

Secrets of a Success Story:

What Working at  
*Ormucō* Looks Like

ormucō



...

*Hi, I'm Leo!*  
*Let me guide you!*

...





## Ready, Set, Go!

Do you want to experience working for a leading technology company, get familiar with the latest technical innovations and get generously paid for it?

At Ormuco, we've been creating smart solutions for enterprises worldwide by leveraging automation, self-healing, machine learning and artificial intelligence.

Our employees' passion, curiosity and drive have led us to becoming a significant player in the cloud and edge multi-billion dollar industry. They are our most important asset and are highly valued.

Come join our team and push technology to its limits!





## Working At Ormuco: Discover The Benefits Of Joining Our Team!

At Ormuco, we pride ourselves on offering competitive compensation and benefits to all of our employees. Get an inside peek at life at Ormuco.

...

*That's when members  
of our team attended  
the 2017 OpenStack  
Summit in Boston!*

...





## Free Hot Breakfast And Lunches

Don't have time to make breakfast at home, or pick something up on the way to work? At Ormuco, we offer free hot breakfast, to ensure that you start the day right. And that's not all! We also offer free lunches for our employees. This saves you money and time – you don't have to worry about packing up your own lunch, or going out! This perk alone is valued over \$6,000!





## Free Laundry Service

Doing laundry can be a big pain, particularly if you do not have in-unit laundry where you live. And, even if you do, taking the time out of your busy day to do laundry is often quite difficult, particularly when you're balancing family time and job responsibilities.

That's why Ormuco also offers the free use of a laundry service. This wash & fold service allows you to simply drop off your clothing at the office – and it will be delivered cleaned and folded! We even have dry cleaning options available for our employees, if required.

This perk is valued at \$2,500 – and the convenience of the laundry service is worth much more than that, in our opinion!

...  
*#Swagness is  
the secret behind  
our sales team  
success ;-)*  
...





## Free Home Cleaning Service

We know that it is important to have a clutter-free and tidy working environment. At Ormuco, we want to lend a helping hand to our employees so that they can come home and enjoy their families and personal time without having to worry about house cleaning chores. Once a month, Ormuco offers a home cleaning service.

This perk is valued at \$1,400 – and keeping your home tidy and clean has never been so easy.



...

*Lili's team will  
turn your house to  
the cleanest place  
in the world!*

...





## 100% Paid OPUS STM Card

We believe in sustainability, and empowering our employees to make better choices when it comes to commuting. That's why we offer a 100% paid OPUS STM card, which allows our employees to take full advantage of the extensive Montreal public transit system. You can take the Metro, buses, and more – without worrying about paying your own fares.

This helps you save money, and avoid high parking costs and other related costs of commuting by car. We value this benefit at \$1000!

...  
*Montreal  
downtown is such  
a beautiful place  
to work!*  
...





## Unlimited Coffee, Tea and Energy Drinks

When it's time to really crunch and get down to business, our company runs on caffeine – and we provide everything that you may need to get through the day for free. From gourmet tea and coffee, to unlimited energy drinks from several top brands, we've got you covered when you need to pull extra hours, or jump-start your work week after a long weekend! We value this perk at... well, it's priceless!





## Unlimited Daily Healthy Snacks And Candies

Whether you're looking to indulge yourself with a chocolate bar, or make a healthy choice, we've got you covered. We offer unlimited snacks at our office, and we make sure that we have plenty of healthy options, as well a number of special treats. So if you're ever feeling hungry, just pop by the kitchen, and satisfy your cravings for free!

...

*Mabel did this  
for Halloween!*

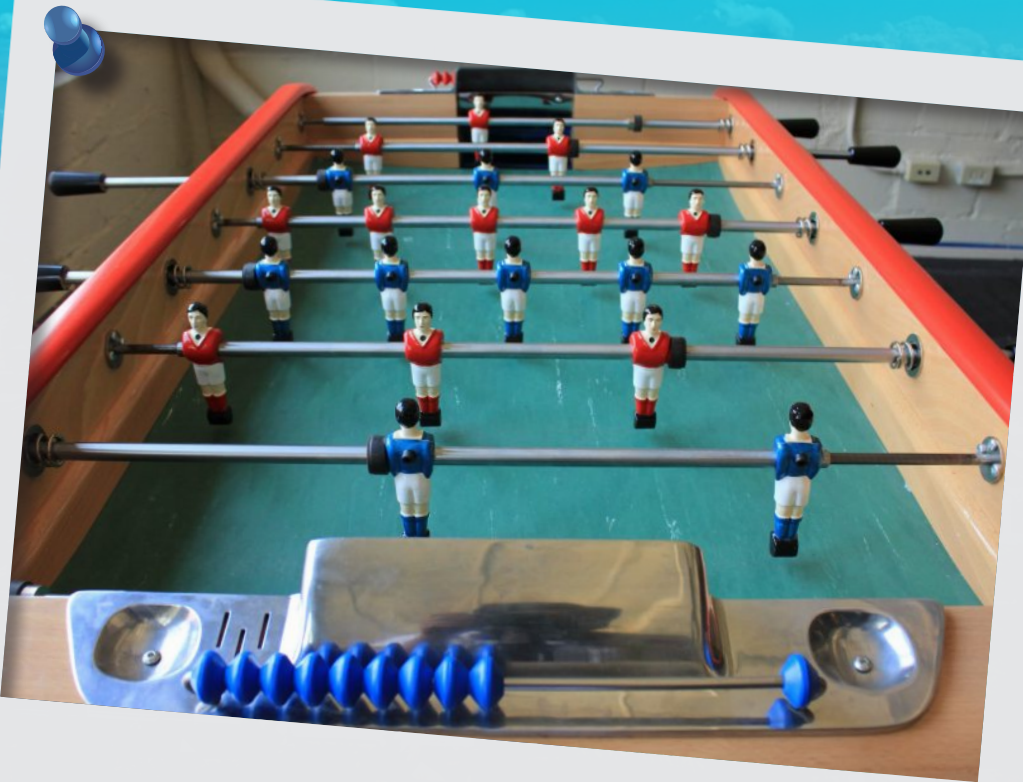
...





