



Flemart Systems

the art of development

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About Us



Flemart Systems Ltd. headquartered in Minsk Belarus (GMT +2:00), is an IT service company with global operations. Flemart offers full cycle custom software programming services, IT consulting and staff augmentation, IT project outsourcing, offshore software development services, and IT project management to a wide range of industries and business areas. By working with you continuously, we will be able to execute a project from a mere concept to the final, polished solution. Our highest quality services are driven by the customer's comfort, cost benefits, schedule and budget targets, and confidentiality and security issues.



Our mission



Our mission is to enable people and companies to increase their business value through the use of IT technologies.

We aim at delivering services which will open new possibilities for our customers and allow them to work effectively and creatively.



Our Values



- People
- Customers
- Quality



Our values: People



We believe that the most valuable resource we possess is our people. Flemart is not just a gathering of highly skilled individuals, but a team. It is built not only on someone's exceptional skills, but rather on collaboration and teamwork. The most valuable resource that Flemart has is the people. Throughout years of growth, owing to investments into training, scrupulous selection procedures, competitive benefits and appealing career possibilities, we managed to assemble a mosaic of motivated, loyal and highly skilled IT professionals. The effective work of Flemart resides on collaboration and teamwork between all its members, each one perfectly doing his own job.



Our values: Customers



Flemart is dedicated to its customers and partners. We believe that the most important factor of our success is the success of our clients, (and provide them with tools for successful business). Flemart, both in idea and realization, is a client-oriented company. By supplying our customers with top resources and skills, we fulfill our main goal - add value to their businesses through knowledgeable application of information technologies. Because we work closely with and for our customers, we are successful only when our clients succeed



Our values: Quality



We pay special attention to the quality assurance of the products and services we deliver. We believe that this is the best way to make products work as effectively as possible. Our clients can rely on our products working stably and as designed because we put an emphasis on quality assurance as a key factor in project success. By investing into quality assurance, we invest into our customers' business stability, and thus - value.



Flemart keys of success



- **Customer-Oriented Approach**
- **Seamless Communication**
- **Reasonable Cost**
- **Best Practices**
- **Qualified Expertise**
- **Stable Qualified Teams**
- **Convenient Locations**
- **Favorable Time-zone**
- **Comprehensive Solution**



How we work



- **Flow**
 - At Flemart Systems, we use a software development process that is fully documented and constantly improved. It is based on best practices and industry standards like Rational Unified Process, Oracle PJM, ISO 9001:2000 and CMM certificate standards. This process enables us to successfully develop projects within your budget and time frames without compromising our traditional top quality.
 - A typical software development project has several phases, with the key ones being:
- **Inception**
 - Project start and initial requirements collection. Takes 5-10% of the project time.
- **Elaboration**
 - Requirements collection and analysis, planning, creation of design and architecture of the system take place in this phase. Takes 20-30% of the time.
- **Construction**
 - The biggest part, where most of the coding, development, and testing are performed. Takes 50-70% of time.
- **Transition**
 - Delivery of work results to the customer and the product installation. Takes about 10% of time.
 - These four stages are an integral part of any project. But then, depending on the complexity of a project, its budget and customer goals, a project may or may not contain some parts, like user documentation preparation, extended technical documentation development, extra testing, etc.



Flemart IT Services: OS/Platforms/Technologies



Microsoft.NET Windows Forms, ASP.NET, Compact Framework
J2EE EJB, Struts, Spring, Hibernate, **J2ME**, **J2SE** including Swing
LAMP Linux, Apache, MySQL, PHP
VoIP SIP, RTP
UNIX Linux, FreeBSD, Sun Solaris, HP-UX, IBM AIX
Microsoft Windows (including Widows Vista, WinCE)
MFC, COM, Win API, DDK, Delphi
Web HTML, XHTML, XML, XSLT, CSS, JavaScript, Flash
(Actionscript), Ajax
Billing RADIUS, DIAMETER
Multiplatform/ Crossplatform Qt, wxWidgets, C/C++
Microsoft SharePoint, FileNet, Documentum
SalesForce.com



Flemart IT Services: Databases/Case tools



IBM DB2, MS SQL Server, MySQL,
Oracle, SAP DB, PostgreSQL

BEA WebLogic, IBM WebSphere, SAP
Application Server, Apache, MS IIS,
JBoss, TomCat, Oracle

