

Tieto Estonia

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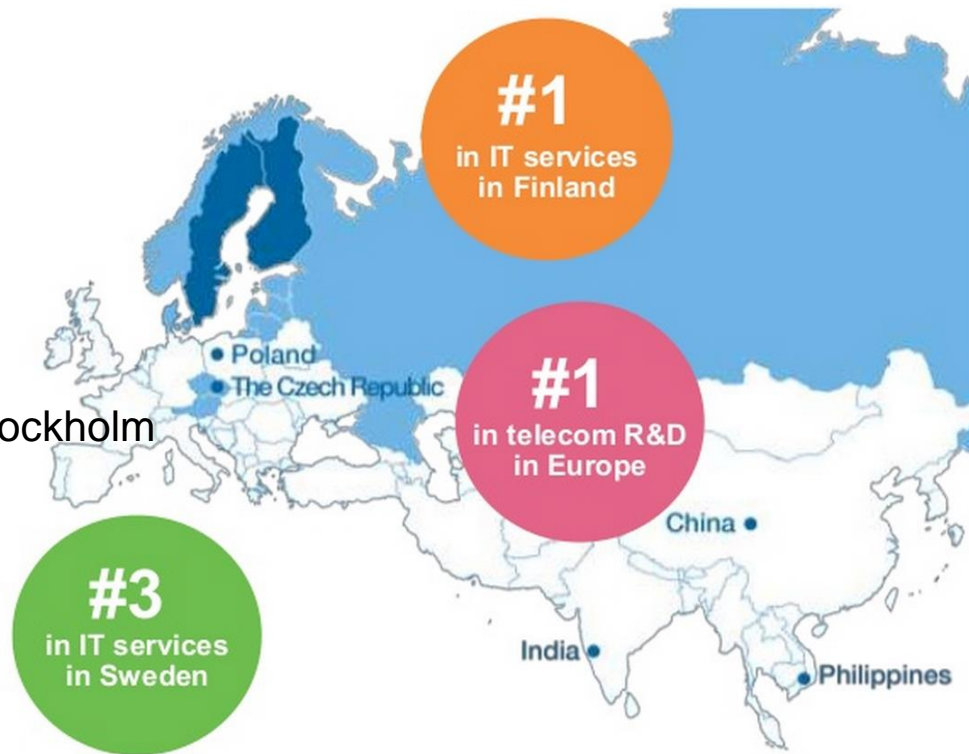


[https://www.youtube.com/
watch?v=GCyRn2f0rdw](https://www.youtube.com/watch?v=GCyRn2f0rdw)



Basic facts

- Operations in about 20 countries
- About 14 000 IT experts
- Net sales EUR 405 million in 2014
- Listed on NASDAQ OMX Helsinki, Stockholm
- Founded in 1968



Tieto in Estonia

- Here for 20 years
- Located in Tallinn
- 5 km out of city center
- Currently 240 employees
- Average age 33 years



34,6 % of female



65,4 % of male





Average age of our employees is 33 years
Age groups from 21 - 62 years
Wide range of nationalities (12 different)
working in Tieto Estonia



What we do here?

- Developing software to Estonian market (Java)
- Developing unique banking software globally
- Offering IT infra services
- Automation of business processes
- Offering multi-language IT support services (Estonian, Latvian, Lithuanian, Finnish, Swedish, Norwegian and Danish)

Development of SD services

- Beginning in April 2014
- Hired first Finnish speakers
- Following Swedish speakers
- Next Norwegian, Lithuanian & Latvian speakers
- Last to join were Danish speakers
- Grew from 0 -> 100 employees in 1,4 year
- Native speakers (52) mixed with local people (54) – international team!

Distribution on languages

Finnish language 64:



- Locals: 36
- Finnish: 28

Swedish language 43:



- Locals: 15
- Swedish: 28

Norwegian language 6:



- Locals: 2
- Norwegians: 4

Danish language 4:



Locals: 1
Danish: 3

Latvian language 2:



Locals: 0
Latvians: 2

Lithuanian language 2:

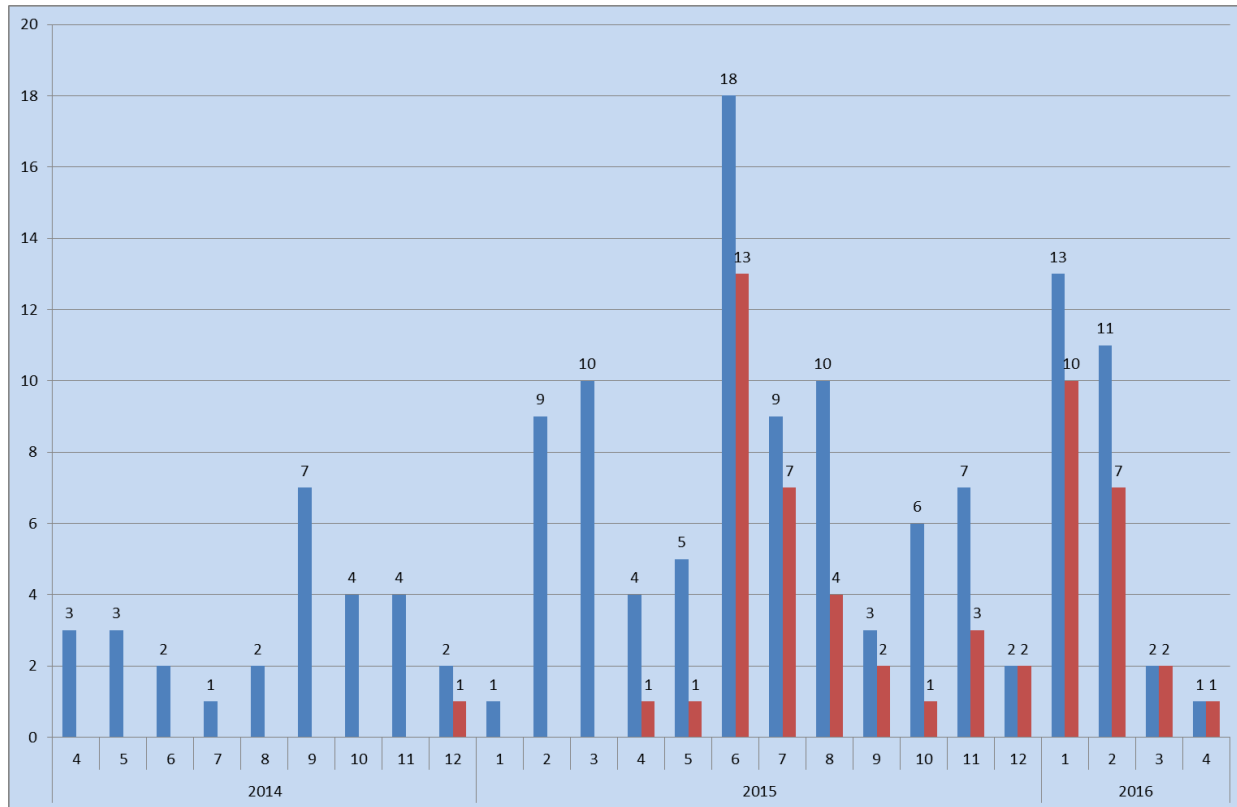


Locals: 0
Lithuanians: 2

People

- 2 companies finding suitable candidates from Sweden
- 1 company from Finland
- Relocation partner (apartment, family doctor, bank, ID card, internet)
- KMPG (taxation questions)

Relocation



Changing perspectives™

