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INTERNAL NEWSLETTER 2020
ISSUE IV

Q4
2020

Doing good is contagious

pass it on!



Dear colleagues,

2020 was an unusual year. It had an impact on many aspects of our lives – from the way we work to how we spend our free time and how we communicate with each other. But despite the disruption it brought, we managed to stay together, to continue to collaborate, grow and excel.

**We would like to thank you for
your hard work and dedication
and to wish you health and
happiness in the new 2021!**



WINNER

CAREER SHOW AWARDS

2020

In November we were over the moon to receive two prestigious prizes from the 2020 Career Show Awards. We were awarded a silver medal in the category “**Best Employer – IT**” and a bronze one in “**Best Engagement Strategy**”. These two awards acknowledge our continuous efforts in building a productive working environment with a friendly and inclusive atmosphere where we all can grow and excel. We are proud to be working with such exceptional professionals and to see you developing quality products and advancing your careers.

Questers

awarded

**with two prizes from
CSA 2020**



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Internal newsletter

2020 Issue IV

introducing



In November, we were extremely happy to announce our new partnership with Zephr – a London-based, identity and customer journey orchestration platform. They engaged us to build up a team of exceptional Software Engineers for them in Bulgaria.

Their new team in Questers will be supporting the development division in the UK by contributing to the development of Zephr's SaaS platform, extending identity functionalities, implementing additional security functionalities and others. Among the initial roles for the Zephr team at Questers are Java and JavaScript Developers, Delivery Manager and Performance Engineer.

Should you know someone suitable, do not hesitate to recommend them at
[recommend](#)
[@questersgroup.com](#)

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Use one word to describe yourself.

Ambitious. I've asked three of my closest people, two of them came up with it...

As a child, what did you want to become when you grow up?

This changed over time, but maybe the first thing that I have memories about is that I wanted to become an astronaut. There was something in the sky that was always drawing my attention.

I remember that I was impatient for the evening to come so I can count the stars and try to find patterns between them. I was always searching for the first one that will appear and would wait the next evening to check if it will be the same star appearing first again.

Which was your favourite subject in school?

Math and sports classes! Simply because those were the classes that I would always get excellent notes without many preparations at home.

What do you enjoy doing in your free time?

Walking and hiking in the nature would get me most relieved, energized and in a great state of mind. This is my therapy for the hectic daily life.

In this space, we are introducing colleagues whom you might have missed talking to and give you the opportunity to find out a little more about them.

This time under the spotlight is **Apostol Nikov**, Software Engineer @NewsUK

apo



If you had the opportunity to have dinner with a famous person (living or not) who would he/she be?

I would say Elon Musk. He is just different than anyone else that I find myself being motivated by.

Share a favourite quote/thought of yours.

"If you change the way you look at things, the things you look at change" – Wayne Dyer.

step into the spotlight



Rila Lakes adventure

In October, the Mountain Rescue Service of Dupnitsa took us on a very exciting adventure to the Seven Rila Lakes. They showed us interesting routes and let us experience the great nature of the Rila mountain.

To express our gratitude, we donated them a modern GPS device and we hope it will help them in the great work they are doing.

Covid-19 and our mental health webinar

After a few months of working from home and a second wave of lockdowns in November, we invited Dora Parangadzhiiska – a psychologist and psychotherapist, to talk about mental health in the times of pandemic and social

isolation. She shared with us information about the **impact** of panic and fear on our bodies, what the so-called collective neurosis and the most frequently occurring behaviours are, and how to take care of our mental health.





[virtual]

The year couldn't go without our favourite TechRun – an annual race organized by running club Begach on Questers' initiative, and after all, although in a slightly different form, it took place in December. The running event attracted more than 150 enthusiasts who had the chance to run during the whole month and record their scores online.

Christmas Cooking Class

To boost the Christmas mood in December, we organized a virtual cooking workshop with Ivelina Ivanova. She showed us how to prepare a **delightful** Christmas tree dessert with chocolate and mulled wine. We are sure many colleagues have amazed their families with these delicious recipes for the holidays.



Christmas Gifts

This year our Christmas elves once again have prepared wonderful gifts for all **team** members. Along with the warm fleece sweaters, buffs and thermos bottles, they have included a small chocolate

delight by "ГАЙО". Besides making a perfect final touch to our presents, the chocolate bars were part of a special edition that was made to support the Time Heroes foundation.

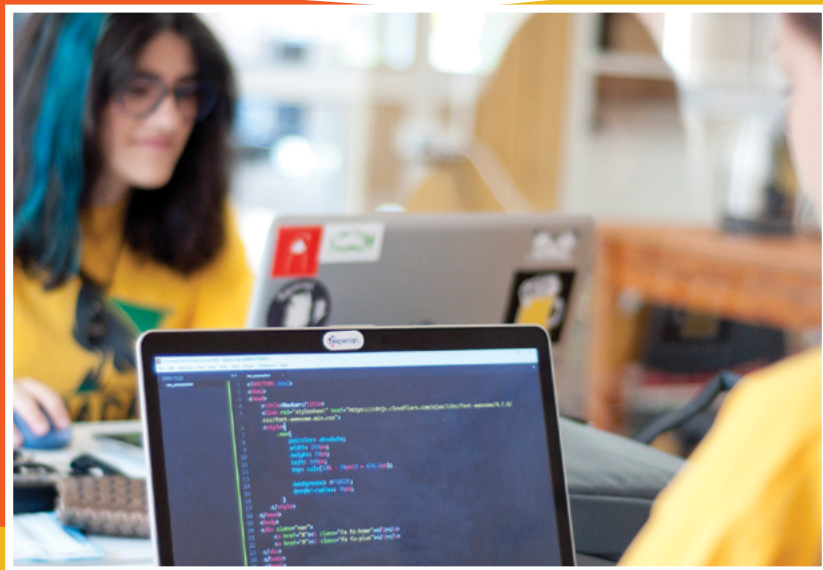


Giving Back

Hack Vratsa 2020

Supporting the Hack Vratsa hackathon has become a tradition. This three-day event is organised annually by Vratsa Software, and we've been **collaborating** with them for 5 years now. The aim of the hackathon is to support the

growth and development of the local IT community. The Hack Vratsa 2020 event took place in October and attracted 10 awesome teams who developed innovative IT projects in the fields of health care and social and community services.



Programme

what have we done so far?



Community action month at The Panoply

In November, Questers team took part in the Panoply Community Action Month, an initiative that aims at making a **positive** impact and promoting volunteering. During the month, Questers team members volunteered in various initiatives such as "SegaNakade", a charity

organization co-founded by our colleague Evelina Malinova that helps indigent young people with their careers, "Bulgarian Environmental Partnership", and their afforestation initiative, "Detski knigi", an organisation that works for encouraging more children to read and many others.