Rational Rose Tools, ErWin,
PowerDesigner



Flemart IT Services: VoIP Technologies



Protocols Codecs SIP

RTP/RTCP H.261, mpeg 4 G 711, GSM, PCMA, other

Security Standards and Protocols

MIKEY, SRTP

Billing RADIUS, CDR, OSP



Flemart IT Services: Embedded Technologies



Development Platforms ARM, XScale, x86, MIPS, PowerPC

OS Embedded Linux, Windows CE.net, RTOS: QNX, eCos

Interfaces USB Host/Client/OTG, Ethernet, LCD TFT/STN, Flash Cards CF/MMC/SD, PCMCIA, PCI, ISA, VME, SSP/SPI/uWire3, UARTs, CAN

Wireless Technologies IrDA, Bluetooth, IEEE 802.11, GSM/GPRS



Quality Control



- FlemArt Systems has been in software development for almost a 5 year. Our expertise in developing different kinds of projects for various industries and with varied budgets has allowed us to polish our approach to overall quality assessment. We are guided by the following principles:
- Strong project management and transparent project flow;
- Clear requirements management process and baseline documentation creation;
- Planning/reporting based on MS Project;
- Providing solution prototypes shortly after the project start;
- Independent complex quality assurance - from the very beginning till the very end.
- Attention to details combined with ever reasonable rates allow us to provide great value to our customers and enhance their businesses with our solutions. If you need a quality solution to power up your business, [let us know](#) and our specialists will get back to you on your project.



Business models



- Fixed Time / Fixed Price Project Model
- Time and Materials Project Model
- Offshore Dedicated Team



Fixed Time / Fixed Price Project Model



Our fixed time, fixed price model offers you, our customer, a low-risk option and can be applied when the scope and specifications of the project are reasonably clear. This model guarantees on-time, on-budget delivery of projects. Deliverables, costs, and timelines are clearly defined in the Fixed Time/Fixed Price model.



Time and Materials Project Model



In this business model, Flemart forms project teams with the required team members, project managers, equipment and infrastructure based on project requirements. Customers pay a monthly charge based on the size and composition of the team. This model offers the flexibility to balance the team size and project workload.



Offshore Dedicated Team



The ultimate engagement model, offshore dedicated team (ODT) offers maximum productivity to our customers. A team of required professionals is created, it is fully at the disposal of your organization, and works on no other tasks but yours. It is as if you have your personnel in a different place. [Contact us](#) to learn more about this and other models of business engagement.



Contractual Schemes



- Fully Offsite
- Partly Offsite
- Multi-site Projects



Fully Offsite



- Fully offsite scheme of work implies that all project activities (including business analysis, requirements collection, production, etc.) are performed remotely. Both parties stay at their locations and communicate by phone, emails, video conferencing, instant messengers, etc.
- Advantages:
 - Lower costs. No extra travel and accommodation costs.
 - Less time. Usually, it takes time to arrange visits to the customer's site.
- Disadvantages:
 - No direct access to target organization.
 - Daily face-to-face communication unavailable.
 - Less total time of communication.
 - Possible time difference between countries.
- Taking into account all the advantages and the disadvantages, we recommend the fully offsite scheme of work for small and medium-sized projects, with clear requirements and with the projects that do not require deep analysis



Partly Offsite



- In addition to the fully offsite scheme, we offer a partly offsite one. This means that some of project activities can be performed on the customer's site. Typically, onsite work is reasonable at the early project stages - initiation and requirements collection. Our specialists, IT analysts and business analysts work in close cooperation with you, our customer, at your site.
- Advantages:
 - Ability to thoroughly analyze the client's organization and gather business requirements.
 - Face-to-face no limit communication.
- Disadvantages:
 - Travel and accommodation costs.
- The scheme can be suitable for projects where the requirements are not clear or client analysis is required.
- We recommend partly onsite activities for large projects. It can be reasonable and effective to shift between the above two schemes when required.



Multi-site Projects



Flemart Systems is experienced in developing projects in cooperation with the customer's development team. You might already have your own development team and would like to outsource only a part of your project. We have experience and methodology to have multi-site project development



Contact Us



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