You should JOIN US.

Why?
History & Achievements

Founded in November 2016

- Started active operations with 5 engineers
- CyberSecurity excellence award. Finalists and winners
- 15 engineers; 12 projects
- 39 engineers; 8 conferences as speakers
- 44 engineers
- 60 professionals

2016

- 6x Revenue growth, 65 certifications, 3 internal products
- New Sales rep in Austria Partners on Malta, USA, Germany Partnership with IBM for Qradar as SIEM
- #5 from 710 companies on Clutch, top b2b company Globally award
- Member of Europe Business Association
- OWASP Lviv Splunk PS partner
- First 24x7 SOC with 2TB of Splunk Logs per day. Swedesh customer
- We won SecOps EU competition
- 39 engineers; 8 conferences as speakers

2017

- Strategic Partnership with Microsoft and Azure Security
- Gartner top 10 security consulting vendor
- #5 in Manifest
- 5 0-day exploits released to public
- #1 in best SIEM providers in Comparitech in 2020
- #2 in Clutch. Top b2b cybersecurity company globally
- 60 professionals

2018

- #8 at BOSS of the SOC competition at Splunk.conf 2019
- #3 in Clutch top b2b company in New York and Globally
- 44 engineers
- 101 professionals

2019

- #1 in Clutch
- #23 in Gartner
- 200% Y2Y growth
- 78 engineers
- MDR Product started
- #1 in best SIEM providers in Comparitech in 2020
- #2 in Clutch. Top b2b cybersecurity company globally
- 60 professionals

2020

- #1 Cybersecurity provider 2022 by Clutch
- #6 at Splunk Boss of the SOC 2022
- ISO 27001:2013 Compliance
- #10 on Gartner as Pentest vendor
- #5 in Manifest
- 5 0-day exploits released to public
- #1 in best SIEM providers in Comparitech in 2020
- #2 in Clutch. Top b2b cybersecurity company globally
- 60 professionals

2021

- #1 on Clutch for a 5 years in a row
- 107 professionals
- #4 at Splunk Boss of the SOC 2023
- Strategic Partnership with Microsoft and Azure Security
- Gartner top 10 security consulting vendor
- #5 in Manifest
- 5 0-day exploits released to public
- #1 in best SIEM providers in Comparitech in 2020
- #2 in Clutch. Top b2b cybersecurity company globally
- 60 professionals

2022

- #22 on Gartner as MDR
- #10 on Gartner as Pentest vendor
- #1 on Clutch for a 5 years in a row
- 107 professionals
- #4 at Splunk Boss of the SOC 2023
- ISO 27001:2013 Compliance
- #1 Cybersecurity provider 2022 by Clutch
- #6 at Splunk Boss of the SOC 2022
- Most-reviewed cybersecurity company by Manifest
- Official partnership with ArmySOS
- 101 professionals

2023

- #1 Cybersecurity provider 2022 by Clutch
- #6 at Splunk Boss of the SOC 2022
- Most-reviewed cybersecurity company by Manifest
- Official partnership with ArmySOS
- 101 professionals
Company Mission

We make Internet a Safer Place for You, Your Family and Your Business
We SOLVE a REAL PROBLEM for the WORLD:
World Economic Forum GLOBAL THREATS 2023:

And We SOLVE this PROBLEM with quite a SUCCESS!

https://clutch.co/it-services/cybersecurity/leaders-matrix
Company Vision

- to become the Best Global MDR / IR provider. Better than FireEye/Mandiant.
- to cultivate continuous development of expertise in attack & defense.
- to promote young talents by providing our Leadership Program and Partnership with leading universities.
The Better mission is rooted in values that drive us

- We believe that success lies in execution, not credentials
- We act like owners, not just employees
- We work to find answers on our own, not wait for them to be given to us
- We optimize for mission, not ego
- We do what’s in the best interest of the consumer, not ourselves
- We have growth mindsets, not fixed ones
Customers geography:

- Germany
- Austria
- USA
- Canada
- Malta
- Sweden
- Switzerland
- Canada
- Australia
- Cyprus
- UK
- Israel
- Brazil
- Hong-Kong
- China

Endpoints secured: **65,000**
Penetration tests per year: **150+**
Research published: **15**
0-days published: **5**
Customers and Partners
# 5 * - Quality of Service

<table>
<thead>
<tr>
<th>UnderDefense Reviews</th>
<th>Rating</th>
<th>Review Summary</th>
<th>Role</th>
<th>Company</th>
<th>Verified Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0</td>
<td></td>
<td>&quot;We are all happy with the project delivery.&quot;</td>
<td>CTO, Cyber Security Company</td>
<td>Cyber Security Company</td>
<td>Yes</td>
</tr>
<tr>
<td>5.0</td>
<td></td>
<td>&quot;You can trust their services and they're affordable and quick.&quot;</td>
<td>VP of Engineering, EduNav</td>
<td>EduNav</td>
<td>Yes</td>
</tr>
<tr>
<td>4.5</td>
<td></td>
<td>&quot;We are really grateful for their quick responsiveness and sensitivity to customer needs.&quot;</td>
<td>Project Manager, SaaS Company</td>
<td>SaaS Company</td>
<td>Yes</td>
</tr>
<tr>
<td>5.0</td>
<td></td>
<td>&quot;We had communication every day, including weekly retrospectives, planning meetings, and office visits.&quot;</td>
<td>Information Security Officer, DKKO Group</td>
<td>DKKO Group</td>
<td>Yes</td>
</tr>
<tr>
<td>5.0</td>
<td></td>
<td>&quot;In the end, the company convinced us with its quality, flexibility and proximity.&quot;</td>
<td>Director, Software Vendor</td>
<td>Software Vendor</td>
<td>Yes</td>
</tr>
<tr>
<td>5.0</td>
<td></td>
<td>&quot;We are very pleased with the results of the evaluation.&quot;</td>
<td>Vice President, Engineering, Palo Alto Software</td>
<td>Palo Alto Software</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Awards & Recognitions

- TOP CLOUD SECURITY COMPANY 2023 (Clutch)
- TOP CLOUD SECURITY COMPANY 2023 (Clutch)
- TOP 1000 COMPANIES GLOBAL 2022 (Clutch)
- Top Solution 2023
- BOSS of the SOC
- BEST MANAGED SIEM comparitech
- Gartner 5.0
- CYBER SECURITY EXCELLENCE AWARDS FINALIST 2023
- splunk> Partnerverse
- Microsoft AZURE PARTNER
- OWASP
- Google Partner
We have planned quarterly events with all our teams

Teamwork makes the dream work
We have two big corporate events per year.

It is a big pleasure to work together with these amazing people, but having fun with them is even more exciting.
Our Learning & Certification opportunities are aimed at sustaining learning & innovation culture in the organization by developing expertise and growing talent.

Develop professional skills:
- Access to all internal knowledge base in Google Classroom
- Access to ALL eLearnSecurity Courses & Certification
- Weekly Knowledge sharing session
- Knowledge Evaluation Exam & Promotions
- Certification fees coverage
- Close cooperation with mature Senior professionals
- Close to business process
- Professional certification
We provide you access to Unlimited Courses Catalog in our INTERNAL CLASSROOM.
We provide you access to Unlimited Courses Catalog from eLearnSecurity

Ready to demonstrate your cyber security expertise? Follow these steps to get certified.

Step 1: Buy a Certification Voucher

Purchase a certification voucher once you’ve completed an INE Cyber Security learning path. If you feel prepared without training, you can buy a standalone certification voucher.

Step 2: Take the Exam

INE’s Cyber Security learning paths provide students with all the necessary knowledge and training tools to pass the exam and get certified. With the purchase of an INE Premium subscription, you will receive a unique 50% discount on any eLearnSecurity certification exam voucher.

