

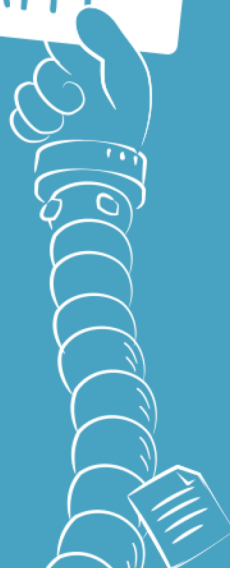
 **SWINK**

AN

EXTRAORDINARY

INTERNET  
AGENCY

ANALYTICS



# The talents of people with autism have great added value for our customers

## Talents of people with autism

- Very structured in their work
- Strong analytic skills
- Eye for detail
- Strong focus and concentration



## Added value

- Work fast
- See different connections
- Make few mistakes
- Stay focused during repetitive work

Value  
Proposition

**We deliver professional online services AND realize Social Return  
by offering people with autism permanent jobs**

*we deliver online services, to hire autists*

- **Why: we think autists need permanent jobs**
- **How: by social entrepreneurship & investing (e.g. in careers/education, tuned processes)**
- **What: ...**

# Data analytics

- Web analytics
- Business intelligence
- Data cleaning
- Data engineering



# Content management

- Content creation
- Content migrations
- Search Engine Optimization (SEO)
- Search Engine Advertizing



# Cyber security

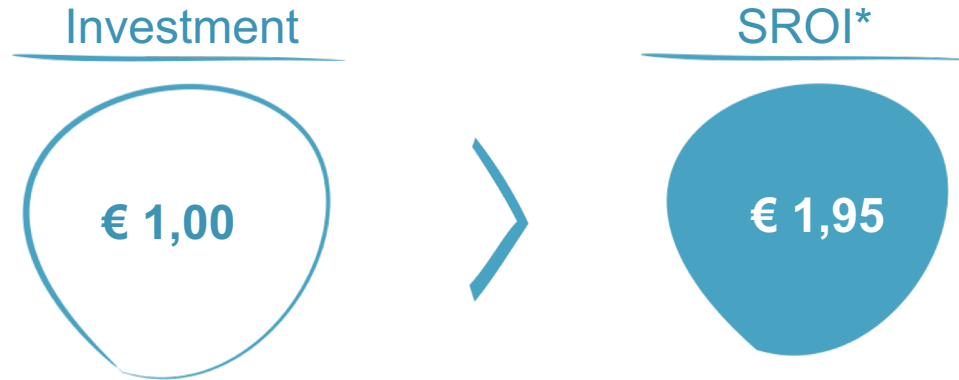
- Penetration testing
- Code reviewing
- Red teaming



# Who do we work for?



# Swink realizes major social impact



30+ ABW



- \* The Social Return on Investment (SROI) ratio of Swink is 1,95 in 2016, according to the impact report.
- This means that for every euro invested 1,95 euro in social capital is created
- This results from the independent impact report that was made by consultancy firm and software platform Sinzer
- Next to that Swink has acquired the PSO 30 certificate in 2017

# Tuned processes in place

- **Hiring process**
  - Top grading method / score cards
  - Most autists couldn't make it through the hiring process
  - Don't ask for certificates/diploma's but focus on level of thinking / acting (high professional)
  - Know their peculiarities (don't look back, ticks [shoelaces, rubbing], neglect [smell, nails, thick], indifference)
- **Work process (by job carving)**
  - On individual level: what can they manage (stress, changes, noise level)
  - Daily management: agenda management, produce results/deliverables
  - Proces driven - Job / life coaching
  - KPI / Rockefeller Habits
- **Marketing & Sales process**
  - Content marketing / no window dressing
  - Focus on acquisition & clear view on what kind of customer
  - Corevalues: surprising, loyal, transparent, people-oriented, trust, 'for business', positive



Do you also want to combine  
the best online result  
with Social Return?

Swink is your partner!

