



Codea Technologies Pvt Ltd

**codea** **FACT**  
**SHEET**

[www.codeatech.com](http://www.codeatech.com)



## Codea Fact Sheet Location:

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CODEA Technologies Pvt Ltd. is a wholly owned subsidiary of Codea Technologies Inc with its Head Quarters in New York. Our offshore development centre in India cater to the offshore development and consulting needs of our clients and partners

### Infrastructure:

- CODEA 's offshore development centre in India is located in Infopark which is one of the best Technology Parks in India.
- Custom Bonded: Being a 100% Export Oriented Unit approved by the Government, our entire unit is custom bonded and Government's Central Board of Excise and Customs regulate anything that comes in or goes out of the office. Physical registers that document what comes in and out of the office are also maintained.
- 5 mbps dedicated satellite link for Internet connectivity and a backup 2 mbps link.
- All computers backed up by an un-interrupted power supply (UPS)
- 100% power backup Generator to handle power failures.
- Risk management system: The risks are mitigated with the help of Usage Guidelines, Security Policies & Procedures, Backup Policies, Emergency Procedures, Regular Maintenance and System Audits.
- You can dial a local US number and reach us in India.
- We also have a physical security service in place to monitor and restrict access of unauthorized persons at the office entrance. All employees are provided with identity tags and only those in possession are allowed access inside.
- In addition to physical restrictions, we have tight access control to computers, secure firewalls in place and also possess the latest anti-virus software too.
- Network restrictions are in place, whereby authorized personnel are only allowed access to relevant information. Dedicated 24x6 system administrators.



## Our Team:

Our biggest strength is our people. Our team members are all highly qualified, committed, versatile and hardworking and have vast experience in the latest technologies in their respective fields. Over 80% of them hold a professional Degree/Masters degree. Codea is a company with proven, matured capability model in place ensuring that the highest-level service is provided at all times.

### Management Profile

The company is managed by a well experienced board of Directors who have vast experience in creating many success stories in varied businesses. They have over 20 years of business experience including 15 years in the IT business, Manufacturing and International trade. The business units are headed by Vice Presidents and Managers who are well qualified and experienced in their respective fields.

#### *President & CEO: Jacob George*

Jacob George has been active in the IT industry for over 20 years. During this time, he has held both technical and managerial positions. He has a deep understanding of technology, but melds that with an appreciation of the importance of people at all levels of an enterprise. Jacob's current duties include executive direction and corporate development.

#### *Vice President -Business Development: Jaison Jose*

#### *Vice President - Human Resources: Anish Paul*

#### *Vice President – Sales and Customer Delivery: Babu M Varghese*

#### *COO - Deepthy Jose*

#### *Manager Business Development: Regardson Angelo*

### Data Security and External Audit

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We have a system in place to reduce overall messaging volume and protect against spam, spy ware and other security threats

For integrity, testing of software code is performed before any system is implemented to ensure the data does not become corrupted and regular logging and log analysis is also performed to provide debugging and assistance with incident response.

On the network side, packet filtering, via firewalls or router access control lists, is used to limit what traffic can reach the servers

Servers running services are placed on separate subnets from end user systems

Intrusion detection systems present offers logging and monitoring for network-based attacks and unusual network behavior

Server processes and logs are regularly monitored and reported on in an organized fashion

User awareness classes are held to ensure the users understand the regulatory and institutional security requirements that apply to the data.

Yearly audits of the service are also performed to ensure all the components conform to the security policies assigned to it.



Some authentication process, such as user names and passwords, is present that restricts access to systems;

Access codes used by the authentication process are protected properly and changed with reasonable frequency;

Written procedures govern the activities of personnel responsible for maintaining the network and systems;

The network is fully documented, including remote and public access, with documentation available only to authorized persons;

Adequate approvals are required before deployment of remote, Internet, or VPN access for employees, vendors, and others

We have External Audits happening every 6 months to see if we are complying to standards

## Employee Retention

CODEA takes a lot of measures in terms of employee welfare and benefits to keep its employees happy and thus have a good employee retention track  
The company is located in a tier-2 city where the competitors are fewer in number

The employees are paid as per the best standards in the industry

All the employees sign a minimum commitment by way of a contract for a long duration

They are given opportunities to work on-site if they stay with us for longer periods, and a detailed career path is provided for all employees when they start their tenure in the organization

There is a good loyalty incentive scheme running in the company which aids in employee retention

Good HR practices ensures that Employee retention is always good at CODEA  
In case of the employees who are planning on getting relieved, there is good redundancy built into the system to take care of such contingencies, like smooth transition of new employees into the tasks that is being done by the person who is on the verge of leaving the organization

We maintain a good Knowledge base/repository so that there is not much loss in terms of knowledge and practices when an employee leaves



## Why CODEA ?

CODEA has the expertise in product development and custom software solutions. We have been a product development company in the past, and understand the client's (end-user) requirements for the product better. We have put this expertise to use, in developing products for other US and Canada based software companies who are our clients. Extensive experience in developing solutions on offshore model. CODEA in addition to having high quality and low cost development services, also possess maintenance, testing, technical documentation, and other Support Services too.

CODEA has a wide mix of skills, among its employees We are an offshore development company with an onsite presence. We also are accessible during US business hours to provide any support We can provide a few hours of overlap of working hours of the technical team for interactions with the client if so required We are available on US local numbers, Internet Messenger Services and Emails and Skype Being a Public Limited company for the past 15 years, CODEA's services are dependable and reliable We follow excellent methodologies in all our processes CODEA has mentors who can update the skill sets of the development team on the latest technologies that are needed or might be needed by our clients Our past services record (and of course happy clientele) speaks for itself.