



4EXPERIENCE



Culture Book

What is a Culture Book?

We created this Culture Book for you to get to know us better.

It's meant for everybody, including our clients, partners, staff and future employees. And if you're simply curious about how we work, this publication is for you too!

Here's a short description of **what makes magic happen** in our company.

We'll talk about our goals, mission, values, how we work and how we form our culture.

All of this adds up to a synergistic whole, giving us the ability to create wonderful things.





Our Story



Our Story

The year was 2015 when our founders – Arek and Michał – heard a moving story during one of the conferences they attended. It was the story of a medical mission organized by a grassroots initiative called Doctors Without Borders.

Medics traveling to countries at war have to face inevitable dangers every day. And there wasn't any practical way to prepare for them.

Listening about the hardships this amazing community faced, Arek and Michał concluded that modern technology might solve the problem. So they spent a couple of weeks creating a realistic VR application.





Its purpose was to **help doctors prepare themselves for the mission and increase their safety.** In addition, using modern technology meant the training could've been shared with doctors worldwide.

**On the canvas of these events,
4Experience was brought to life.**

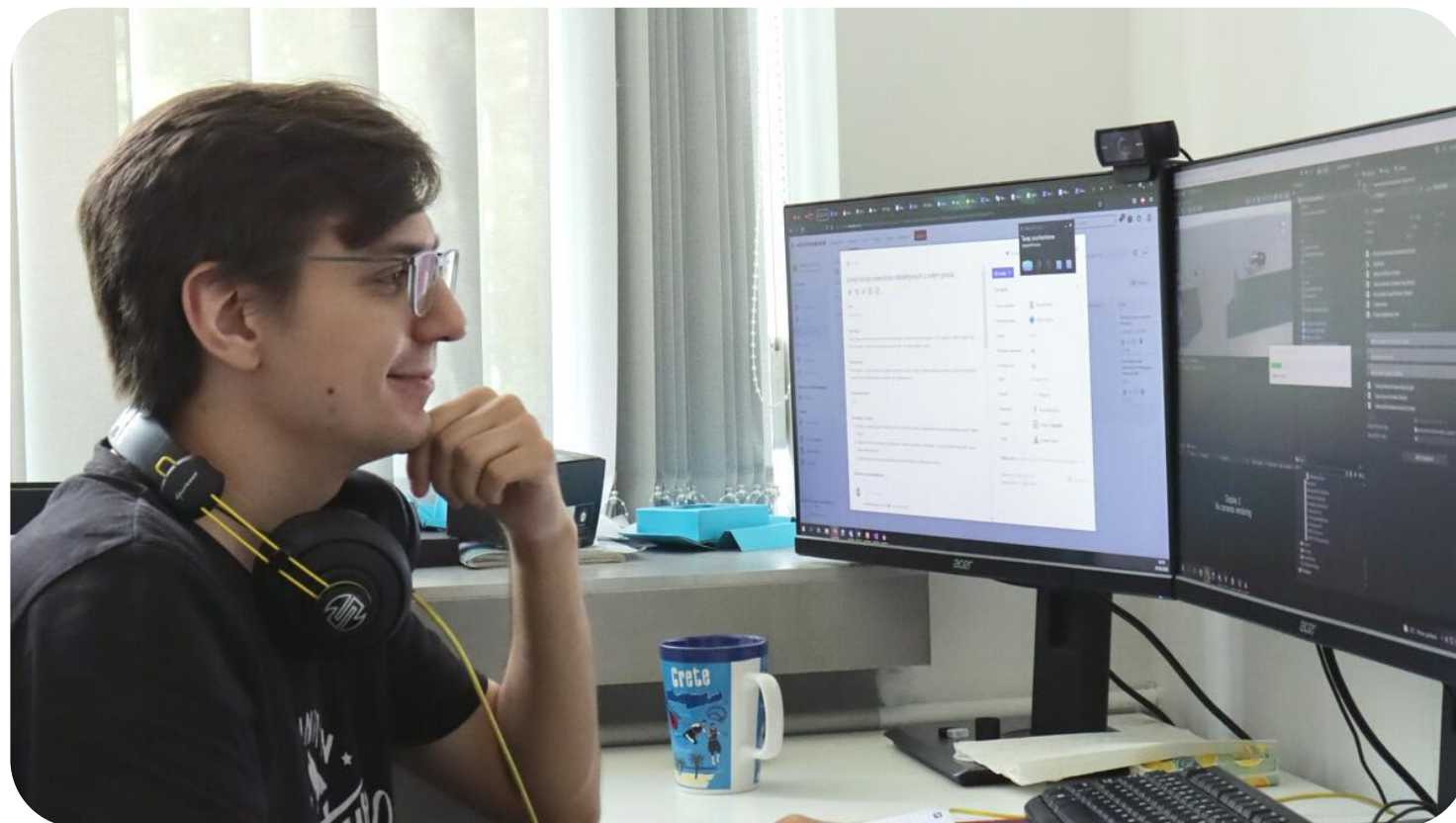


The goal was to create modern, immersive technological solutions that could make **real impacts in every corner of the globe.**

Technology, too, has no borders.

Who we are





Who we are

We're a team of ambitious and enthusiastic professionals who want to make real impacts.

Driven by the passion for tomorrow's technologies, we bring together extraordinary people. This dynamic mix includes people like ingenious programmers, creative designers, talented artists, innovative researchers and amazing leaders.

We build the bases for organized teamwork that brings outstanding results. Better than the sum of the efforts of individuals. While remembering the conventional solutions, **we are innovators** – we proudly participate in building the future of technology.

A man wearing a VR headset and holding controllers stands on a black and blue motion platform in a modern office. Two other men are at a desk with a laptop, observing. The office has large windows, a bookshelf, and a desk with a laptop and mouse.

**All the magic and extraordinary experiences that
we create come from people. Our team is our strength.
Their creativity, knowledge, and experience
guarantee our and our client's success.**



I think the main strength of 4Experience is the **atmosphere of openness**. It makes everyone know they are valuable team members.

We all **feel responsible** for the tasks ahead and the excellent work of the entire team. People are willing to **help each other, share knowledge and give support**.

Having the same values is perfect for building excellent relations with others and being a part of this extraordinary team.

I'm sure the team we're creating at 4Experience **brings value to every one of us** and everyone else whom we can meet on our way as a company.

