



# Well-being in war conditions





# About me

More than 10 years experience





# Agenda

Hiring

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Adaptation

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L&D

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Benefits

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Social



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# Hiring



# Analytics from Ukrainian jobsites



Today we don't have enough staff. Automation of processes and implementation of AI do not help in this situation.





**Name**  
We do not tell candidates the name of the company for security reasons

**Patriots**  
With no experience of visiting russia and temporarily occupied territories since 2014

**Lie detector**  
We want to be sure that the enemy does not get into our company

**Relatives or real estate**  
It can be a weight of influence on them from the aggressor



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# Adaptation



# Difficult because of



**Organizational structure**



**Company projects**



**Corporate portals**



**Contacts of employees**





# To make adaptation easier we provide



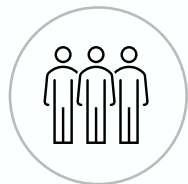
## Handbooks

Handbooks describe the mission, company values, rules and provide answers to the most popular questions newcomers may have



## Local HR People partners

At every location we have an HR people partners who help employees to deal with their issues. HR People partners always have 1-1 meetings with all of them.

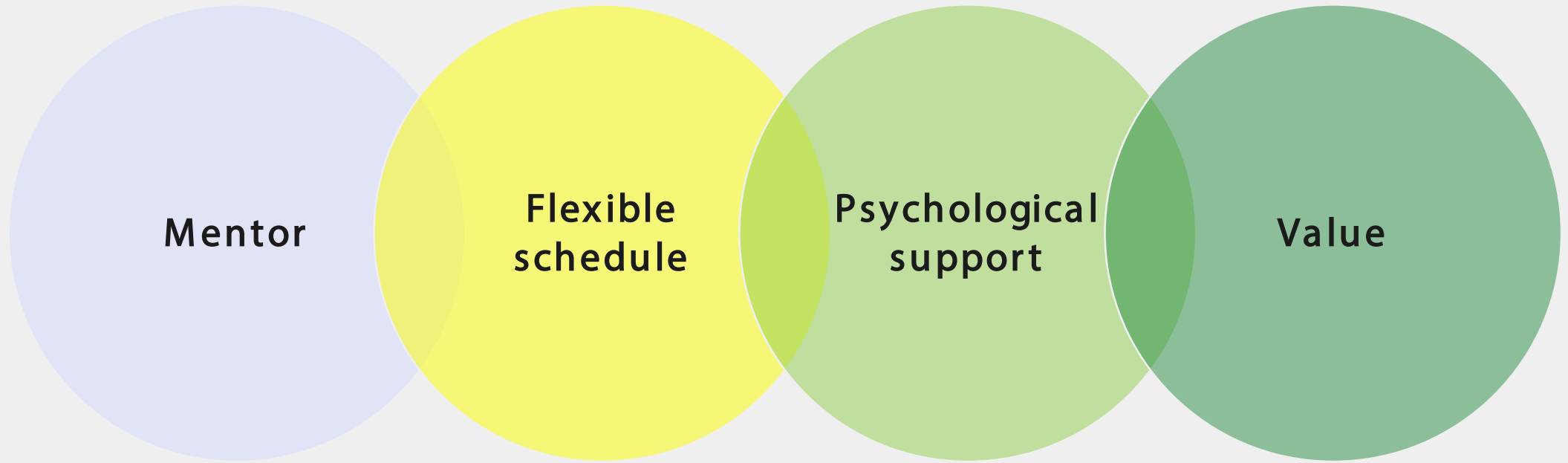


## Mentorship programs

Pairing new employees with experienced mentors.



# Veteran adaptation





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# Learning



# L&D programs

1

## Training center

We offer development opportunities to everyone, whether they are a packer or a operator, so that each employee can grow and reach new skills

2

## Self-learning

We support our employees' self-learning by covering the cost of courses at external organizations.

3

## Tactical Medicine Training

This course is in high demand as it offers knowledge and skills that can be life-saving, both at work and in everyday life.



