



You should JOIN US

Why?

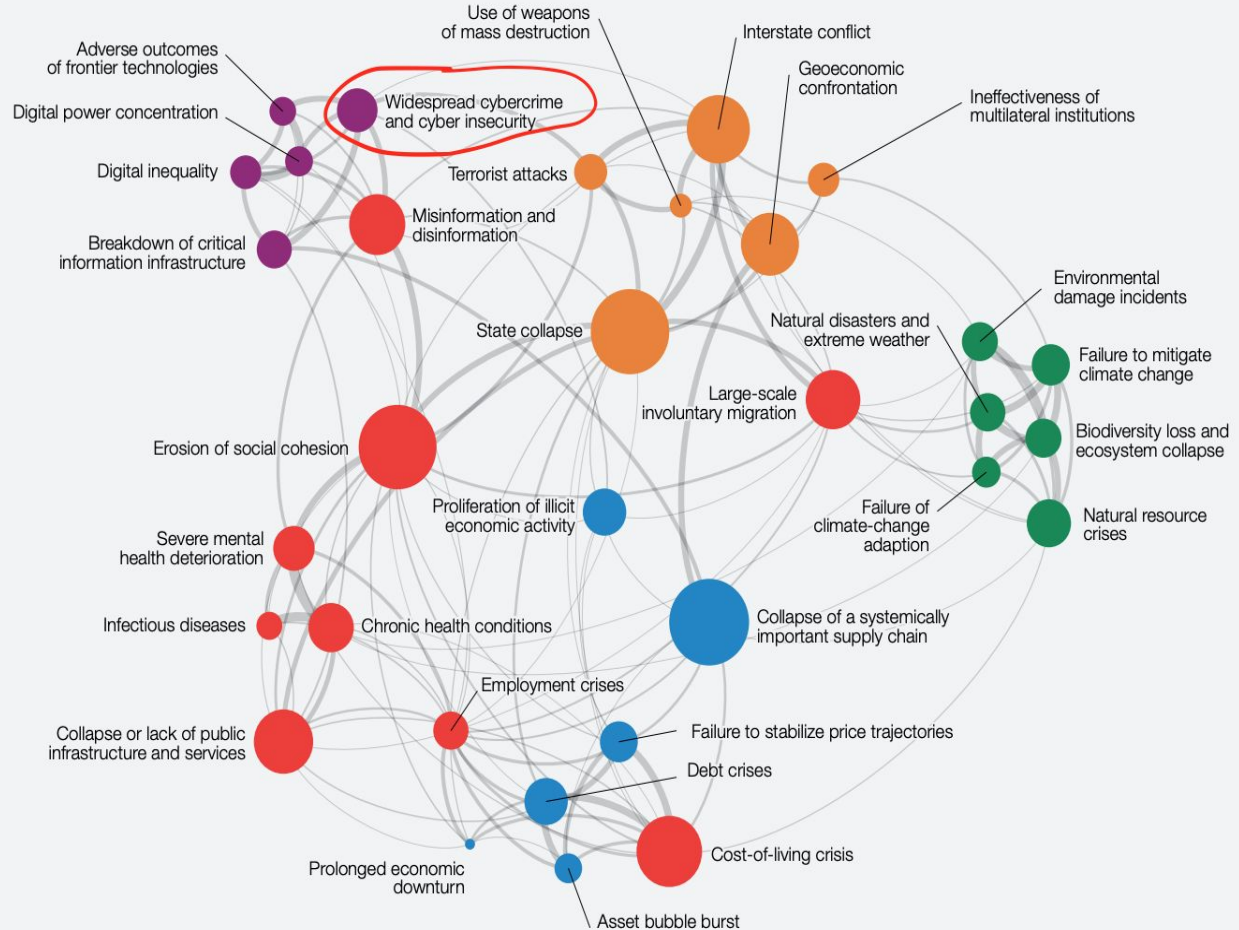
History & Achievements



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:**



https://reports.weforum.org/global-risks-report-2021/shareable-infographics/?doing_wp_cron=1633161596.6176578998565673828125

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



Values

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

UnderDefense Reviews

5.0 ★★★★★ 31 REVIEWS

Powered by Clutch

5.0 ★★★★★

"We are all happy with the project delivery."

CTO, Cyber Security Company

✓ Verified Review

5.0 ★★★★★

"You can trust their services and they're affordable and quick."

