

THE PULSE



BREAK THE BIAS
Success knows no gender





My Dear Kairosians,

The last three months have seen many interesting developments at Kairos. We received the ISO 27001:2013 and SOC 2 certifications from the International Organization for Standardization (ISO) and the American Institute of Certified Public Accountants (AICPA).

The certifications are fine testament to our robust data governance system and demonstrate our commitment to ensure the highest levels of data security.

We also embarked on a major exercise to rebrand our company. The initiative will go a long way in showcasing Kairos' abilities to harness cutting-edge technologies to enable the success of our customers with greater efficacy. I'm sure the rebranding initiative will help us stand out in the world of technology and achieve better growth.

At Kairos, we earnestly believe in the maxim helping hands are better than praying lips. We've launched the Pennam Foundation to further help the underprivileged members of our society. We plan to initiate various programs to extend financial assistance to poor, meritorious students and provide food and shelter to orphans and those in need. The foundation will also work to provide medical support to the less fortunate, besides participating in various community development programs. I welcome you all to take an active part in these noble acts.

Wishing you all the best.

Sudhakar Pennam
CEO – [Kairos Technologies Inc.](#)



Dear Colleagues,

Firstly, let me congratulate you all for your dedication and commitment to ensuring the best data governance; our company received the certifications from the ISO and the AICPA only because of your untiring efforts.

At Kairos, we spare no effort to augment the capabilities of our team; we've recruited various senior IT professionals, whose rich experience and abilities will prove to be an asset to our company. I once again welcome them and other new joiners into the Kairos family.

We're a rapidly growing organization, and the potential of our people to create value for our customers is immense. Our recently-launched rebranding initiative will go a long way in showcasing this potential. We constantly sharpen our skills and will continue to do so in the days to come.

I'm glad to tell you that we've launched various programs to enhance the physical and mental health of our employees. We've also embarked upon several initiatives to engage our people in an effective manner. Wishing you all the best.

Jagadish Mankal

CPO – [Kairos Technologies Inc.](#)

Dear Colleagues,

Let me begin by warmly welcoming the extended leadership teams of our innovation engineering and delivery departments. Their rich experience will help strengthen our capabilities and enhance the image of our company by enabling us to provide even better services to our clients.

At Kairos, innovation is steeped into our DNA. We are building cutting-edge digital quality engineering solutions to create better value and position us strongly as a strategic partner for our customers and prospects.

Let's work together full steam in the coming days to achieve success based on the following 5 core principles of our company.

- i. Fueling the growth engine by winning new customers
- ii. Fostering the transformational mindset to facilitate value-added delivery
- iii. Cultivating the culture of innovation through hackathons and other events
- iv. Building a vibrant workforce by constantly enhancing the abilities of our people
- v. Providing enriched customer experiences to delight our clients

Looking forward to your continued stellar performance.



Radhika Rao

CDO - [Kairos Technologies Inc.](#)



TOP STORIES

Team SKIL.AI

It is well-said kindness is the language which the deaf can hear and the blind can see. At Kairos, we earnestly believe in this maxim; we felt very happy and inspired by our CEO, when he recently launched the Pennam Foundation to do our bit for the well-being of the society.



We decided to contribute to the noble causes espoused by the foundation. Members of the Skil.ai team came together and mobilized an amount of money sufficient to serve food for an entire day (three nutritious meals) to the children of Nethra Vidyalaya, a school for the visually-impaired.

The food was served on 11 March 2022 (on the birthday of our CEO). We felt very gratified when the wonderful and happy children thanked each of the donors. Each one of our team members generously contributed to this act with a lot of love and excitement. The money pooled by them was used for an activity dear to their hearts. While we all knew that our contribution is not very big, it is the love and affection that we put into giving is something to cherish for long. Indeed, no act of kindness, no matter how small, is ever wasted.

Team IT

Kairos has been awarded ISO 27001:2013 and SOC 2 certifications. The two certifications are a proud testament to the high standards of data security and management we maintain, which enable us to deliver excellent services to our clients, delighting them.

The ISO 27001:2013 certification acknowledges our strong commitment to data safety and the well-defined processes that we have in place. Likewise, the SOC 2 is a recognition of the solid process we have in place to handle the data of our clients,

We'd like to thank you for all your efforts and dedication, without which it would not have been possible to achieve these certifications.



