


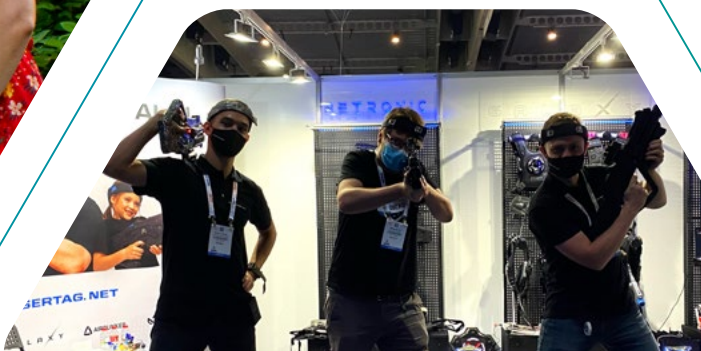
CREATING  
THE FUTURE  
TODAY

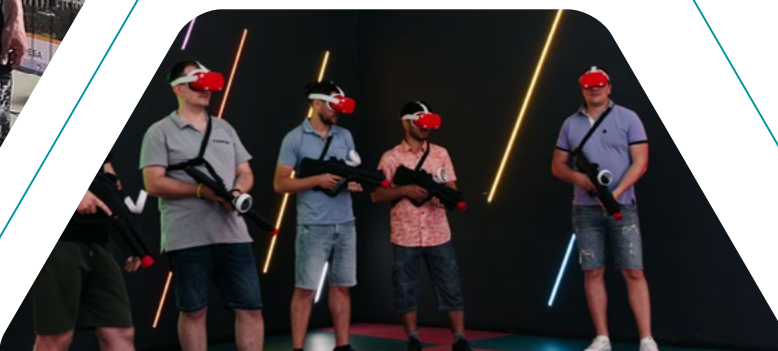


NETRONIC

# About the company

**NETRONIC** is an international group of companies that has been manufacturing laser tag equipment and inflatable paintball bunkers for 15 years, as well as developing VR attractions. We have our own paintball club FORPOST and a network of laser tag arenas.





# Our mission

“ We create hi-tech solutions that unite and develop people in the real world.

# Our values



## Transparency and openness

We are used to trusting and being open with each other.



## Responsibility and proactivity

We reward those who provide solutions and are accountable for results.



## Development and growth

The top management team grew out of the beginners.



## Flexibility

We are able to adapt quickly and respect the values of our colleagues.



## Partnership

You can count on us to support you and be a support to others.

# What we are proud of

up to **106%**

**annual sales growth**  
over the last 5 years

**63**

**countries around  
the world** use our products

**1 200+**

**projects** with our  
equipment all over  
the world

**20 000**

**laser tag equipment  
kits** produced  
since 2013

**30%**

**annual  
headcount**

**4**

**own registered  
patents**



# Company history



## 2005–2008

- Paintball club is founded, the company employs 4 people.



## 2009–2012

- «**Forpost**» – the paintball club № 1 in terms of attendance in Kharkiv and № 2 – in Ukraine.
- Launching the production of laser tag equipment and inflatable paintball bunkers.



## 2013–2015

- Launching the fourth playground in the **Forpost club**.
- **NETRONIC** equipment is represented in 5 countries worldwide.
- Launching the production of our own mould for the «**FALCON**» housing.



## 2016–2018

- Opening a dealer center in Germany.
- Winning 85% of Ukraine's tenders for equipment supplies.
- Presenting the **NETRONIC** equipment in 250 clubs all over the world.
- Opening the first laser tag arena network in Kharkiv.



## 2020

- The first equipment sales in the Asian market.
- Opening a dealer center in South Korea.
- Our production is used in 1000+ laser tag centers worldwide.
- Number of employees – 182.



## 2021

- Launching 2 arenas with **VION VR** equipment.
- Opening dealer centers in USA.
- Launching the most compact **FALCON LUX** tagger.
- Number of employees – 254.