## Join The Ormuco Soccer Team

We love sports, and being active and healthy. That's why the Ormuco soccer team was formed! We compete in co-ed leagues, and don't worry – we don't take ourselves too seriously! Whether you've been playing soccer since you were a kid, or just want to join a fun after-work activity, you're welcome!



...  
Or you can play  
foosball at the office,  
if you prefer! We  
have a gaming room!  
...





## 50% Gym Reimbursement (Up To \$250)

Healthy employees are happy employees! We'll reimburse you for half of your gym membership per month, up to \$250! Find a gym near our office and join up, and we'll help you pay for your membership.

...  
*Running on a treadmill... That's how Mariana found her new code idea!*  
...





## Free Language Classes In English Or French!

Whether you're a native English speaker moving to Montreal, a French speaker looking to improve your English, or you are not a native speaker of either language, we're here to help! We offer free language classes in both English and French. You can improve your fluency with convenient classes – at no cost to you!

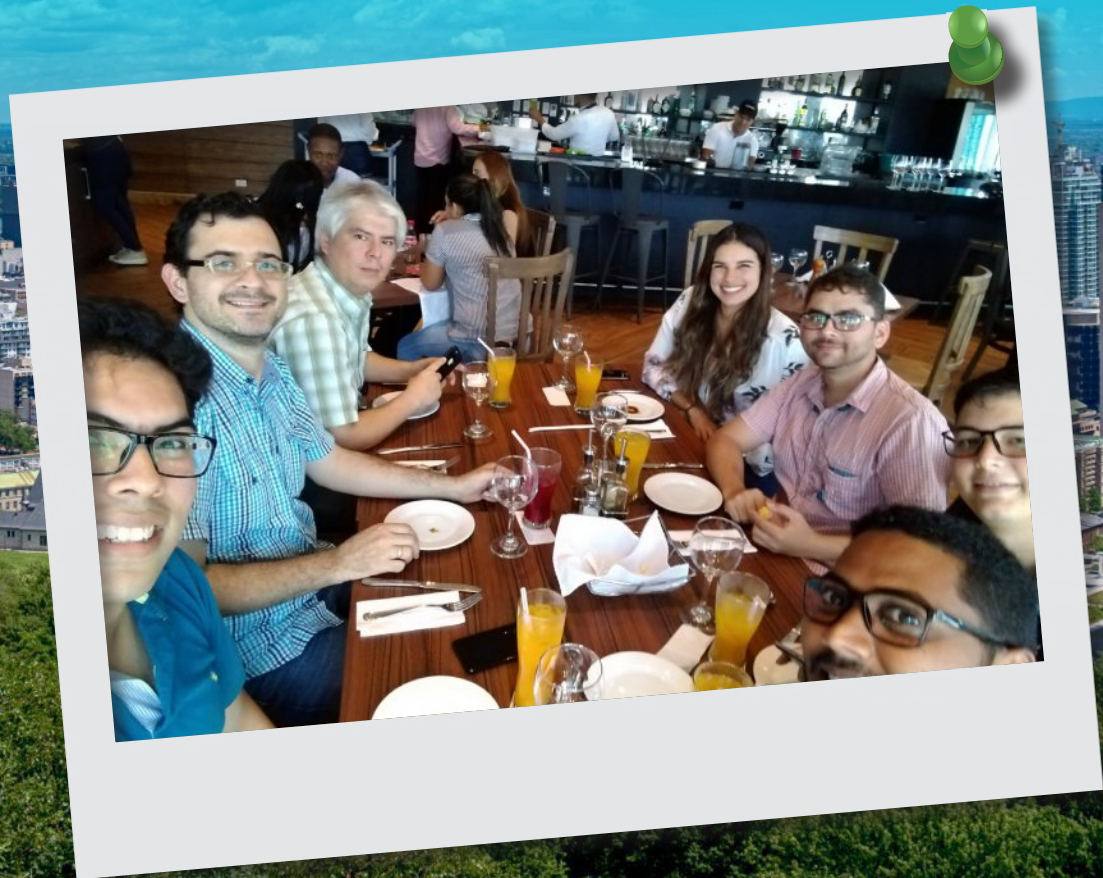




## Weekly Happy Hours

We have regular weekly "happy hours", where we provide both food and drinks at the office. You can knock off a little early, kick back with some tasty food, and enjoy a cocktail or two before you head home! It's a great chance to meet employees from other departments, and build camaraderie between teams!

...  
*They do this in  
our other offices  
too! Selfie from...  
Cartagena!*  
...





## In-Office Massages

If you're ever feeling stressed due to work or personal matters, you can make those cares melt away with in-office massages. We arrange for regular visits from top-rated massage therapists, who can provide you with a relaxing massage that will calm your mind and soothe your body.



...  
Or you can play  
ping-pong to  
recharge your brain,  
you know!  
...





## HR Cultural Zoom 2018: What Ormucomigos Think of the Company





## Recognition and Development

100% of employees know what is expected from them at work

96% of employees agree that their opinion counts at work

96% of employees feel that they have a network of people they can turn to if they need help

## My Manager

92% of employees agree with the following statements:

- » My manager practices open communication
- » My manager is fair and acts in ethical ways
- » My manager is accessible to me on a regular basis
- » My manager provides an appropriate level of support



## Human Resources

- » 96% of employees feel that HR is available when needed
- » 95% of employees consider that Ormuco offers growth opportunities

## My work at Ormuco

- » 100% of employees love doing what they are doing
- » 95% feel their job is important
- » 95% enjoy working with their teams

## Ormuko's Mission & Vision

95% of employees agree with the following statements:

- » I believe my manager will be able to guide us to success
- » I believe I play an important role towards achieving this goal



## The Top 3 Benefits The Employees Like The Most Are:

- » Lunch and breakfast
- » Opus and Exo