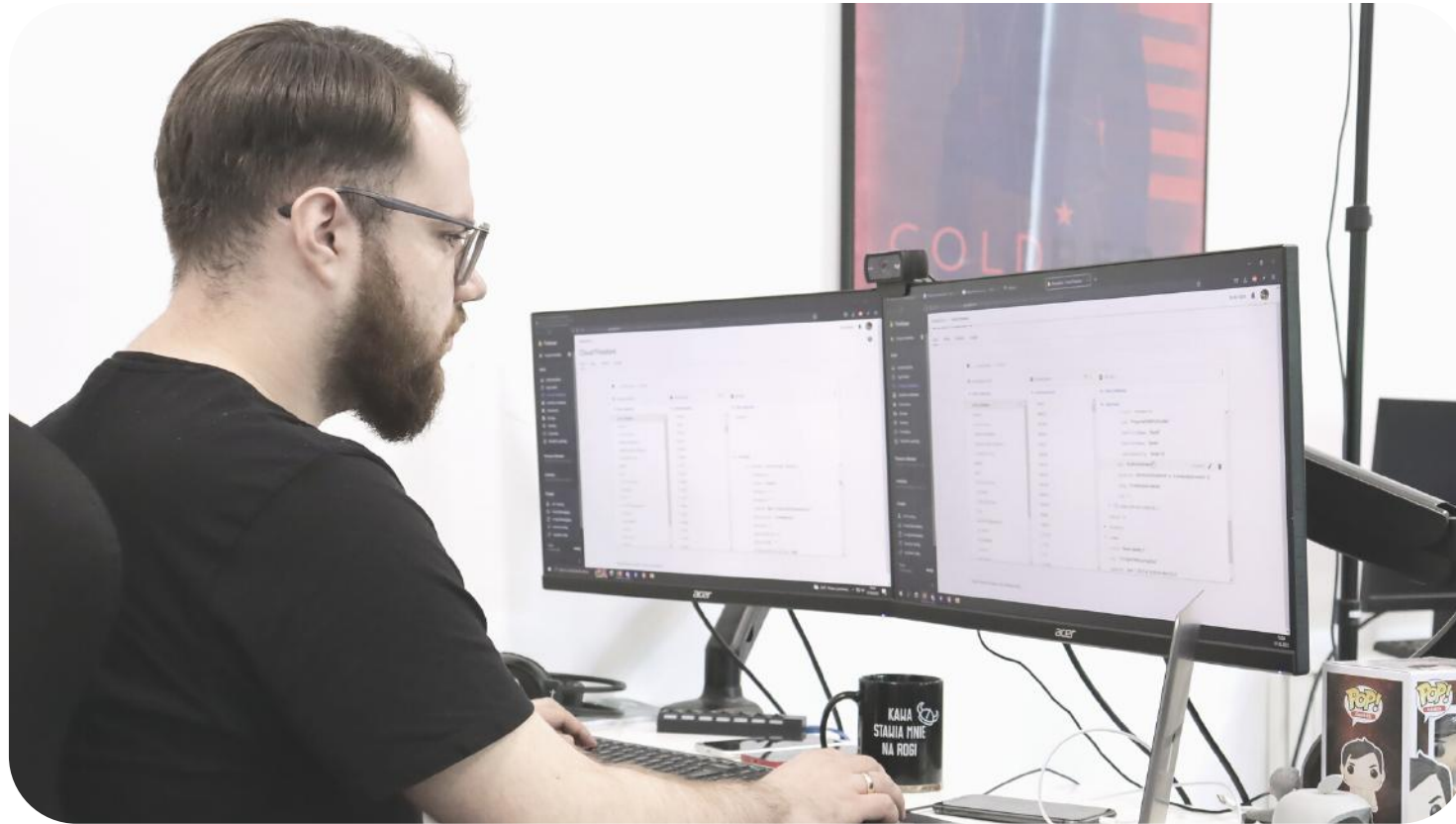
Damian Bijas

Senior Lead Programmer



Our Mission





Our Mission

**We create Interactive & Intelligent
3D solutions that solve real-life challenges,
in a way that delights our customers
and co-workers.**

What does it **mean to us?**



Our goal is to **help our clients** excel in their fields. We always find the best ways to achieve the desired results and valuable experiences.

We focus on innovative high-quality solutions so our customers and co-workers feel satisfied and delighted.

We know that success is easier to achieve using immersive technologies.

Our Core Values



* 3D CONFIGURATORS

DIG & MEDIUM SIZE

...ING, MOTION DESIGN

PROTOTYPE (Rapid)

AVATARS: CHARACTER DESIGN

WEB AR, WEB XR

TEAM AUGMENTATION

LONG TERM

Ar

CONSTANT DEVELOPMENT

- KNOWLEDGE & CODE BASE
- PAIR PROGRAMMING
- COMPETENCY MODEL
- SOFT SKILLS
- FEEDBACK, 1 ON 1

ATTITUDE

OTHERS

TY

ENTREPRENEURSHIP

- CUSTOMER SUCCESS + SATISFACTION
- QUALITY

TRANSPARENCY

- FEEDBACK
- OPEN COMMUNICATION

DETAILED SPECIFICATION

COMMUNICATION TOOLS

MANAGEMENT



What I like the most about 4Experience is the transparency and plenty of room for team decisions.

Moreover, you can count on the support of colleagues and sharing of experiences.

The great thing is that the company is not afraid to take on challenges.

A self-driven team is the perfect working environment for me. The right people in the right positions are the greatest company value. If you let them learn, improve skills, and ask the right questions, if you motivate them to act, they become the main strength of the company.

Besides, I am just proud of the projects we deliver!

Jolanta Kubatek – CEO



Why do we want you to know our **values**?

They are our compass on the road to accomplishing our mission and goals. They support us in creating a **one-of-a-kind workplace** where we grow and improve daily. We were hoping you could learn more about us and what fuels our everyday activities.