VP of Engineering, EduNav

✓ Verified Review

4.5 ★★★★★☆

"We are really grateful for their quick responsiveness and sensitivity to customer needs."

Project Manager, SaaS Company

✓ Verified Review

5.0 ★★★★★

"We had communication every day, including weekly retrospectives, planning meetings, and office visits."

Information Security Officer, OKKO Group

✓ Verified Review

5.0 ★★★★★

"In the end, the company convinced us with its quality, flexibility and proximity."

Director, Software Vendor

✓ Verified Review

5.0 ★★★★★

"We are very pleased with the results of the evaluation."

Vice President, Engineering, Palo Alto Software

✓ Verified Review

Awards & Recognitions



Spirit of GAME

We have planned quarterly events
with all our teams

Teamwork makes the dream work



Our Corporate Events

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

To-do To review Calendar

vCISO GRC course b...	Detection developm...	SOC Analyst Tier 1/2 T... SOC	Regular Security Awa...	Management lecture...	Microsoft Security	HR Onboarding Gene...
KARL MacOS malwar... Oleh Levytskyi	Linux OS Internship Core Course	Python Internship Core Course	Windows OS Internship Core Course	Compliance Internship Core Course	Certified SOC Analys...	Amazon Web Services Internship Core Course
Splunk Analyst Video Course	Immersive Labs	Malware Analysis Teachers: Oleh Levytskyi, Mykhailo Pa...	Security Automation ...	Elastic SIEM SOC/SIEM	Sales Trainings for Ch...	Penetration Testing Teacher:
Threat Hunting	Google Cloud Securi...	Endpoint Detection a...	Network Traffic Analy...	Mitre Training Video Course	Networking Internship Core Course	IBM QRadar SIEM Teacher: Anna Kovalska

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 1 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.



Personal Care program

Bonuses & Benefits

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

		Newbee	Spartan	Rambo I	Rambo II
	Options	3 months - 1 year	1 year - 2 years	2 years - 3 years	3 years +
Benefits at work	Startup Success Story	✓	✓	✓	✓
	Opportunities for meaningful work	✓	✓	✓	✓
	Open-door policy for addressing concerns and suggestions	✓	✓	✓	✓
	Comfortable workplace with electricity and Internet 24/7	✓	✓	✓	✓
	Golden standard: very good coffee, verity of choice for tea, fresh fruits and vitamins, unlimited access to snacks and cookies	✓	✓	✓	✓
	Office equipment	✓	✓	✓	✓
	18 days of paid vacations	✓	✓	✓	✓
	5 days of paid sick leaves	✓	✓	✓	✓
	Branded souvenirs	✓	✓	✓	✓
	Anniversary presents (stopped during the war)		✓	✓	✓
	Business trips to abroad			✓	✓
Support for ongoing learning and education	Personal Development Plan	✓	✓	✓	✓
	Internal training and workshop (conferences, workshops, training, etc.)	✓	✓	✓	✓
	English courses (70% reimbursed monthly, maximum does not exceed 3000 UAH (84 USD), your attendance should be not less than 70%.)	✓	✓	✓	✓
	Knowledge sharing sessions	✓	✓	✓	✓
	Access to all internal knowledge base in Google Classroom	✓	✓	✓	✓
	Purchasing online conference materials		✓	✓	✓
	Books and courses ordering for your professional growth (should be approved by HR and your manager)		✓	✓	✓
	On-demand Knowledge Evaluation and promotion		✓	✓	✓
	Reimbursement of external Certification with a previous approval from the management		✓	✓	✓
	Business education and Leadership development program				✓