Team HR

- The HR team launched a mental wellness program in association with YourDOST, a leading provider of counselling services.
- The team rolled out policies governing the use of social media and development of Performance Improvement Plans (PIPs).
- HR connects are conducted at regular intervals; these events are very useful to exchange information and share feedback in a hassle-free manner.
- We launched the buddy up program to facilitate hassle-free onboarding by assigning a buddy to a new joiner.
- The HR team defined a fun event calendar for the year 2022; the calendar will help the team organize various fun events on festivals to keep the spirits of our people high.
- We plan to launch a new employee self-service portal to ensure seamless access to all required information and provide faster, more effective services to employees.
- Employees can now play indoor games such as Table Tennis and Carrom in our office cafeteria on Monday, Wednesday and Friday, from 4 PM to 6 PM.
- Our people can now share their innovative ideas, suggestions and feedback anonymously by dropping a note in the suggestion box placed in our office cafeteria.



Team Providence

- We completed the first milestone target viz. *Quickwins* successfully. Our team received excellent feedback from the stakeholders.
- The client agreed to expand the pipeline automation and niche automation solutions provided as part of *Quickwins* to other key areas of the organization, and this will result in mutual business growth.
- Team Kairos provided active support to host the content of the QE Center of Excellence (QE CoE) on SharePoint. We also helped the client build and publish the dynamic QE dashboard.
- A Proof of Concept (POC) using our in-house Data Validation Tool (DVT) is actively under progress, and the initiative received very positive feedback from the customer.
- The training program on DQE (Digital Quality Engineering) for the sales team has been completed and received very positive feedback.



KAIROS GLORIFIED



Torch Bearer

Ram Swaroop

**SENIOR DIRECTOR -
OPERATIONS**

Ram Swaroop is an outstanding performer and has played a pivotal role in getting the right talent for our company and its clients. He is a go-getter and is always approachable. He exhibits great zeal in resolving problems of our customers and always has a very positive mindset.



Torch Bearer

Kala Subramaniam

**DIRECTOR OF
TESTING SERVICES**

Kala has been instrumental in organizational development initiatives, exhibiting professionalism and one-team spirit. She is highly successful in earning the total solid confidence of clients in a very short period. She is always approachable and comes with an open mind.



Ace Performer

Harjeet Johar

**PERFORMANCE-
CUM-DEVOPS
ARCHITECT**

Harjeet has an excellent understanding of the clients' needs. He is the driving force behind the delivery of various solutions, including automation using PowerShell and implementation of DevOps. Harjeet also spearheads performance engineering and PowerBI projects.



Experimenter

Vishal Jain

SENIOR DEVOPS LEAD

Vishal enjoys dealing with all kinds of technical challenges. He contributes actively to the success of our team and delivers outstanding results in very short timeframes. Vishal's ability to develop solutions rapidly has helped us strongly pitch a proof of concept to a client.



Sushma Santhoshi
QA ASSOCIATE

Sushma has been deeply involved and did a fabulous job in many critical projects - she is a key part of the team testing the Bot Meetings application. She was instrumental in getting the project documentation on user prospects and client prospects created.



Prateek Karri
ANGULAR DEVELOPER

Prateek is a technology enthusiast and has demonstrated excellent front-end Angular skills. He has been a key contributor to the Live Chat Transcript project. Prateek is a constant learner, and his zeal to learn new technologies and sharpen his saw is highly commendable.



Yogesh
Chandrasekharuni
ML RESEARCH ANALYST

Yogesh is a young achiever and has improvised certain Machine Learning (ML) models through constant and highly efficacious research and development. He has also played a pivotal role in optimizing various components of our code base, ensuring it could be deployed to scale.



Deepthi Chintalapati
QA ASSOCIATE

Deepthi is a dynamic innovator who loves trying out new ideas. She played an important role in developing an automated reporting module using Python language, which provides the results of an entire test in the HTML format, which can be understood easily by everyone.



Sudhakar's contributions to our team are very valuable. He is highly proficient in using Hypertext Markup Language (HTML). Sudhakar recently acquired good knowledge and skills of React JS and used the JavaScript library to successfully execute various projects.



Ravi is a constant learner and leaves no stone unturned to enhance his abilities. He recently attended online courses on Python and obtained solid skills of the scripting language. Ravi shows great enthusiasm in meeting the needs of our clients and spares no effort to delight them.





QUARTERLY ROUNDUP

Celebrating the Birthday of Our Beloved CEO



The Festival of Colors Celebrated with Traditional Fervor



Women's Day Celebrated in Style





Scenic Homes on the Sea
- By Radhika



The Elegant Qutb Minar
- By Vishal



The Sun Setting Majestically into the Sea
- By Harjeet



Thiruvalluvar Standing Tall at the Confluence of Three Oceans
- By Harjeet