We've selected five values that best describe what is **important to us**. Guided by them, we deliver solutions based on our business approach and can-do attitude. At every step of a project, we guarantee transparency and consistency in achieving our clients' goals.



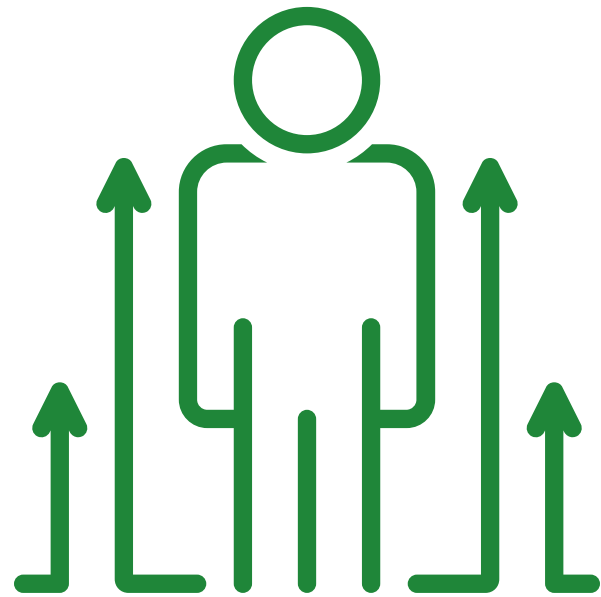
How do we define our values?

Constant development

We are self-driven growth-oriented professionals who constantly innovate and expand the company's offers and capabilities.

We constantly develop:

- **our expertise and knowledge.** We're open to learning and introducing improvements.
- **our offer** to provide the best solutions that follow the latest trends and technological novelties.
- **our company** to create the best work environment, enhance processes, acquire interesting assignments and become world leaders in technology.



How do we define our values?

Entrepreneurship



Our practical experience allows us to **provide world-class solutions that help our clients' businesses grow.** The holistic approach toward projects combines the best expertise from various fields like engineering, gaming, design, psychology, marketing and more.

We use our international experience with VR & AR to supply our clients with the best solutions. **When composing our offer, we are proactive and try to put ourselves in our client's shoes.** We look at the whole process comprehensively, are responsible and do our best to provide the highest quality and usability



How do we define our values?

Transparency

We **build trust** with transparency. We rely on pure intentions and clear and true information. Our experience has taught us that it's worth listening to feedback.



Thanks to our transparency and open communication, we build trust among our employees and customers. **We're open to dialogue - constructive feedback, exchanging opinions and information.** We keep our staff updated on the present situation in the company and plans for the future.

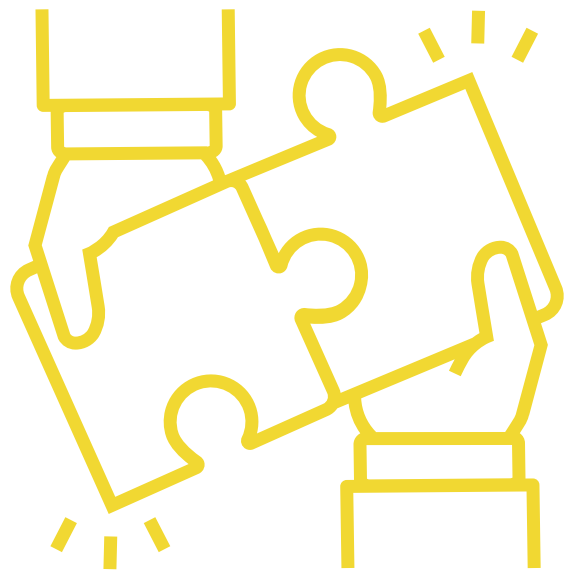


How do we define our values?

Integrity

At 4Experience, **we build mutual trust**, which gives us a sense of safety and stability. We always remember we're working towards a common goal.

Everybody in the company is part of our collective success. We believe that the synergy of our entire team allows us to achieve a significantly better result than if we worked separately. Knowing we can rely on each other, ask for help, exchange knowledge and give advice opens us to development and joint initiatives.