Bonuses & Benefits: Advanced Package + VIP

		Newbee	Spartan	Rambo I	Rambo II
	Options	3 months - 1 year	1 year - 2 years	2 years - 3 years	3 years +
Benefits for health	Healthcare program	✓	✓	✓	✓
	Sport club membership 600 UAH per month, your attendance is not less than 5 times per month (gym, swimming pool, yoga, dance classes)	✓	✓	✓	✓
	Mental Health Benefits by requests (10 sessions)		✓	✓	✓
	Internal protection for \$20 000 if our contractor/employee get in emergency health trouble*				✓
Benefits for financial security	FOP Accounting as a Service (AaS)	✓	✓	✓	✓
	250\$ bonus for the birth of a child and a wedding	✓	✓	✓	✓
	Guaranteed regular compensation review	✓	✓	✓	✓
	Reference program \$300 for a successful recommendation of + \$1000 after 2 years **	✓	✓	✓	✓
	Bonuses for conducting internship courses	✓	✓	✓	✓
	Bonuses for BizDev opportunities 2% from new business project revenue for 1 year			✓	✓
	Bonuses for BizDev opportunities 4% from new business project revenue for 1 year				✓
Lifestyle benefits	Quarterly Team building	✓	✓	✓	✓
	Corporate events (2 grand events per year)	✓	✓	✓	✓
	Present for children on Christmas Holidays	✓	✓	✓	✓
	Paragliding club with CEO on the Top	✓	✓	✓	✓
	"+" 3 days vacation for birth of a child and marriage	✓	✓	✓	✓
	"+" 2 vacation day for each year worked in the company (20-22-24 days)	18	20	22	24
	Flextime behind a laptop		✓	✓	✓
	Weekend in Carpathian mountain in Corporate wooden house		✓	✓	✓
	Subscriptions to various streaming platforms(music, films, books, games etc) one per person (should be agreed with HR)			✓	✓
	Full remote work options ***			✓	✓
	Opportunity to take more vacation if needed ****				✓

Medical Insurance

Загальна страхова сума на рік , грн.	30000	50000	70000	90000
	3 міс - 1 рік	1 рік - 2 роки	2 р-3 роки	3р+
Вид медичної допомоги та перелік послуг, що покриваються:				
покриття консультації терапевта та вузькопрофільних спеціалістів	30%	50%	70%	90%
покриття медикаментів, призначених особистим лікарем, окрім гомеопатичних препаратів	30%	50%	70%	90%
Обстеження та проведення діагностичних тестів і лабораторних досліджень за скеруванням особистого лікаря	30%	50%	70%	90%
Амбулаторно - поліклінічна допомога:	В межах страхової суми			
Виклик лікаря додому (невідкладна допомога)	30%	50%	70%	90%
Госпіталізація по швидкій допомозі (невідкладна) та покриття лікування в умовах стаціонару (без харчування)	30%	50%	70%	90%
Планова госпіталізація (1 раз на рік)	30%	50%	70%	90%
Проведення медичних процедур та маніпуляцій 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%

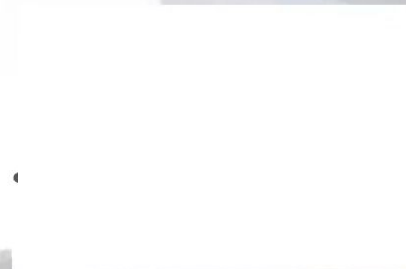
Annual Scholarship in UCU. \$30.000 donation to University for scholarship 2020 2021



