

mob/dev

Sample

Technical Strategy

MDPeople Mobile App Creation

*This document serves as a sample tech strategy, demonstrating the outcomes you can expect from MobiDev's tech strategy consulting services

prepared by

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1. MDPeople Project Vision

1.1 'MDPeople' Product

MDPeople is developed, owned and used by MobiDev. MDPeople is an internal human resources management tool that allows users to view the company's structure, peoples' profiles, contact information, working schedules, manage vacations, sick leaves and many more. It allows PMs to request people on the projects, view and manage their workload, generate reports, and so on.

The system roles include:

- Super Admin
- Employee
- HR Manager
- Head of Delivery
- Resources Manager (RM)
- Project Manager (PM)
- Group Leader (GL)
- Deputy GL
- Team Leader (TL)
- Finance Manager (FM)
- Event Manager
- Recruiter
- Financial
- Intern

MDPeople components include:

- web application
- backend
- APIs

It is primarily built using Angular 12 technology for the web application and Node.JS (Express/Nest.JS for the backend). Web-application supports only desktop devices and browsers.

1.2 Vision

Vision Statement	Description
Product Goal	Company management processes automation
Client's Goal	More streamlined and effective company management with the help of the MDPeople
Target Audience	MobiDev's staff
Needs	<ul style="list-style-type: none">• Quickly find and get info about company employees• Team allocation• Workload management• Staff management
Value	All the departments of the company will get functionality for the main processes that will simplify their work

1.3 Functional modules

#	Feature	Needs	Overview
1	Log in	Ability for users to log in to the MD People system	All users can log in to the system for all company members with their corporate emails for utilizing all the system functionality according to their role and permission.
2	User profile	Ability to view own profile and profiles of other users Ability to view own full profile	All users can view their own profile and full profile (with the ability to request changes to their profile) with work schedule and events feed. Also, users can view profiles of other employees.
3	Search	Ability to search for other users	All users can search for other users using different filters.
4	Company structure	Ability to view and manage the company structure	Users can view the company structure hierarchy and all teams/departments. HR Managers can manage the structure.
5	Users CRUD	Ability to add and manage users in the system	HR Managers can create and manage new employees in the system so that they are considered in the company processes on the system level and have access to a system in general.
6	Roles & Permissions	Ability to create roles in the system, assign permissions to a role and assign role(s) to a user	HR Managers can create roles for a certain position or structural department, set permissions and assign a role to employee(s) so that they can utilize functionality according to their position.
7	Vacation module	Ability to request and log leaves/vacations. Ability to process requests by the company management Ability to generate vacation report	All users can submit a request for different types of leaves and be considered in the work schedule and time is automatically tracked in JIRA. HR managers can process requests where approval is required and have access to a history of all requests.

#	Feature	Needs	Overview
8	Cities	Ability to manage Employee's geographical locations in the system	HR Managers can add and manage cities to the system in order to highlight the employee's current location
9	Positions	Ability to manage company positions	HR Managers can add and manage positions to the system in order to highlight the employee's position and help other employees understand the employee's expertise.
10	Team Member Requests	Ability to request developers for a project Ability to process allocation requests by resource managers	PMs can fill a team member request when they have a need to expand a team or replace a member. Request is submitted to resource managers and TL for further processing.
11	Calendar	Ability to manage yearly calendar (public holidays) for different countries	HR and Event managers can manage yearly calendars so that public holidays and work schedules are displayed in accordance with the employee's residence.
12	Review Module	Ability to gather feedback about team member performance Ability to manage PDP documents Ability to manage the 'Review' and 'Feedback' forms	All users can submit feedback about their engagement with a team member, TL, etc and about their level of performance. Team and Group leaders can use the following functionality for ease of "Performance Review" procedure: <ul style="list-style-type: none"> • create and manage feedback and review forms and send them to other employees who need to get feedback from. • review all feedback in one place • create and manage PDP docs for their subordinates
13	Contracts	Ability to create and manage contracts in the system	The Financial Department can create and manage different types of contracts with employees according to different countries'

#	Feature	Needs	Overview
			work regulations and working conditions that must be followed.
14	Project Team Table	Ability to manage project workload and team composition	HRs, Financial Department, Project Managers and Team Leaders can utilize PTT for managing employee's workload, requesting team members, and managing a project.
15	R&D Workload	Ability to view the workload of the company employees	Resource managers and Team Leaders can view employees' workload for past and future periods in order to be able to plan the workload.
16	People schedule	Ability to view and manage people's work schedule	All users can view the work schedule of all employees in the company.
17	Occupation time limits	Ability to manage the occupation time limits	Super Admin can set up occupation time limits that are utilized in the PTT module for calculation and planning of workload.
18	Notification settings	Ability to set up RDWL notification settings	Resource Manager can set up RDWL notifications so that the system sends email with changes and updates in the RDWL table.
19	Directions management	Ability to add and manage company directions (dev., mngmnt, fin., HR, etc)	HR Managers can add and manage company directions to the system in order to assign directions' leads.