How do we define our values?

Positive Attitude

A positive approach and atmosphere affect work efficiency. They also help us build strong and long-term relationships.

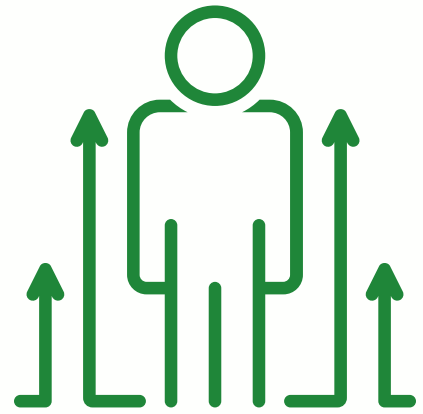
We want to enjoy our work and surround ourselves with people who help us grow. All tasks are carried out professionally and delivered on time. Our can-do attitude supports our optimistic approach.



Values In Action



Values in action



Constant development

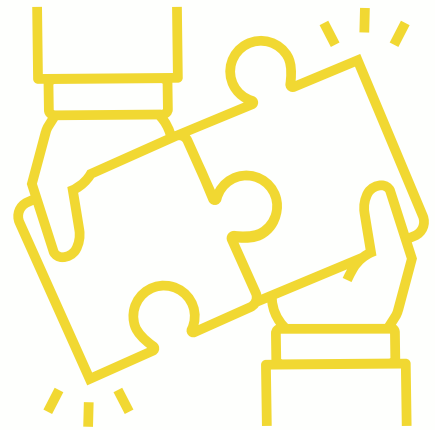


Transparency



Entrepreneurship

- Code, Art and Project Review processes.
- Pair programming and internal coaching.
- Development path – Competency & Behaviours Model.
- Sharing knowledge, books, lectures.
- Participation in conferences, industry events, training sessions, workshops and hackathons.
- Creating tools for other teams.
- Developing the knowledge base.
- Awareness of customer expectations.
- Commitment to delivering the best solutions.
- Individual input to the projects.
- Can-Do attitude.
- Transparent communication supported by leaders.
- Quarterly financial summary for all team members.
- Sharing profit with employees through the kudos bonus system based on our values.
- Internal newsletter.



Integrity

- Appreciation of two-way feedback.
- Daily, weekly and monthly discussions.
- One-on-one supportive meetings.
- Suggestion Box with no suggestions unanswered.
- Creating tools for other teams.
- Playing and going out together.
- Supporting each other and joining forces.
- Responsibility for own attitude and its impact on others.



Positive Attitude

- Events and celebrations of our successes.
- Supporting each other and joining forces.
- Informal communication.
- No dress code, no big bosses.
- Appreciating others.
- Generating solutions instead of escalating problems.



What I value perhaps the most about 4Experience is the company's **readiness to change**.

Every person, every process is open to feedback that allows us to **adapt and improve both as people and as an organization**.

In such an environment it's easy to make an impact and finding **a unique, suitable place** for oneself comes naturally.

Accepting that perfection is unattainable means that we **never stop looking for ways to make things better** and mistakes turn into opportunities to learn.

Kamil Mozel Project Manager



After hours



After hours

We make a great team at work and after work.

What do we do in our free time? We watch movies, go on trips, and play sports and video games. We share our interests and are delighted when new employees join in!





Together, we celebrate special occasions like **employment anniversaries, birthdays, and signing a new contract.**

We are one team and **we value the time we spend together,** not only at work but also after working hours.





Company events are always fun and
**our great chemistry makes them
even better!**

We even have family picnics during
which **we get to know each other on
a more personal level.**



Get in touch

Want to know more about us?

You can find us on [LinkedIn](#) and [Facebook](#)

Ready to take your business
to the next level with us?

[Let's talk!](#) We don't bite (promise!)

let's
TALK





Get in touch

Do you want to be a part of our team?
That's easy!

You can read about our recruitment
process on our [career page](#)
and email us at jobs@4experience.co

We'll be happy to meet you!





4EXPERIENCE

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