# Founders' feedback



**Yuri  
Lavrenov**

CEO



Step by step, what I planned became a reality, but the real breakthrough moment for me was the creation of the team. This team not only shared my dream, but managed to scale it up many times. That's why, the most valuable thing to me is to give every talented person an opportunity to open up and become part of a team that makes history. Yesterday, it was laser tag equipment and inflatable bunkers, but today it is VR systems. What will be tomorrow?

We will see ;-) The game is just beginning!



**Michael  
Obod**

Development Director



Those who have been working here for at least 2 years, probably noticed the rate at which the company is growing. And those who have been on this path for more than 5 years have repeatedly witnessed how we accomplish what seems to be impossible. Behind these changes, there is responsibility, proactivity, flexibility, partnership, openness to everything new, and, most importantly, the people...

The people who create Netronic.

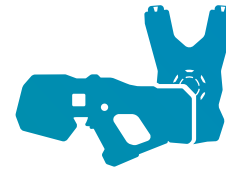




WHAT PRODUCTS YOU WILL BE  
WORKING ON?



**Outdoor Laser tag**



**Арена Laser tag**



**Mobile Laser tag**



**VION VR**

# Laser tag equipment

**Laser tag** is an active team game using safe infrared beams. Game blasters send out IR beams, and sensors on headbands and vests record hits. You can play laser tag outdoors or indoors.

We create a full range of gaming equipment and accessories. We also develop advanced software that helps hundreds of customers conveniently manage their clubs and implement many scenarios, such as Zombie or Battle Royale.





## VR equipment

We manufacture VR equipment for playing in arenas where players virtually fight against each other or against a computer. The game kit consists of a blaster with impulse recoil and a lightweight wireless virtual reality helmet.

We work with the Unity platform – we create unique maps and characters, game modes and scenarios ourselves. We also create software for game management, the convenience of which is noted by both players and business owners.

You can personally experience our product in many of the world's leading gaming centers, including the Nikolsky mall in Kharkiv. Take part in improving the product, which will be used by your friends and acquaintances!

# AIRBUNKER inflatable bunkers

To expand the capabilities of the company, we launched the production of inflatable bunkers for equipping paintball and laser tag areas. Our bunkers comply with all the world standards and at the moment the AIRBUNKER brand is in the TOP-3 of the world manufacturers of inflatable bunkers. Our customers are the world paintball champions and the organizers of the largest tournaments in Europe.