1.4 Monetization

Currently not considered

1.5 Success Metrics

- All modules of the system are easy to use and allow you to simplify the work of the department for which they are intended
- Reduced manual work required personnel management
- Reduced number of sources of information used by different departments from at least 7 to one system that is simple to use

2. The existing project state

The current version of the MDPeople is fully functional and is used to solve the company's business needs. MDPeople has a client-server architecture and consists of the following components:

1. Frontend

- **Technologies:** JS, TS, Angular, bootstrap, rxjs.
- **Role:** Responsible for the user interface and interactions. Sends requests to the backend and displays received data.

2. Backend

- **Technologies:** Node.js, Express, Sequelize.
- **Role:** Processes requests from the frontend, executes business logic, interacts with the database, local cache, and returns responses to the frontend.

3. Interaction through API

- **Request types:** The frontend sends HTTP requests (GET, POST, PUT, DELETE) to the RESTful API provided by the backend.
- **Responses:** The backend returns data in JSON format, which the frontend processes and displays rendered components to the user.

4. Data storage

- **Database:** Relational database PostgreSQL is used.
- **Access:** The backend interacts with the database for reading, writing, updating and deleting different data.

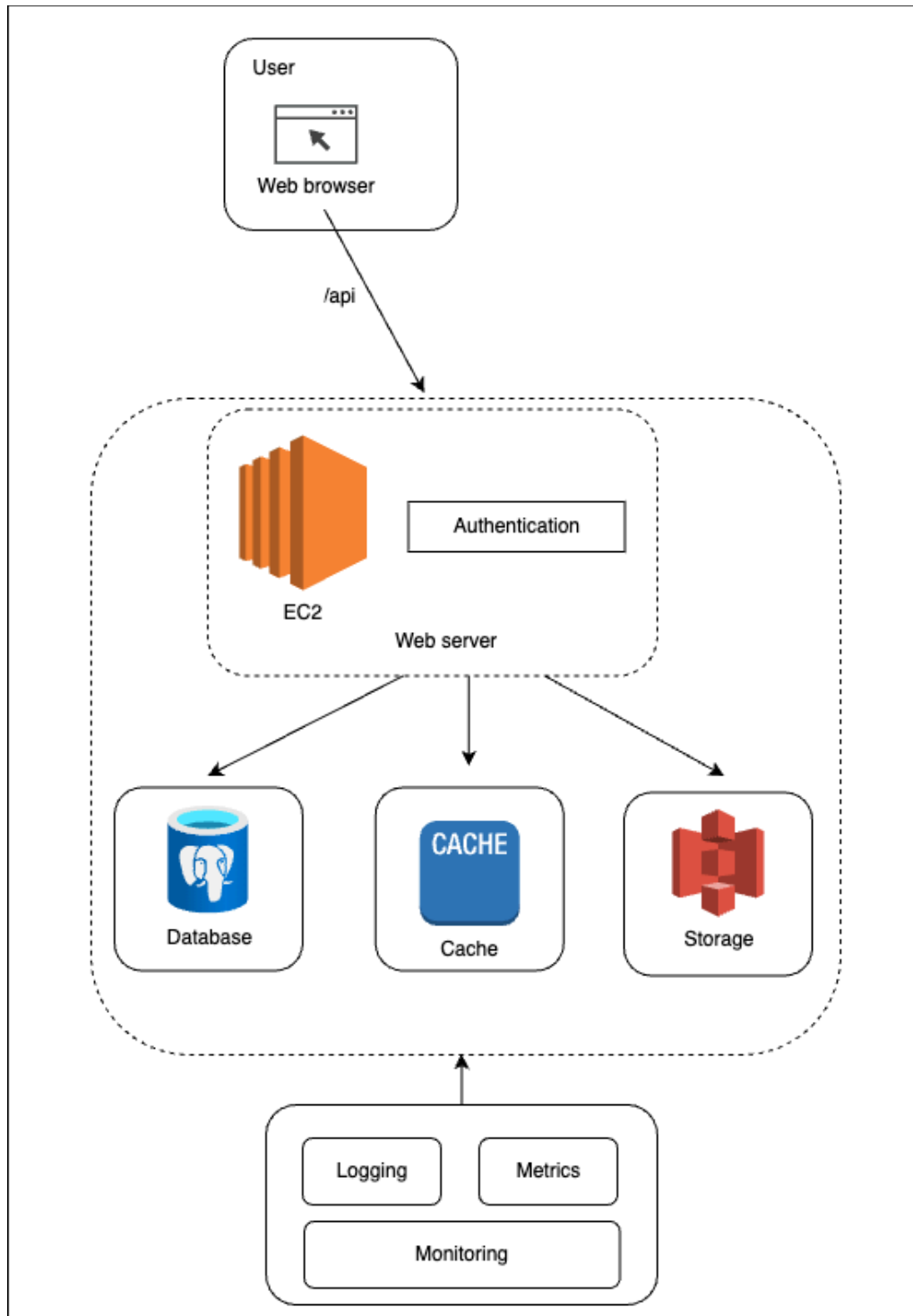


Figure 1.1 – MDPeople high-level architecture

2.1. Code

Repositories (access is needed):

Backend – <https://gitlab.confidential/link-replacement>

Frontend – <https://gitlab.confidential/link-replacement>

Backend (BE) Technology Stack:

- **Node.js:** JavaScript runtime.
- **Express.js:** A minimalistic web framework for creating robust APIs.
- **Sequelize:** ORM for Node.js.
- **Passport.js:** Auth middleware supporting various strategies.
- **Swagger:** Tool for documenting RESTful APIs.