Step 3: Get your Official Certificate

Pass the exam and you are officially certified! Check your email to receive your digital certificate! If you do not pass, you will have one opportunity to retake the exam for free.
Vacation and Sick leaves

Your annual leave allowance is:

**Planned Leave** - 18 days  +
**Sick leaves** - 5 days

**Compensatory days off** for each year in UD - 2 days per year
**Birth of a child** - 3 days

You have **4 different benefit packages** depending on how long you are with UD: Newbee, Spartan, Rambo I, Rambo II
## Bonuses & Benefits for 4 levels

<table>
<thead>
<tr>
<th>Benefits at work</th>
<th>Newbee</th>
<th>Spartan</th>
<th>Rambo I</th>
<th>Rambo II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Options</strong></td>
<td>3 months - 1 year</td>
<td>1 year - 2 years</td>
<td>2 years - 3 years</td>
<td>3 years +</td>
</tr>
<tr>
<td>Startup Success Story</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Opportunities for meaningful work</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Open-door policy for addressing concerns and suggestions</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Comfortable workplace with electricity and Internet 24/7</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Golden standard: very good coffee, variety of choice for tea, fresh fruits and vitamins, unlimited access to snacks and cookies</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Office equipment</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>18 days of paid vacations</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>5 days of paid sick leaves</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Branded souvenirs</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Anniversary presents (stopped during the war)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Business trips to abroad</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Support for ongoing learning and education</th>
<th>Newbee</th>
<th>Spartan</th>
<th>Rambo I</th>
<th>Rambo II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Options</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal Development Plan</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Internal training and workshop (conferences, workshops, training, etc.)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>English courses (70% reimbursed monthly, maximum does not exceed 3000 UAH (84 USD), your attendance should be not less than 70%)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Knowledge sharing sessions</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to all internal knowledge base in Google Classroom</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Purchasing online conference materials</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Books and courses ordering for your professional growth (should be approved by HR and your manager)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>On-demand Knowledge Evaluation and promotion</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Reimbursement of external Certification with a previous approval from the management</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Business education and Leadership development program</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Options</td>
<td>Newbee</td>
<td>Spartan</td>
<td>Rambo I</td>
<td>Rambo II</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------</td>
<td>----------</td>
<td>---------</td>
<td>----------</td>
</tr>
<tr>
<td><strong>Bonuses &amp; Benefits: Advanced Package + VIP</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Healthcare program</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Sport club membership 600 UAH per month, your attendance is not less than 5 times per month (gym, swimming pool, yoga, dance classes)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Mental Health Benefits by requests (10 sessions)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Internal protection for $20 000 if our contractor/employee get in emergency health trouble*</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>FOP Accounting as a Service (AasS)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>250$ bonus for the birth of a child and a wedding</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Guaranteed regular compensation review</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Reference program $300 for a successful recommendation of + $1000 after 2 years **</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Bonuses for conducting internship courses</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Bonuses for BizDev opportunities 2% from new business project revenue for 1 year</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Bonuses for BizDev opportunities 4% from new business project revenue for 1 year</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Quarterly Team building</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Corporate events (2 grand events per year)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Present for children on Christmas Holidays</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Paragliding club with CEO on the Top</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>&quot;++&quot; 3 days vacation for birth of a child and marriage</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>&quot;++&quot; 2 vacation day for each year worked in the company (20-22-24 days)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Flextime behind a laptop</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Weekend in Carpathian mountain in Corporate wooden house</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Subscriptions to various streaming platforms(music, films, books, games etc) one person (should be agreed with HR)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Full remote work options ***</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Opportunity to take more vacation if needed ****</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
### Загальна страхова сума на рік, грн.