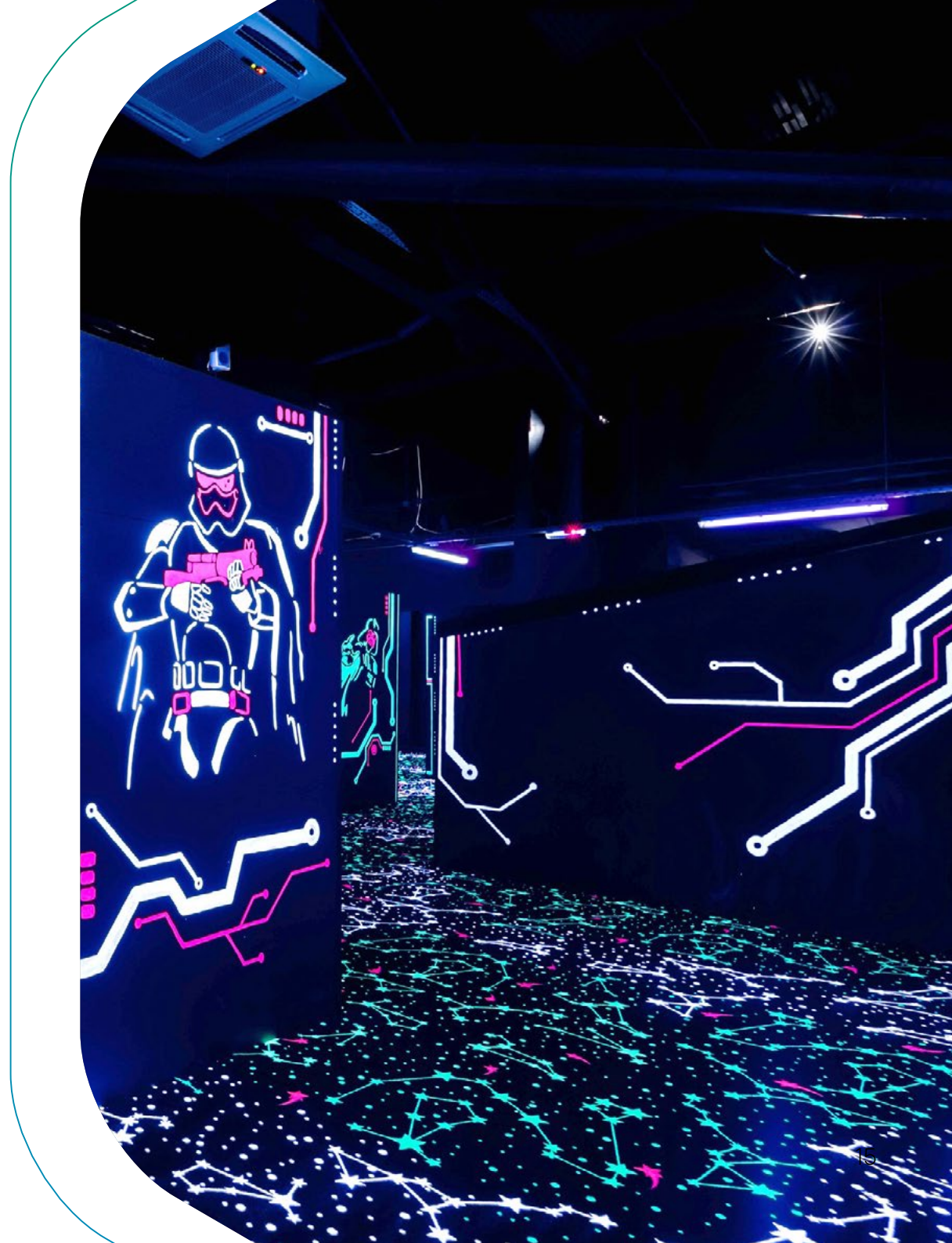
# FORPOST paintball park

The FORPOST paintball park was founded in 2005. It is currently the largest and most visited amusement park in Kharkiv – six playgrounds and more than 10 000 visitors every year. Our company is active in social activities, and we regularly hold charity games and mass events aimed at healthy and sports education of young Kharkiv inhabitants.

You will work on the product that passes the first tests in our paintball park, so when all the tests are successfully completed, it will return there to please you, your friends and acquaintances.

# Laser tag arena network

Arena is an indoor laser tag game format. NETRONIC has created its own version of arenas — these are game mazes with minimum lighting, light and sound special effects and smoke machines. These arenas use sets of equipment developed by us. Dynamic scenarios and amazing atmosphere of this game create the effect of “another reality”. You can plunge into this atmosphere by visiting our Space Arena club in the French Boulevard shopping mall.





**YOU'LL DEFINITELY  
WANT TO CHOOSE US!**



# Why choose us?

01

## **Global mission**

We promote active leisure for adults and children all over the world, bringing families and friends together.

02

## **Interesting products**

A unique opportunity to work with a real product that you can hold in your hands and make an impact on the world.

03

## **Working with cutting edge technology**

Interface with Unity and Android platforms, GPS and Wi-Fi technologies.

04

## **Bringing ideas to life**

The company brings employees' ideas to life, and it's your idea that can be the start of a new direction.

05

## **Free communication**

Discuss any question you are interested in with anyone – we are easy and discreet to talk to.