Frontend (FE) Technology Stack:

- **Angular:** A platform and framework for building single-page client applications.
- **RxJS:** Library for reactive programming using observables.
- **Angular Material:** UI component library for Angular.

Summary:

The BE and FE projects include an up-to-date README file, which provides the necessary documentation for developers.

The code follows project style guidelines and is written in a tolerant manner. The FE application follows the DRY principle, but in the BE part of the application, you can often find code duplication that could be minimized or completely removed. The FE code is clean and easy to read, but BE has a lot of large functions with difficult-to-read code. Sometimes you can find commented-out lines and hardcoded code in both BE and FE.

Errors are handled at the appropriate logic level, with informative error messages provided. Exceptions and errors are handled in the whole application, BE sends errors to the Sentry, so everyone with access to the service can view the error stack trace and additional details, FE just shows user-friendly messages.

Neither the BE nor the FE have any tests, only QA writes automated tests using the JS + Mocha framework that runs on every BE deployment.

2.2. Infrastructure

Hosting Provider: AWS is the primary hosting provider. AWS provides a range of cloud computing services, key services used: EC2, S3, and RDS.

Documentation of Infrastructure: There is currently no infrastructure documentation available. It is crucial to develop and maintain detailed documentation to clearly understand the infrastructure setup, configurations, and dependencies if any.

CI/CD Automation: Jenkins is used as the CI/CD tool to automate the deployment pipeline, providing quick and reliable delivery updates.

Key metrics:

Metric	Comments
Scalability	Horizontal scalability: There is no ability to add more instances to handle increased load because of stateful architecture Vertical scalability: It is possible to upgrade the instance type for higher performance
Uptime	Current Uptime: 99% over the past quarter Downtime Incidents: Minimal with quick recovery
Performance	Response Time: The average response time of endpoints is 200ms. Throughput: Capable of handling hundreds of requests per second.
Security Metrics	Regular scans with zero critical vulnerabilities

Conclusion:

The current infrastructure setup faces significant challenges due to the lack of documentation and scalability issues. Immediate attention is required to address these gaps to improve performance, reliability, and technical documentation.

2.3. Interface

The current version of the MDPeople (web application) is a bit outdated. The design review report is located here: <https://mobidev.confidential/link-replacement>.

At the moment the current team is working on the new version with improved UI/UX. The web application supports desktop resolutions only (1024x768 and more).

The screenshot displays the MDPeople desktop interface. At the top is a blue navigation bar with the 'mob/dev | people' logo, a search bar, and links for 'Advanced Search', 'Company Structure', and 'Dashboard'. The main content area features a user profile for Andrii Makarov, including a circular profile picture, his name in English and Ukrainian, and his title 'Tech.Council Manager. / Mobile Group Leader'. Below the profile are icons for contact information (phone, location, email, social media) and a 'Personal Development Plan' button. To the right is a 'MobiDev Events Feed' with dates from 07/22 to 07/28. The central section is titled 'My Work Schedule [UKRAINIAN CALENDAR]' and shows two calendar views for July and August 2024. A legend below the calendar identifies various day types: Today (blue), Holidays (red), Vacation (yellow), Unpaid Vacation (grey), Sick Day (light blue), Business Trip (teal), Leave (green), and Special Working Days (dark grey). To the right of the calendar are buttons for 'Book a Table' and 'Vacations/Leaves', and a list of specific events: '15 Jul Holiday Day of Ukrainian Statehood', '24 Jul Vacation I will be available on Skype to delegate and for urgent calls.', '31 Jul Vacation I will be available on Skype to delegate and for urgent calls.', and '07 - 09 Aug Vacation I will be available on Skype to delegate and for urgent calls.'

Figure 2.1 – MDPeople desktop version of the web application

Supported OS:

- Windows
- macOS
- Linux

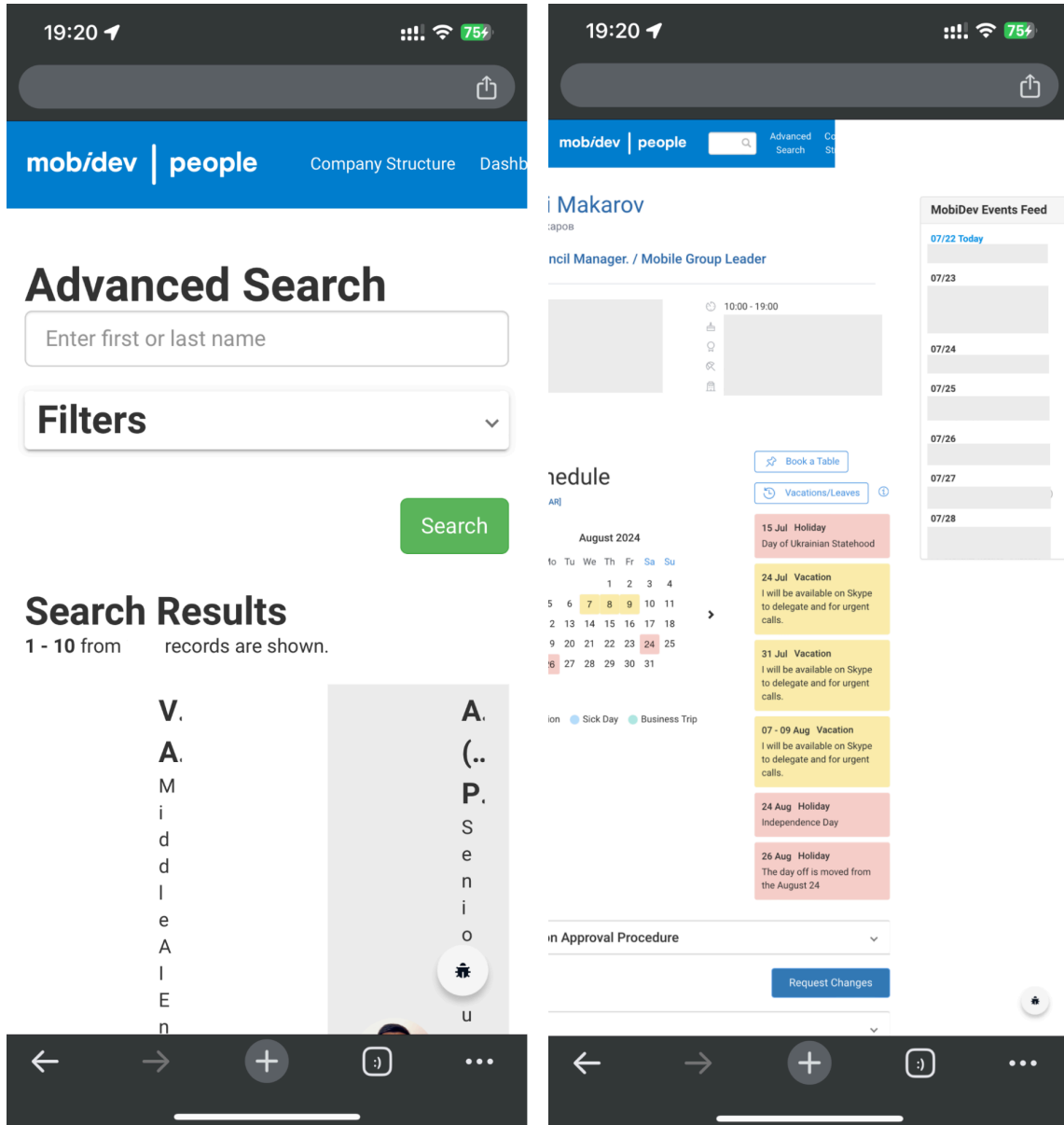
Supported browsers:

- Safari
- Chrome
- Firefox
- Opera

Used tools:

- Figma

The current web application also works on tablets but is not being tested with touch input and is not optimized for mobile phones (see screenshots below) – some buttons can't be pressed, text is shrunk as a result – web applications can not be used on mobile phones properly.



Figures 2.3, 2.4 – MDPeople in mobile browser

Summary:

The design of the current web application is to be improved and implemented by the current team. The design of the application should be created from scratch keeping in mind Apple and Google Design Guidelines and corporate brand book.

3. The desired project state

The goal is to build a mobile application for the MDPeople product keeping existing web application and backend.

MVP version must cover the following user roles:

- Employee
- HR Manager
- Head of Delivery
- Resources Manager (RM)
- Project Manager (PM)
- Group Leader (GL)
- Team Leader (TL)

Supported platforms:

- iOS 17.0 and newer
- Android 10.0 and newer

Other:

- The web application will remain the main one, the mobile application will give additional value
- The mobile application development must not affect the web application development process and/or its infrastructure. Since the web application was initially planned as a single platform, API versioning was not implemented, however, it must be implemented during this phase.
- The mobile and the web applications will use the same API but different versions if needed which is to be implemented
- The mobile application must follow mobile design principles and follow corporate UI guidelines

The mobile application may be implemented with Native or Cross-platform technologies, the key point is to have functional, high-performance applications with dynamic layout. The mobile application must use the existing backend.

4. Limitations

MDPeople system (web application and mobile application) must have the following characteristics:

Type	Limitations
Time	First version of the MDPeople Mobile must be released within 4 months.
Budget	First version of the MDPeople Mobile must be implemented within the budget of \$100K
Quality	The app must perform without obvious and critical bugs on all platforms. The source code is clean, testable and easy to support. The mobile app must not affect the web application – its current state and future development. This will require API versioning. Current infrastructure has a lack of documentation and scalability issues.
Performance	The system must support up to 1000 active users with the ability to easily scale up to 10000 active users. Release pipeline must take less than 2 days (not including review process by the stores).
Security	The mobile application must follow corporate security principles .

5. Solution

5.1 Solution description

The current backend team will continue to work on the existing backend and frontend resolving all critical issues (reliability, scalability etc.) and working on further updates.

The existing backend will be used for mobile application implementation. The current version of the API will be considered as Version 1.0. The MVP version of the mobile application will use API Version 1.0 which should not be changed over time, while the web application will migrate to API Version 2.0 which is based on Version 1.0 and may be changed over time.