Стипендія імені Тимошика
Петра Михайловича



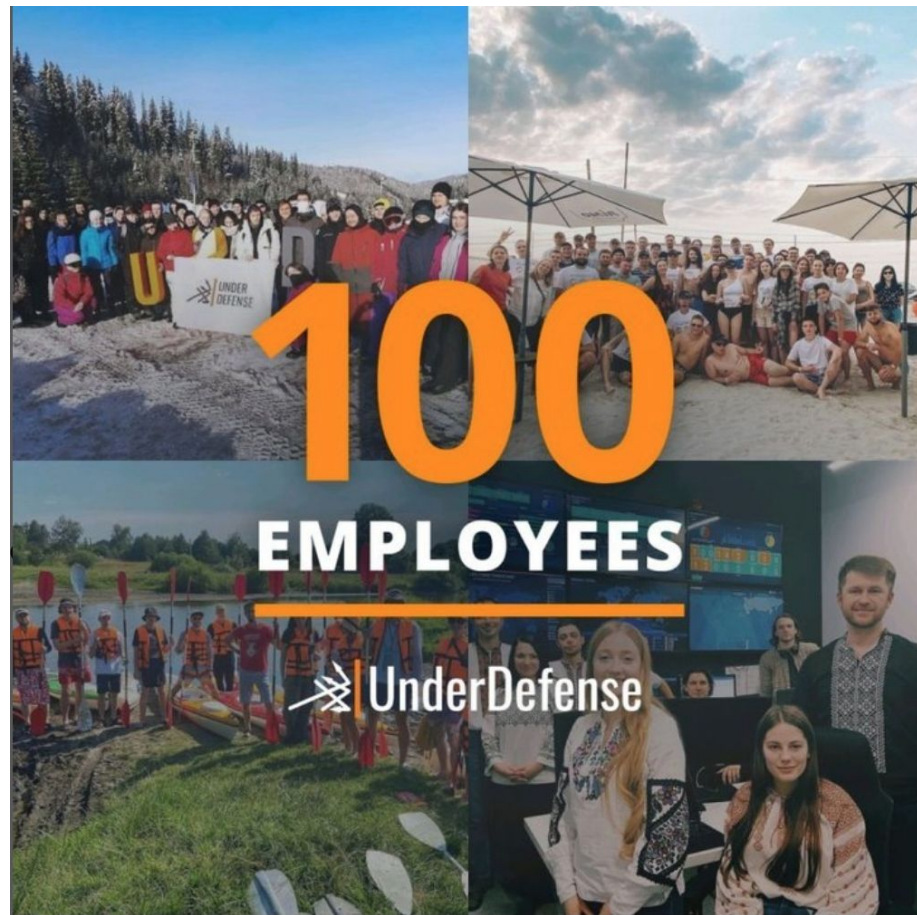
Ямборська
Ірина



Стипендія компанії з
кібербезпеки UnderDefense



Проценко
Владислав

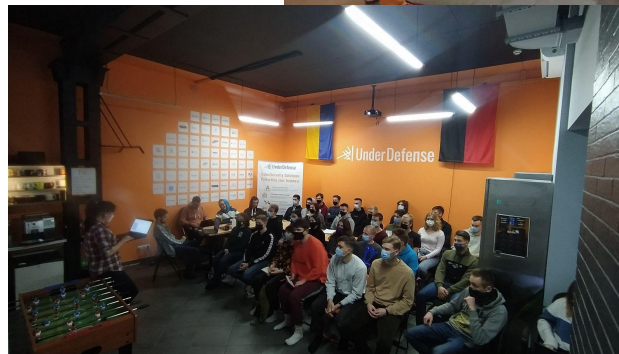


Internship for Students

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.



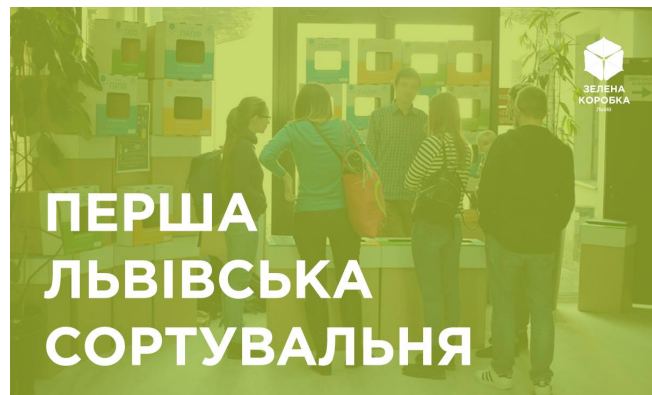
Aiding Hospitals during Covid

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.



Waste Recycling



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



Start the PA process on the end of probation period.

Filling in the Employee Questionnaire form.

Participation in the meeting, share feedbacks.

Making the summary: results of the meeting.

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

Monitoring the process: growth opportunity, performance evolution.

We regularly participate in professional conferences and share our expertise

Ransomware payments

1M-350M ransomware payment
260K for FireEYE IR team



НАЗАР ТИМОШИК
CEO UNDERDEFENCE

For CS2 specially



CS Consulting



IBM Security



**Summer Residence close to Slavske,
Lviv region is OPEN for our
Employees and Contractors**



Welcome!