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# Benefits



## Medical Insurance

We offer medical insurance to help employees with their health needs. It covers doctor visits and treatments in all the territory of Ukraine





## Flexible Schedule

Employees can choose a work schedule that fits their life. This makes it easier to balance work and life



## Corporate Psychologist

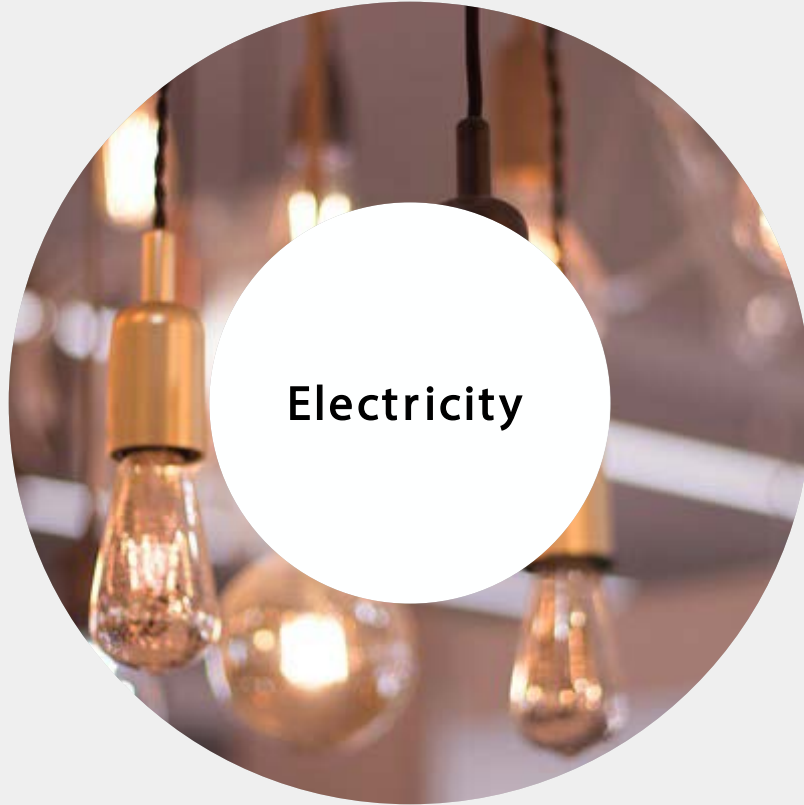
We pay for 10 sessions per year for each employee. Everyone chooses to use the services or not.





## Shelters

We have our own shelters at each location where employees go down in case of danger. The shelters are equipped with tables, chairs, toilets, internet, and have supplies of water and treats.



## Electricity

We have our own generators at each location. Some companies provide power banks for their employees, and some pay for coworking spaces.



## Corporate lunches

We have our own kitchen, where professional chefs prepare meals every day. So employees don't have to think about where and what to eat

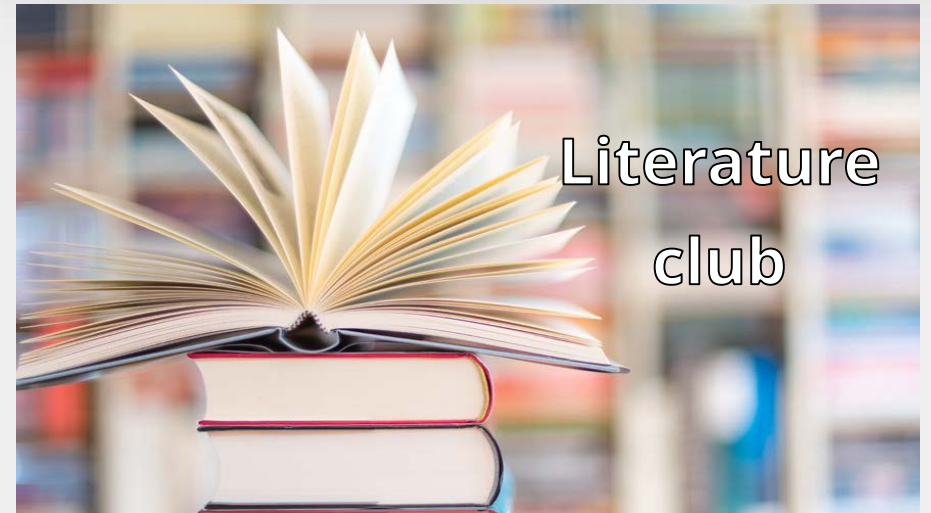


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# Social



# Interest Groups





# Volunteer Initiatives



Collect items for displaced persons



Collect plastic bottle caps to make prosthetics



Collect used disposable e-cigarettes to extract batteries for drones



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# Conclusion



# Our **well-being**



flexible work hours



medical insurance



help from psychologists



stay connected and give back



to keep everyone comfortable





LinkedIn

**Bohdana Krainia**



Thank you!