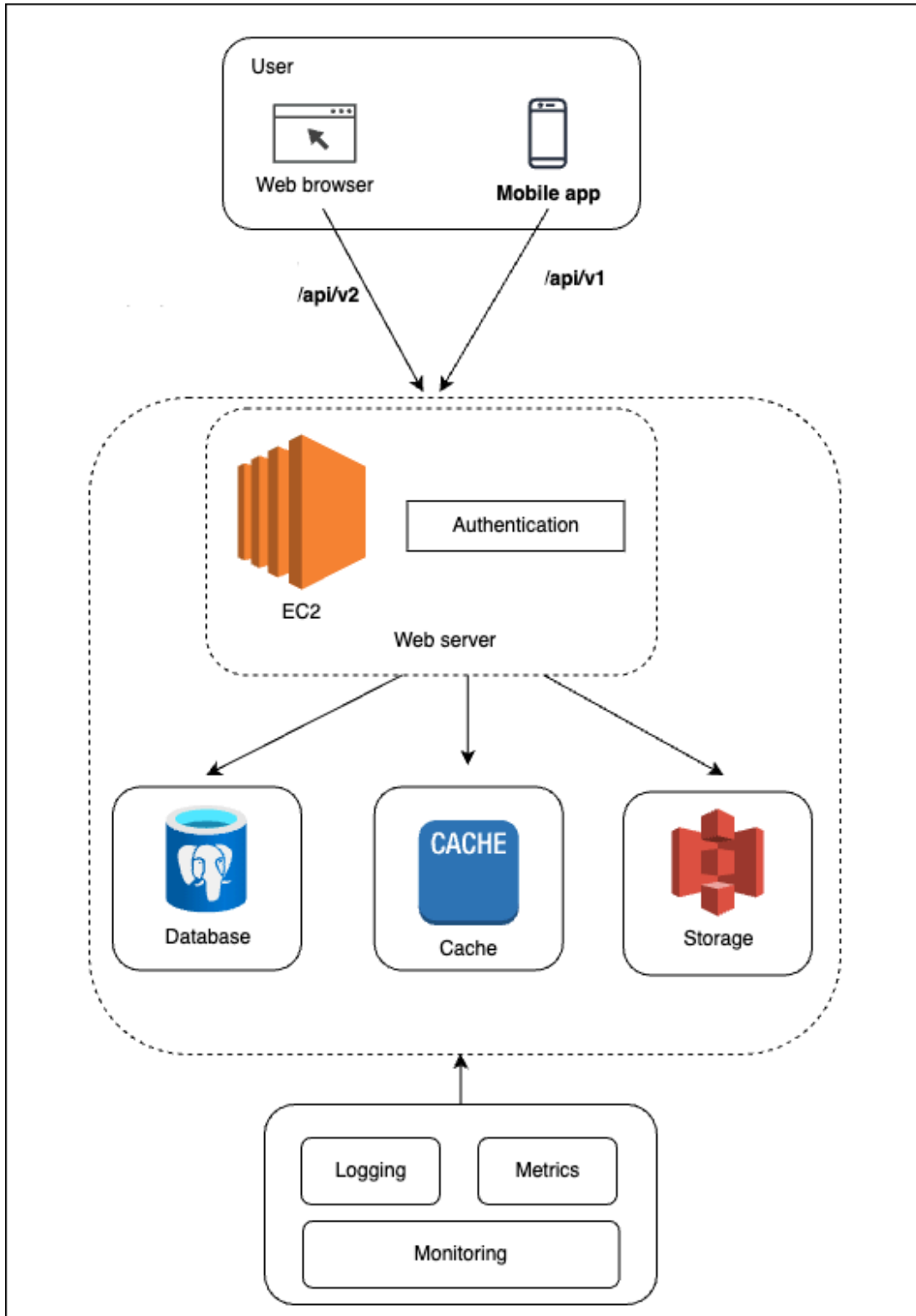


Figure 5.1 – MDPeople updated high-level architecture

5.2 Scope of work

UI/UX Design:

Task	Description
Design	Sketches, wireframes, UI design, slicing

Backend – Node.js, Express, Sequelize:

Task	Description
Implement API Versioning	Add API versioning to prevent conflicts during development of the mobile app and new version of the web app

Mobile – Flutter (iOS 17.0+, Android 10.0+) / Smartphones only / Dart:

Task	Description
Architecture	
- App architecture	Create base app architecture, base classes, import external open source libs
- Developer program management	Create developer certificate, add 15 devices, create developer and distribution provisioning profiles. CI/CD configuration.
- API Client	Base classes and data models for communication with backend via API
- Offline storage	Store company structure and employee profiles to enable offline access, reduce load on the backend and increase performance
- User role management	Switch logic according to the current user role
- Localization (English/Ukrainian)	Add multilanguage support
Login Module	
- Splash	Initial screen with company logo
- Onboarding	Page-based tutorial with 3-5 intro pages
- Login with email	Login using email and password provided by the company
- Login with biometrics	Login with face/fingerprint
- Logout	Logout and clear all cache and local data

Task	Description
- Forgot/Change password	Add ability to reset or update password if needed
Profile Module	
- Current user profile	User profile may vary based on current role, here users will see their personal info and main actions like open CV or personal development plan
- Request changes	Adding ability to request changes in the user's profile by the means of sending requests to an HR manager for approval
- Emergency phonebook	View with main contact persons in the company
- Schedule	Custom calendar of an employee with working days, holidays, vacation etc.
- Projects history	List of active and previous projects of a user
- Vacations/Leaves	Request and edit vacations and leaves
Company Tree Module	
- Company structure	Hierarchical view of the company structure with custom navigation panel
- Users search	Search by users and positions
- Other user profile	Adding ability to view other's profile and interact with it – view main info, schedule, history of projects etc. "Current user profile" will be reused
Dashboard Module	
- News feed	View the latest news in the company and custom announcements
- R&D workload	View team's workload based on user role and access level
- Skills management	View and edit skills of the employee by RM/GL/TL

5.3 Out of scope

A new development team will be responsible only for mobile application development using the existing API. Development of the new backend features and updates of the web application are not included.