06

## **Life and work balance**

We make sure there is a balance between life in and out of the office.



**Prospekt  
Gagarin metro  
station**

**5 min**

**Molchanovsky lane, 29**



We believe that it is the intensive cooperation under one roof that helps us implement the most innovative solutions. That is why a comfortable office and convenient workplaces for our employees are of primary importance for us.





We have our own 4-floor building within a 3-minute walk from the subway. There are dozens of spacious offices with panoramic windows, 7 large meeting rooms, 3 dining rooms with seating areas, a huge terrace, a private courtyard with parking, and plenty of space for creativity



# Brave challenges

You'll have the opportunity to work not only on processes you're experienced in, but also to tackle tasks that have never been done before. We know for sure you can handle it!

The company gives full freedom to implement the most daring, breakthrough and innovative ideas. You won't be bored with routine because every day brings new challenges and you can always try your hand at a new position, a new role, a new product or even a new department.

# What do we offer?



## VACATION:

24 calendar days

### Additional leave:

- 3 days in case of a wedding, childbirth, loss of a blood relative
- Birthday
- September 1 for employees with children of school and preschool age



## MATERIAL ASSISTANCE OF UAH 3,000:

- If you have had a child born
- If you have been married
- In case of loss of a blood relative



Paid sick leave and corporate nurse who you can make an appointment with.





## PERKS:

A branded box for a pleasant start will be waiting for you on your first working day.

Birthday and New Year presents for both employees and their children.

“I have an idea” project – you can come up with an idea which will become a new direction for the whole company



## EXTERNAL AND INTERNAL TRAINING

Every employee who has passed the probationary period gets an opportunity of individual payment terms for external training courses.

We also have English courses in our office for different levels:

- Elementary.
- Upper-intermediate.
- Business English.

# We like to have fun!



At work we solve all kinds of tasks, and we have even more varied leisure!

In addition to regular corporate parties, the company supports active and recreational activities – football, basketball, jogging, canoeing, hiking and barbecues, paintball and laser tag games at discount prices.

In addition, the company regularly organizes cultural events – watching movies in the open air, sightseeing, visiting theaters, quest rooms and much more.

**You will not get bored with us!**

# Employees about the company

A company that gives you the opportunity **to develop as a professional.**

Managers can be approached on any issue — they will help and advise.



The company is united by a big, interesting goal. **A friendly team and atmosphere** that makes you feel comfortable to work in.



I'm glad to work here. Our equipment is the pride of all employees. What we do is very cool, because **our product evokes bright emotions and joy** in other people.



At previous jobs, coworkers spent their free time talking about personal topics: hobbies, evening plans, how they would spend their vacations, and so on. **In this company, people tend to talk only about work during their free time.** Everyone here lives for it.



In my opinion, **our company is very different from most employers.** First of all, by its human attitude to its employees. The company is not afraid to hire young and inexperienced people. Moreover, it gives a big credit of trust to every new employee, gives the right to make mistakes, as it is obvious that you learn from mistakes.



I like a variety of tasks that do not let me get bored. Each task involves you in the process, and **you do not feel like some kind of a "button", but rather a person** who actually solves things and affects the processes in the company.



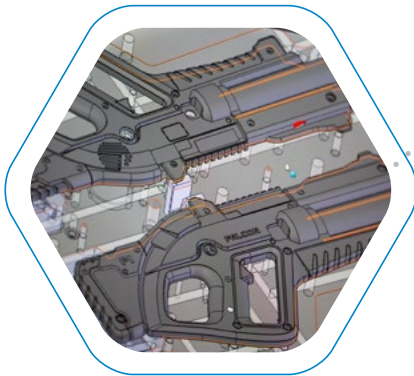




HOW WE CREATE,  
WORK AND INTERACT

# Authentic Ukrainian product company

The product development is done by a team of specialists in the center of Kharkiv – from concept to manufacturing and promotion.