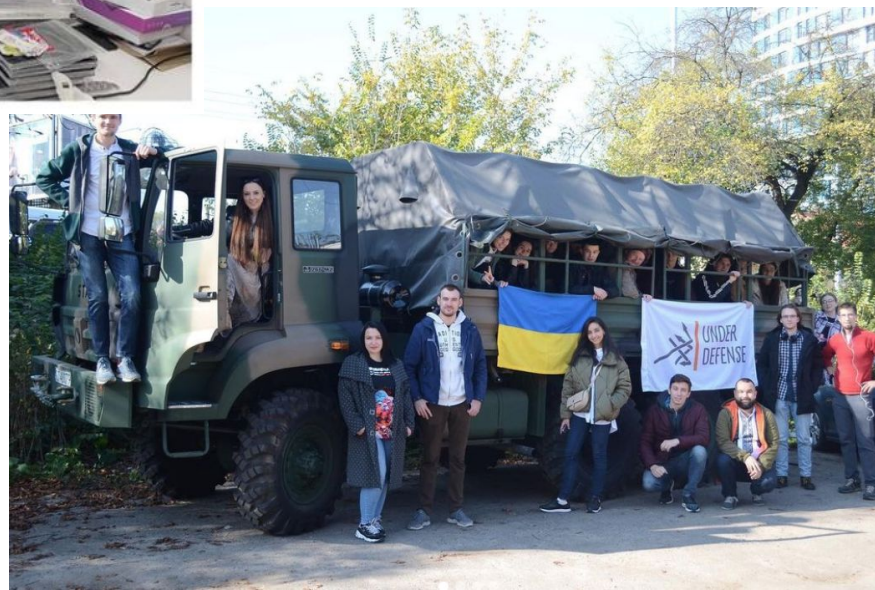


- Мангальниця для мяса і шашлика
- Шезлонги
- Ходити босим і дихати

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

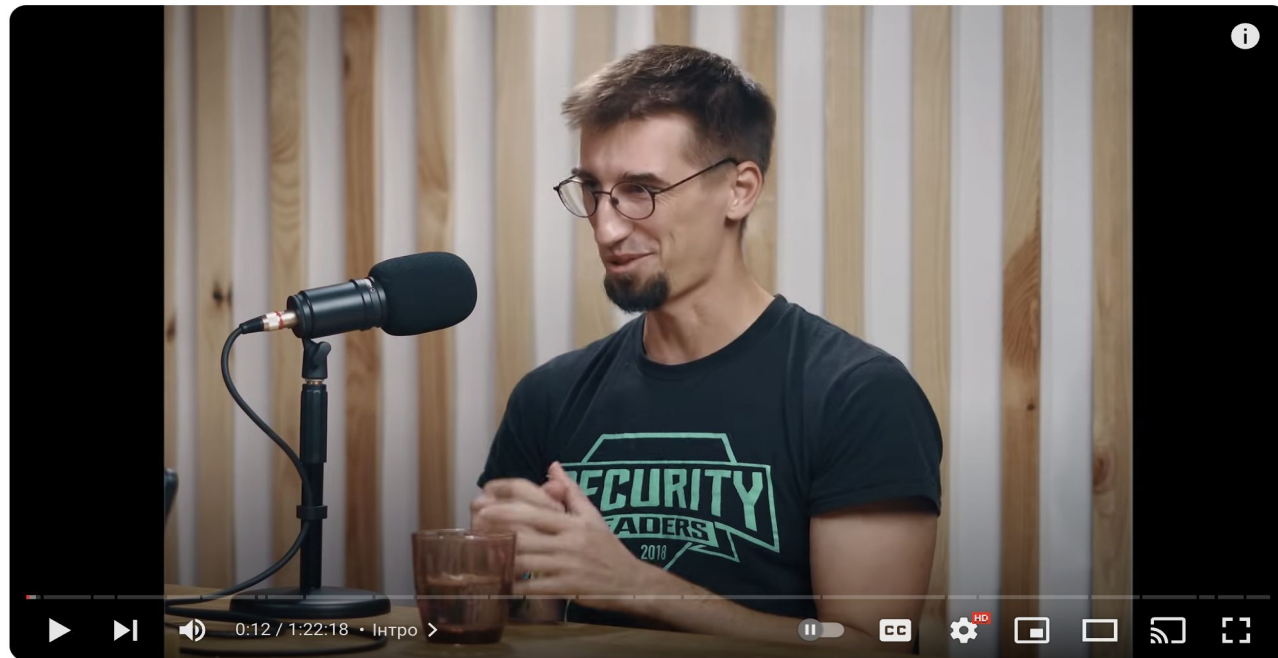
Волонтерство, кібероборона й донати — як український IT-сектор наближає перемогу • Ukraïner



9K views 4 months ago #IT #волонтерство #україна

За останні роки індустрія інформаційних технологій активно й динамічно розвивалася. IT-сектор став не лише візитівкою України на міжнародній арені, а й надійним стовпом національної економіки. Окрім того, що айтивці згуртувалися в кіберобороні нашої держави, вони ще й створили дієві фонди, які пропонують IT-рішення для захисників і тих, хто також їм допомагає.more

We don't only make donations, but serve for the Ukrainian Army



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

Назар Тимошик — про службу у Держспецзв'язку, російських хакерів та в чому проблема Signal

DOU

DOU

79.4K subscribers

Subscribe



1.1K



Share



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 UnderDefense

We are a brave Ukrainian business who keeps working for the sake of Ukraine's victory