5.4 Estimates

Role	Rate, \$*	Minimum efforts, h	Minimum budget, \$
UI / UX Design	\$45	120h	\$5 400
Business Analysis	\$45	24h	\$1 080
Back-end Development	\$45	100h	\$4 500
Mobile (Flutter) Development	\$45	920h	\$41 400
Quality Assurance	\$45	460h	\$20 700
Project Management	\$45	176h	\$7 920
Total:		1800h	\$81 000

* - in case of MobiDev team

5.5 Technology stack

Taking into account that this project does not require any platform-specific features like Bluetooth, AR, background tasks, location services and so on, Flutter emerged as the most suitable choice for several compelling reasons:

1. **Cross-Platform Development:** Flutter allows us to develop a single codebase that works seamlessly on both iOS and Android platforms. This significantly reduces development time and costs compared to maintaining separate native applications for each platform.
2. **High Performance:** Flutter's architecture, built on the Dart programming language, provides excellent performance. It compiles directly to native ARM code, ensuring smooth and fast user experiences.
3. **Rich User Interface:** Flutter offers a wide range of customizable widgets that enable us to create highly engaging and visually appealing user interfaces with smooth animations.
4. **Fast Development Cycle:** The hot-reload feature in Flutter allows for instant code changes, making the development process more efficient. Developers can see the results of their changes in real-time, which speeds up the iteration and debugging process.
5. **Integration with Existing Systems:** Flutter's package Dio will allow us to interact seamlessly with the existing backend API and leverage the current infrastructure without extensive modifications. This ensures that data synchronization and communication between the mobile app and the website will be efficient and reliable.
6. **Cost-Effectiveness:** Flutter application will be twice as cost effective compared to native development.

In conclusion, the decision to use Flutter for developing the mobile application of the MDPeople is driven by its cross-platform capabilities, performance, development efficiency, rich UI possibilities and cost-effectiveness. Flutter is the best fit for the business needs and strategic goals, ensuring a high-quality mobile experience to our users.

5.6 Team structure

The development team should consist of the following specialists:

- Business Analyst
- Senior Flutter Developer
- Middle Flutter Developer
- Senior Backend (Node.js) Developer
- Designer
- QA Middle Engineer
- Project Manager

5.7 Phases breakdown

Phase 1 – Design

Phase 2 – Backend preparation

Phase 3 – Mobile app development

Phase 4 – Release to stores

5.8 Necessary input

- Access to GIT repository
- API Documentation
- Access to corporate Jira and Confluence
- Access to corporate brand book
- Access to App Store Connect and Google Play Console

5.9 Risk mitigation

Risk plan gives understanding about current project risks that may impact project delivery, schedule, cost, scope, or other project related activities:

Risk Register

Legend:

Risk status: IDENTIFIED MONITORING TREATED

Impact / Probability: HIGH MED LOW

RV (Risk Value): please see Probability and Impact Matrix below

No	Source	Risk description	Impact description	Impact level	Probability	Risk strategy
1	Functional requirements	Additional changes during BA/TA stage.	Project budget and timeline can be affected due to additional changes during BA/TA stage.	HIGH	MED	<ol style="list-style-type: none"> 1. Before/at the project start, prepare a project vision to understand key features and goals of the project to use this knowledge for backlog creation and release planning. - MobiDev 2. Define features for the first release, setting up priorities for them based on their business value for the project from most to less important. - Client 3. Plan and confirm with the client project milestones, formed based on the optimal order of feature implementation from the technical point of view and on the known business value of the features. - MobiDev
2	UI/UX Design	Changing agreed UX/UI design	Project budget and timeline may be increased due to the changes to the already agreed design files.	HIGH	MED	<ol style="list-style-type: none"> 1. Involve a Business Analyst to provide a design file review - MobiDev 2. Organize regular product UI/UX demos to the client, to make sure the developed functionality follows the client's expectations. - MobiDev 3. Do not change the already agreed UI/UX design during the development phase. - Client
3	Scope change	Including new unplanned change requests	Changes in the requirements / developed or already approved functionality will affect the budget and timeline	MED	MED	<ol style="list-style-type: none"> 1. Include an additional buffer in the budget & timeline to keep it for the unpredicted risks/changes. - MobiDev 2. Prepare a change-management process that describes how the development team will work with new change requests and agree it with a client - MobiDev 3. Consider new change requests as a part of the next phase if this is possible - Client
4	Technical risks	Integration into existing system	The system might be damaged after the integration of the new product.	MED	LOW	<ol style="list-style-type: none"> 1. Analyze the existing system and develop the architecture and logic of the project to make it as compliant with the existing system as possible. - MobiDev 2. Agree upon merge rules for the project, to combine the newly developed project with the existing system properly. - MobiDev 3. Include preliminary testing of the existing system into the project scope to understand its current state and if there are any issues, which should be addressed before the development and integration of a new project start to minimize possible problems with that. - MobiDev
5	Resources turnover	Development team sick leaves & vacations	The terms of the project might increase due to team members turnover, the necessity to find the replacement and to conduct knowledge transfer.	LOW	LOW	<ol style="list-style-type: none"> 1. Create and regularly update the project knowledge base to compromise the time needed to transfer knowledge about the project to new people. - MobiDev 2. Team members will notify about their vacations beforehand (at least 3 weeks notice) so it's possible to make turnover smooth and find replacements in the agreed terms. - MobiDev 3. Have a certain transfer period during which previous recourses will continue their work as a leading team, while the new people get familiar with the project to join it smoothly. - MobiDev