<table>
<thead>
<tr>
<th>Вид медичної допомоги та перелік послуг, що покриваються:</th>
<th>30000</th>
<th>50000</th>
<th>70000</th>
<th>90000</th>
</tr>
</thead>
<tbody>
<tr>
<td>покриття консультації терапіста та вузькопрофільних спеціалістів</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
<td>90%</td>
</tr>
<tr>
<td>покриття медикаментів, призначених особистим лікарем, окрім гомеопатичних препаратів</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
<td>90%</td>
</tr>
<tr>
<td>Обстеження та проведення діагностичних тестів і лабораторних досліджень за скеруванням особистого лікаря</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
<td>90%</td>
</tr>
</tbody>
</table>

### Амбульаторно - поліклінічна допомога:

В межах страхової суми:

| Виклик лікаря додому (невідкладна допомога) | 30% | 50% | 70% | 90% |
| Госпітальність по швидкій допомозі (невідкладна) та покриття лікування в умовах стаціонару (без харчування) | 30% | 50% | 70% | 90% |
| Планова госпітальність (1 раз на рік) | 30% | 50% | 70% | 90% |
| Проведення медичних процедур та маніпуляції в умовах стаціонару; | 30% | 50% | 70% | 90% |

### Стоматологічна допомога:

| Огляд лікаря-стоматолога; | 0% | 20% | 30% | 50% |
| Знеболювання (анестезія); | 0% | 20% | 30% | 50% |
| Постановка тимчасових і постійних пломб; | 0% | 20% | 30% | 50% |
| Лікування карієсу, пульпіту, періодонтиту; | 0% | 20% | 30% | 50% |
| Видалення зуба; | 0% | 20% | 30% | 50% |

### Бонусна програма

| Вітамінізація - покриття полівітамінних препаратів з профілактичною метою. Курс прийому - 30 днів (1 раз на рік) | 0% | 0% | 0% | 100% |
| Лікувальний масаж (одна ділянка тіла) - курс до 10 процедур кожного виду (1 раз на рік); | 0% | 0% | 0% | 100% |
Annual Scholarship in UCU. $30,000 donation to University for scholarship 2020 2021
Internship for Students

UD breaks the barrier for students to land their first job in CyberSecurity area

150+ students enroll into our internship program every year.

Best are employed.
Aiding Hospitals during Covid

Here at UD we try to fulfill our duty by volunteering

Battling offline viruses: UnderDefense team donates 11 oxygen concentrator and beds to Ukraine hospital.
We care about environment
At office, we promote wastes sorting.
LEARNING & DEVELOPMENT

A knowledge-sharing platform like an open-mike for everyone, to share security tendencies, know-hows, troubleshooting cases, etc.
Newcomers Roadmap

1 WEEK
Started onboarding procedure familiarization with documents, processes and procedures of the company; acquaintance with a team and a project.

1 MONTH
Feedback session, 1:1 with HR manager.

2 MONTHS
Feedback session, second checkpoint, 1:1 with Project Manager.

3 MONTHS
Personal performance review with feedback from your PM and team mate and process organization.
Performance Review Procedure

1 STEP
Start the PA process on the end of probation period.

2 STEP
Filling in the Employee Questionnaire form.

3 STEP
Participation in the meeting, share feedbacks.

4 STEP
Making the summary: results of the meeting.

5 STEP
Results: outcome, creating Roadmap, setting goals, compensation review.

6 STEP
Monitoring the process: growth opportunity, performance evolution.
We regularly participate in professional conferences and share our expertise.
Summer Residence close to Slavske, Lviv region is OPEN for our Employees and Contractors
Мангальниця для мяса і шашлика
Шезлонги
Ходити босим і дихати
We support our Armed Forces of Ukraine

$1 000 000
Volunteering
$1 000 000 in DONATIONS FOR THE VICTORY

https://www.youtube.com/watch?v=_rGVj16j8ZI
We don’t only make donations, but serve for the Ukrainian Army

https://www.youtube.com/watch?v=gxxryNFFbD0

Назар Тимошкі — про службу у Держспецзв’язку, російських хакерів та в чому проблема Signal
We are a brave Ukrainian business who keeps working for the sake of Ukraine’s victory.
I want to personally invite you to Join us!

Nazar Tymoshyk
Founder & CEO UnderDefense
PhD in CyberSecurity Certified Ethical Hacker
21 years on hands experience in Cyber security
Lviv Business School graduate
This is your chance...
Welcome to UnderDefense Team!