IT-BUSINESS

**BRAVE UKRAINIAN
BUSINESS** 

CSR
Ukraine

GlobalGiving



**I want to
personally invite
you to Join us!**

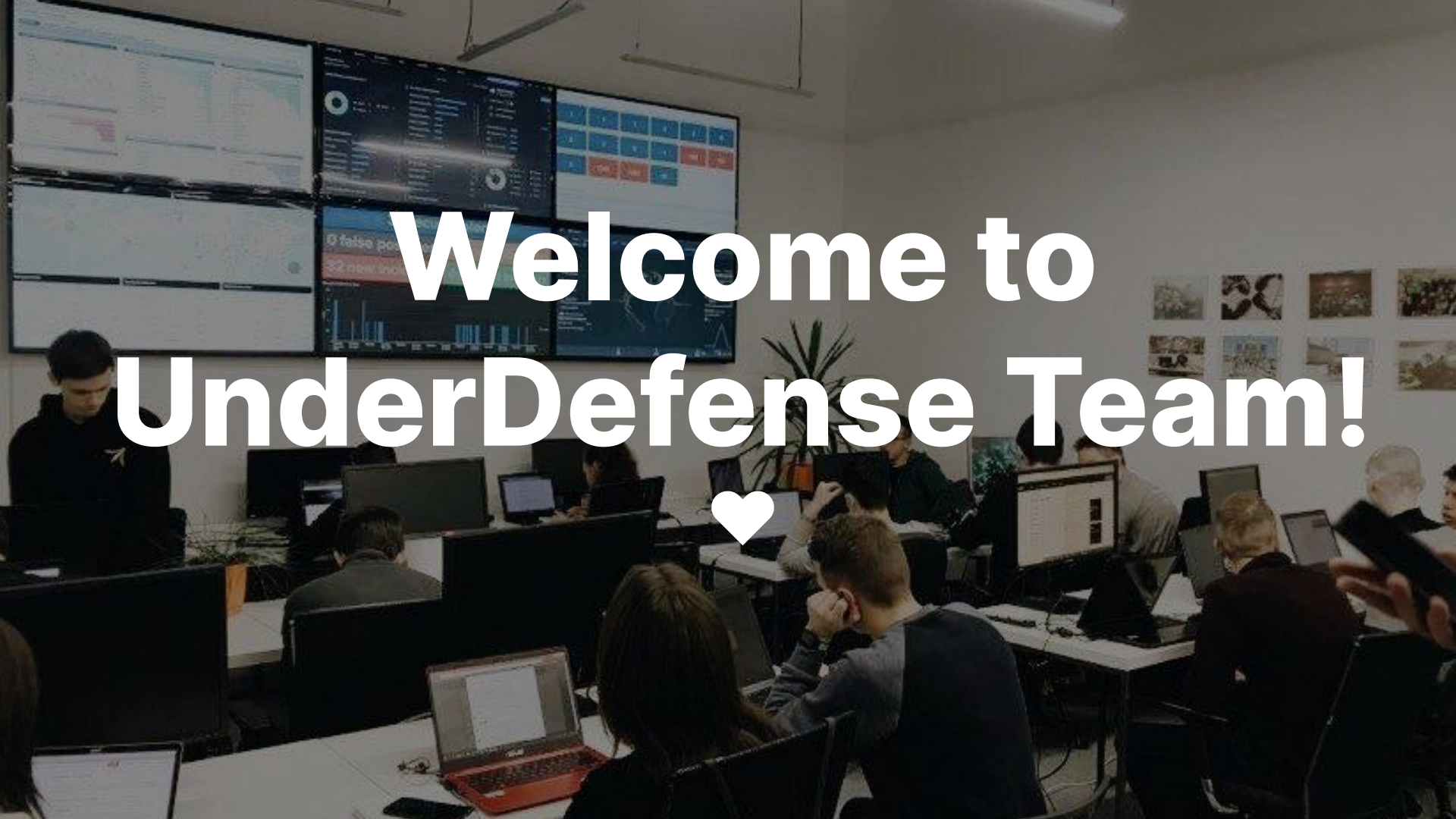
Nazar Tymoshyk

Founder & CEO UnderDefense

PhD in CyberSecurity Certified Ethical Hacker
21 years on hands experience in Cyber security
Lviv Business School graduate

This is your





Welcome to UnderDefense Team!