Figure 5.2 – Risk Register preview

Full Risk Register:

<https://mobidev.confidential/link>

5.10 Change Management workflow

The process allows to perform proper scope management to avoid scope creep and also ensure budget usage tracking depending on spending sources.

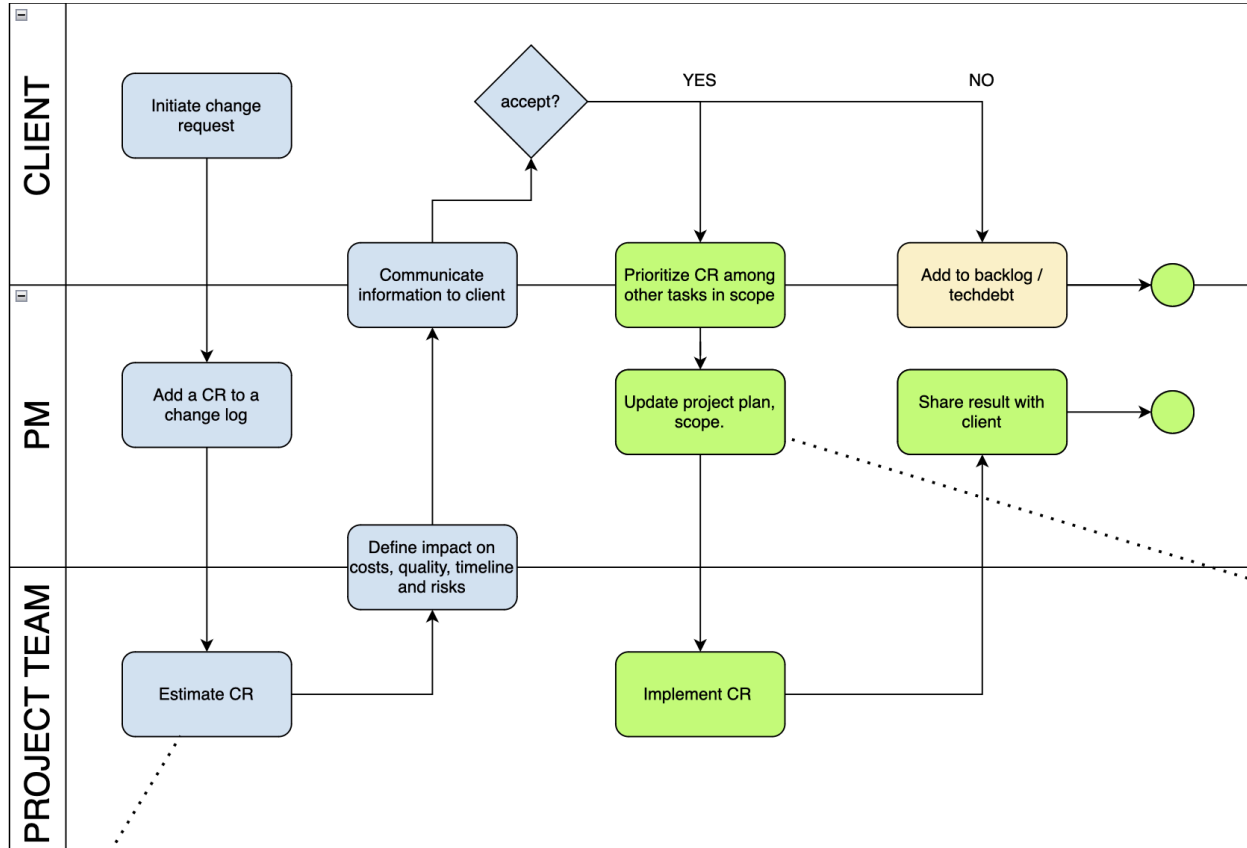


Figure 5.3 – Change Management workflow

6. Planning

6.1 Project Plan

Project plan allows to build clear expectations to project timeline. The artifact allows to visualize project development progress on a timeline and define checkpoints / milestones with valuable results delivery or other major events.