## Design bureau

It models the appearance of the equipment as well as designs the construction and technical base of the devices. Reliability and functionality are the main rules of this department.



## Software development department

Embedded developers create the software that powers the game sets. Android developers develop applications that are used to control the equipment, collect and broadcast statistics.



## QA department

Every new development passes through the QA department. In addition to multi-step testing of the equipment in the office, a team of testers regularly conduct test games at our own laser tag centers.



### **Production**

All components are created in-house. Housing casting, component printing on 3D printers, auto-soldering of boards, and hand-assembled devices are performed within our walls.



### **Commercial department**

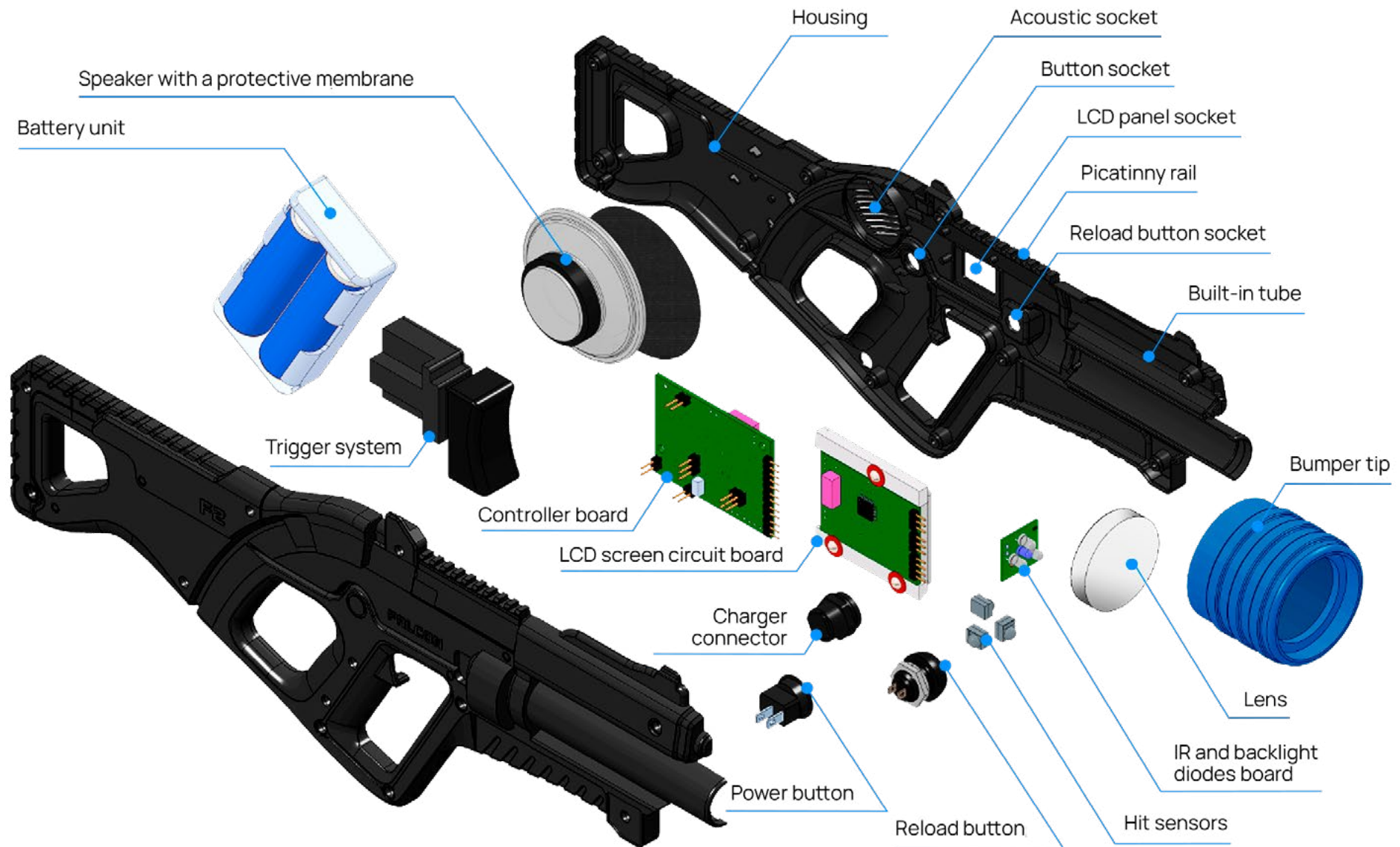
Our marketing and sales department deals with worldwide equipment promotion and sales. To date, they have helped launch more than 1,200 business projects in 63 countries.



