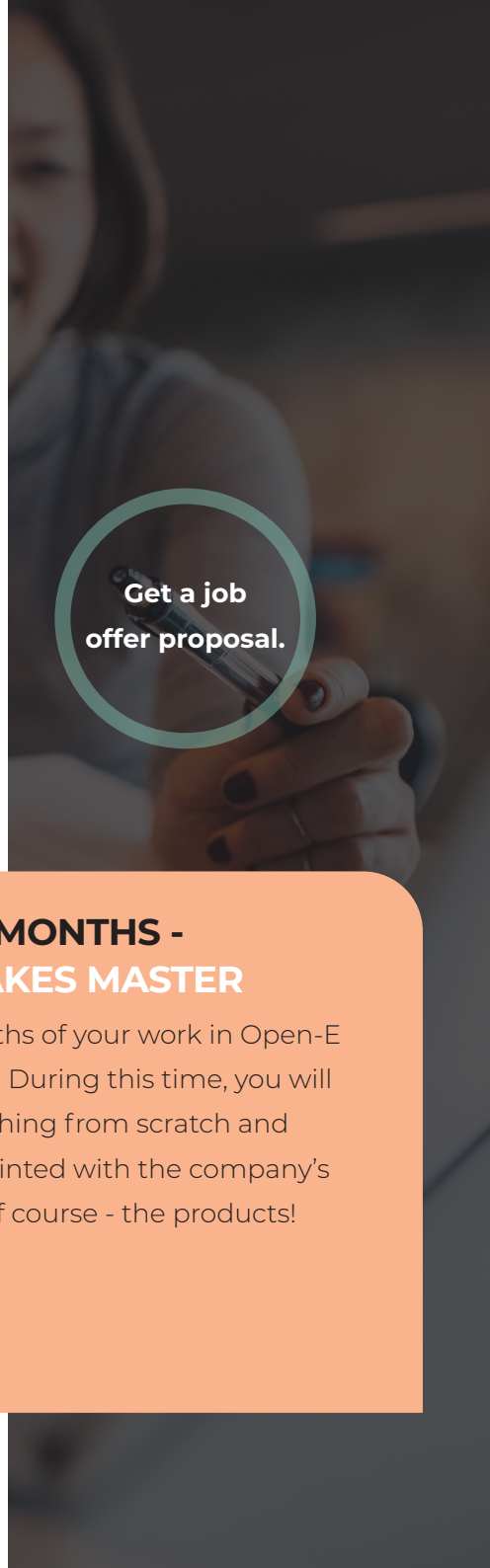
And what about entertainment?

Open-E staff is eager to have fun! Therefore we run integration events every now and again! The formula of the party is flexible, and we meet in various cities for various activities. So far, our favorite one is definitely bowling!

Are you a new joiner?

Open-E has achieved so much, mainly thanks to qualified and extraordinary employees. Therefore finding and retaining the greatest talents is a vital part of our business. So how can you join us?

We find you. Or you find us! → **Fill in application forms.** → **Meet with the team manager and HR specialist.** → **Complete a recruitment case study.** → **Get a job offer proposal.**



Job offer accepted? We're more than happy to welcome you on board! What's next?

FIRST DAY - A BIG WELCOME

You'll get this handbook and all the accompanying resources. Everything will be prepared for you on your desk. Later you'll be introduced to the rest of the Open-E employees, and your supervisor will show you everything. Feel free to ask as many questions as you need!

FIRST WEEK - SLOWLY BUT SURELY

During the first week onboard, you will be provided with all the necessary information, tools, and resources. Most importantly, you will go through a set of comprehensive training sessions during which you'll have a chance to learn everything about the company and the Open-E products. Better to ask the way than to go astray

FIRST THREE MONTHS - PRACTICE MAKES MASTER

The first three months of your work in Open-E will be a trial period. During this time, you will have learned everything from scratch and become fully acquainted with the company's vibe, mission, and of course - the products!

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www.open-e.com