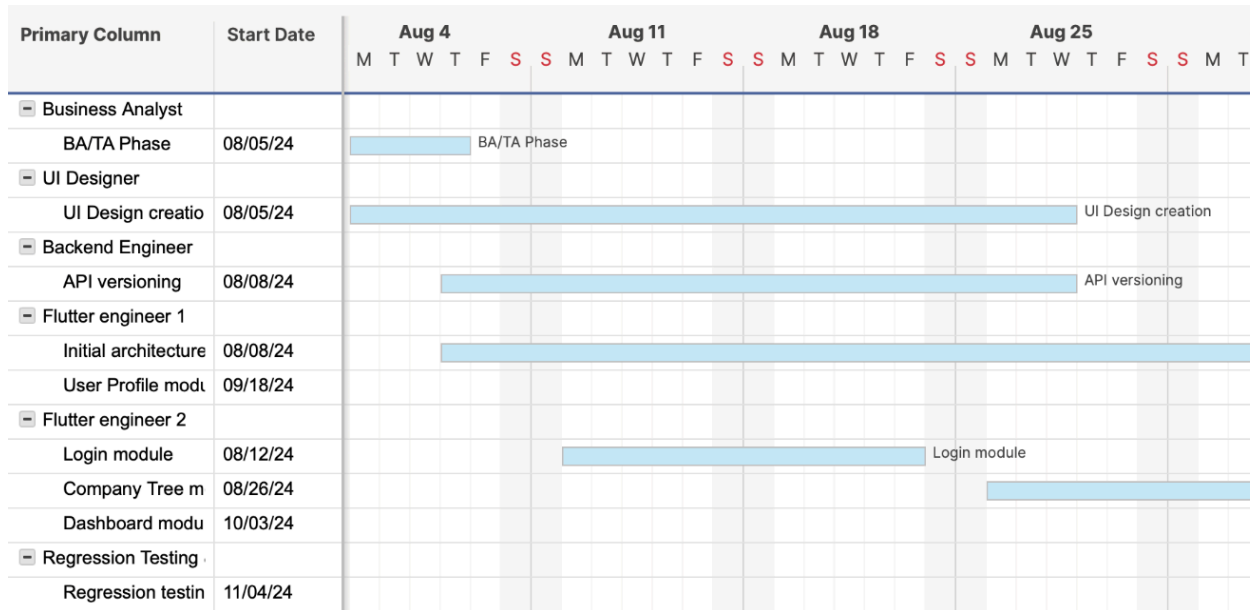


Figure 6.1 – Project Plan preview

Full project plan:

<https://mobidev.confidential/link-replacement>

6.2 Communication Plan

An effective communication plan allows to make the development process transparent and make sure that everyone is in sync on the project status. It also allows team members to stay aligned and get open questions resolved before they might become blockers for a team member or delivery overall.

Communication Plan

Created by Nikita Karas, last modified by Evgeniy Zadorozhnyi on Apr 08, 2024

Type of communication	Channel	Time	Participants
<p>Daily meetings</p> <p>Participants: team involved in direct product development: PM, TL, QA, and Dev team.</p> <p>Aim: Share status updates on each team member's activities to track blockers affecting the team.</p> <p>General rules: Length should not exceed 20 minutes, only 1 team member is speaking at the moment of time. This is NOT a discussion session, this is a status update, all Question/answer sessions to be held on demand with specific team members.</p> <p>Flow: People are speaking one by one answering the following questions: a) What have I done yesterday? b) What I'm planning to accomplish today? c) Any blocker/dependencies affecting my work.</p>	Google Meet	daily at TBD	<ul style="list-style-type: none"> MobiDev development team PM PO (optional) other stakeholders (optional)
<p>Sprint planning</p> <p>Participants: team involved in direct product development: PM, TL, QA, and Dev team from MobiDev and PO from ... team.</p> <p>Aim: It's a planning session for the next sprint, so the development team agrees with PO on which tasks fit the scope for the next sprint.</p> <p>General rules: Length should not exceed 30 minutes, as a result of the meeting, there should be a list of tasks that should be covered in the next sprint. The MobiDev team estimates tasks beforehand and PO also prepares priorities for the specified tasks before the meeting, so everyone is prepared accordingly.</p>	Google Meet	each second Friday = last day of the sprint	<ul style="list-style-type: none"> MobiDev development team PM PO other stakeholders (optional)
<p>Demo</p> <p>Participants: team involved in the specified feature development from MobiDev and PO from ... team.</p> <p>Aim: Show how the new feature that was implemented works for PO from ... team.</p> <p>General rules: Length ~ 1 hour, MobiDev team facilitating the meeting, in the end, feedback from PO is required.</p>	Google Meet	each second Thursday = the day before last day of the sprint	<ul style="list-style-type: none"> MobiDev development team PM AM (optional) PO other stakeholders (optional)

Figure 6.2 – Communication Plan preview

Full Communication Plan:

<https://mobidev.confidential/link-replacement>

7. Next steps (in case with us)

- Conceptual agreement
- Proposal consideration
- Advantages consideration:
 - Deep interest in your business organization and goals for thinking strategically and minimizing the development risks.
 - Flexibility and variability in terms of development recommendations / consulting, understanding your limitations and standards.
 - No bus factor. We are a midsize business, not a freelancer.
 - Realistic planning, even in case of the input insufficiency.
 - Regular monitoring of how things stand and timely open matters negotiation



Create an effective strategy for your product development or modernization with MobiDev!

Contact us to discuss your needs



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