### **Technical support**

Technical support specialists promptly answer questions and solve customer problems from all over the world.

# Inside the product



# Technical support



Wi-Fi modules for game statistics transmission and process control.



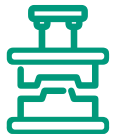
Android and Windows applications for game setup and management.

868 MHz

Radio communication for transmitter-sensor communication.



Color IPS screens in game kits.



6 in-house molds for plastic molding.



Auto soldering line for SMD elements.



GPS modules for game kits positioning on the map.



Line of 3D printers for creating the components of all manufactured devices.

# Technology stack



Development is conducted in **Java, Kotlin, Flutter, Swift**. Thousands of clubs already use our applications:

## LASERTAG OPERATOR –

an application to manage all the equipment that is used in a laser tag center, as well as to collect fiscal and personal statistics.

## B1 –

an app that collects global laser tag player statistics from around the world, allowing you to compare personal scores as well as generate an overall ranking.

## TV-OUT –

an application for broadcasting game statistics in real time, which displays on the big screen personal indicators of players and round time, the number of hits and deactivations of opponents, and other parameters.

# Corporate portal for all employees

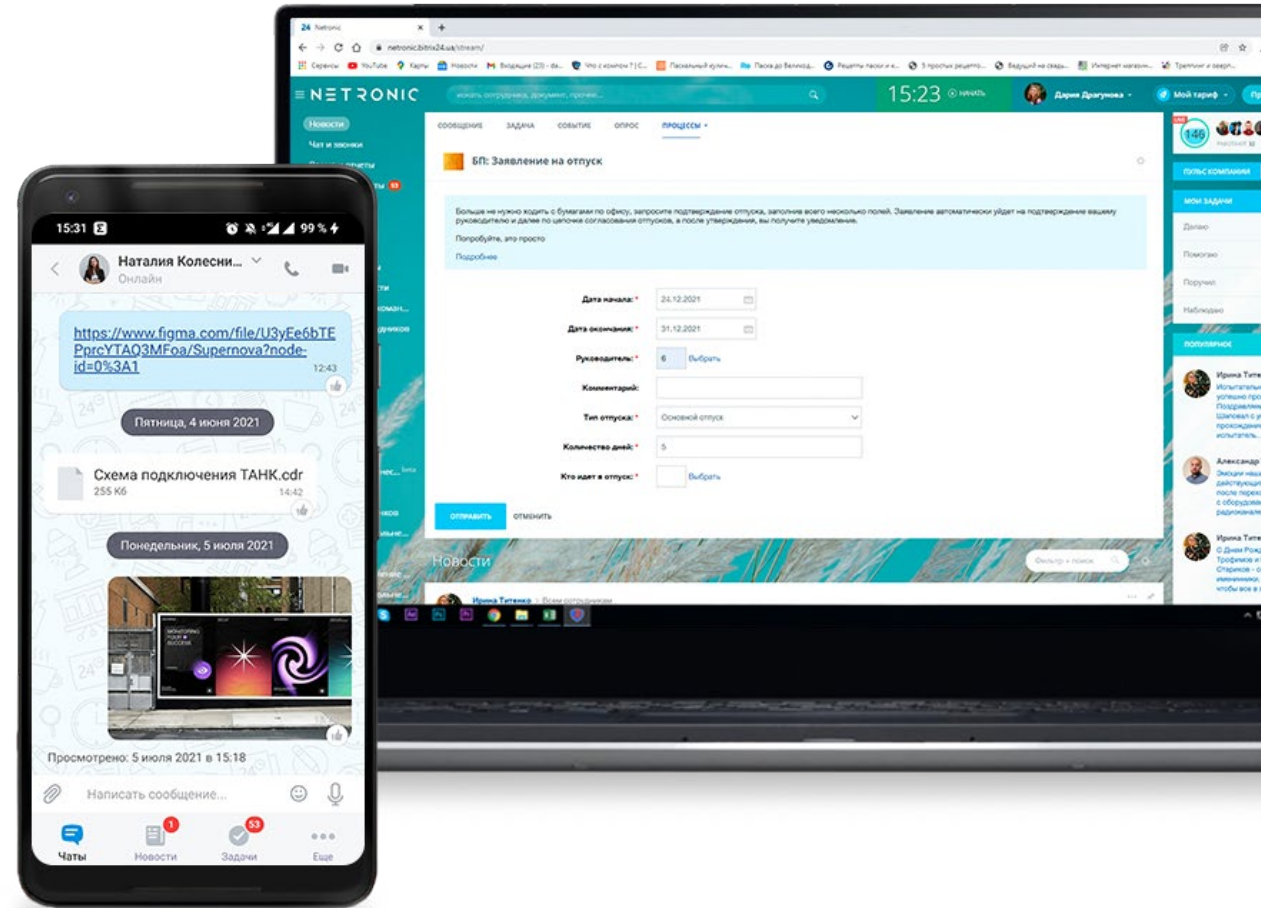
Our company utilizes a user-friendly and feature-rich CRM system to provide feedback, customer information, and communication between employees.