- » Group Insurance



**This is the Ormucomigos' total satisfaction rate.**

It is much higher than top leader companies in IT and higher than the average in North America or Canada.

### Reference:

Global employee satisfaction		71%
North America		77%
Canada		69%
Google	(Top leader)	86%
Sales force	(Top leader)	90%
Facebook	(Top leader)	97%



## Ormucos' Thoughts in Their Own Words

Alex Perrault - Lead Network Architect

*"I'm able to suggest, give my opinion or comment [...]. I have an impact on the future of Ormuco and the projects we work on."*

Bruca Lock - Software Developer Architect

*"Ormucos is upfront with the technology, ahead of the game, doing things no one has done yet."*

Derek McNevan - Senior Sales Executive

*"Ormucos employees are excited about working for a company that specializes in open source technology. The mentality across the organization is that there are always new things to try."*

Diego Malicia - Technical Operations Admin

*"I work here because of the technology, the friends I made and the talented engineers that work here. I'm very fortunate!"*

Francisco Ortega - Software Developer

*"I really believe in the product. I think what Ormuco is doing for cloud is the right thing to do. It's a fun environment to work. People are willing to share and teach."*

Mabel Arce Diaz - Procurement

*"One of the things I like the most about working here is the people, the warm atmosphere, where people share experiences, help others and have a good time"*



**Watch More**



## About Ormuco

Ormuko was founded in 2008 by Orlando Bayter in Montreal, Canada. The company was initially a telecommunications service provider that offered business solutions to companies in Canada and the US.

By 2011, Ormuco grew to become a successful managed services provider to large enterprises. The company developed its expertise by delivering and operating complex IT environments in North America, especially for the gaming industry.

In 2013, understanding the challenges organizations faced when building and managing hybrid cloud and multi-cloud environments, Orlando engaged the company into developing a software solution to address the issue. Two years passed until the company was able to finalize a platform based on open source technologies and get it ready for the market.

In 2015, Ormuco unveiled a hybrid cloud offering built on its open source software, under the name 'Connected Cloud'. Launched in collaboration with Hewlett-Packard Enterprise (HPE), the company was able to extend its geographical reach through the HP Helion Network, with data centers in the US, UK and Canada.

In 2016, Ormuco rolled out the first commercialized version of Ormuco Stack, the intelligent multi-cloud management solution and edge platform, on the market. Soon, the software would be adopted by telecom giants and service providers around the globe.

Ormuko is now fully established in key markets across the Americas, Europe, Middle East and the Caribbean. Still headquartered in Montreal, the company also counts employees in Toronto, Seattle (U.S) and Cartagena (Colombia).







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