## All communication at your fingertips

Every colleague will be a few clicks away, and convenient project chats and regular news will keep you up-to-date on the company's life.

## Everything that can be automated we will automate

Submit a vacation request, suggest a new idea that will change the company's life, access the internal library and much more — all in one application.





**NETRONIC**

**HOW DO I BECOME PART  
OF THE NETRONIC FAMILY?**



# What is the recruitment process

01

## **Sending a resume**

Have you found a position that's perfect for you? Submit your application, and the Head of Department will review your resume and respond within 7 days.

02

## **Initial interview**

At your first interview, you will meet with our recruiter who will introduce you to the company and tell you more about the position, as well as answer your questions.

03

## **Test Assignment**

Some positions require you to complete a test assignment with an average deadline of three days. After you successfully complete it, you'll be invited back for an interview.

04

## **Interview with the Head of Department**

You have an interview with your future supervisor who will tell you more about your responsibilities, your mandate and your team, so we can see if we are a good fit.

05

## **Receive an offer**

Upon completion of the interview, the supervisor will send you a job offer within 2 days that you can accept or provide feedback on the skills you need to strengthen.

06

## **You are part of the NETRONIC team**

On the first day of your paid probationary period, you will get an office tour and will be introduced to your future team and mentor.

# Onboarding

We will have a clear onboarding plan for your probationary period. You will always understand what you can expect from us and what we expect from you. Our job is to support you from the first moment you join our company. You will have the support of every single employee.

Your supervisor will give you regular feedback on your performance. You will be assigned a mentor who will familiarize you with our product line, processes, and all the intricacies of your position.



# Become part of the team

## PROBATIONARY PERIOD

### Position:

Production position – **1 month**

Specialist, Head of department – **3 months**

### Duration:

The end of the probationary period is approved by the Head of Department and Human Resources Manager.

### Work schedule:

**Mon-Fri, 9:00 a.m. - 6:00 p.m.**

(Flexible work schedule is possible)

### Break:

**1 hour** per day (at any time)


### Salary:


Advance

Main salary




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