



THE PULSE

Employee Newsletter

APRIL-JUNE 2022

**HEALTH
IS WEALTH**

Fitness is the
key to success





My Dear Kairosians,

The last 90 days have been very exciting at our organization. We've begun the development of a new website of our company. The website is a part of our initiative to rebrand our company. I'm sure it will go a long way in helping us convey our value proposition in a highly effective manner.

I'm delighted to inform you we've launched various new services, including Salesforce testing and performance engineering. We've begun transitioning from a pure services-based Go-to-Market (GTM) model to a more value-added service model complemented by our innovative solutions; we've launched campaigns to cement our position as a leading provider of Digital Quality Engineering (DQE) solutions. Our company also commenced its journey to acquire the CMMi Level 5 certification.

At Kairos, we take utmost care to ensure the well-being of our people. We've launched a program to improve the physical and mental health of our employees. The program will include online yoga sessions and expert advice to tackle stress and burnout. We've also launched various new HR policies pertaining to separation from the company and prevention of sexual harassment.

I'm sure you all had a great time watching Sarkaaru Vaari Paata and taking part in the Summer Sports Carnival 2022. A big thank you to all of you for enthusiastically participating in the cyclothon held by the Pennam foundation to raise funds for helping the underprivileged. I look forward to your continued support for various programs organized by the foundation.

Wishing you all the success in the days to come.

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



Dear Colleagues,

Let me begin by extending a warm welcome to all new members of the Kairos family. We earnestly believe the best talent helps provide excellent services to customers. Our talent management team has done a great job by recruiting top-notch professionals who can create the highest value for our clients, delighting them. Our efforts to build a strong team have paid handsome dividends, and we're actively hiring people with diverse experience and skillsets for our quality engineering division. We've also come up with a well-defined internal referral policy.

We've also rolled out a new separation policy and guidelines to come up with a performance improvement plan and use social media. We've also launched online counselling sessions to defeat stress and will initiate virtual yoga sessions to improve our fitness.

We understand proper employee engagement plays a key role in enhancing organizational productivity. We've conducted various activities such as the Summer Sports Carnival 2022 and the cyclothon, which were very well received by our people. We intend to hold more such events in the coming days.

Looking forward to your continued cooperation and active support. Wish you all the very best.

Jagadish Mankal

CPO – [Kairos Technologies Inc.](#)

Dear Colleagues,

At Kairos, reimagination is an integral part of our DNA. We make all efforts to come up with novel solutions to delight our customers and attain new heights. Our strong, people-friendly ONE-TEAM culture and single-minded focus on creating the highest value go a long way in ensuring our success and rapid growth.

Under the inspiring leadership of our CEO, Mr. Sudhakar Pennam, we continue to deliver world-class solutions while challenging ourselves to the fullest. The high levels of employee engagement delivered by our organization motivate us to give our best and exceed the expectations of our clients. We're hungry for more success. Indeed, hamare dil maangta hain more!

Our innovation team has done a splendid job by coming up with various new products. I'm very happy to inform you we've partnered with Solunus to launch Salesforce testing services. The synergy between the two organizations will go a long way in enabling our clients make the best use of their Salesforce systems.

I'd also like to thank members of all enabling teams for their unflinching support in helping us reach our goals.

Let's continue to work together and deliver rocking performance.



Radhika Rao

CDO - [Kairos Technologies Inc.](#)



Team SKIL.AI

The last 90 days were power-packed with excitement at Skil.ai. Here're some of the important developments in the last three months.

- **Ugadi Celebrated in Style:** Ugadi, the Telugu New Year, was celebrated with traditional fervor. Members of the team were clad in traditional attire and feasted on various delicacies.
- **Participation in Corporate Box Cricket League:** Members of the team participated enthusiastically in the league and displayed excellent cricketing skills to reach the finals of the tournament.
- **Our CEO Visits the Team:** Team Skil.ai had a wonderful time interacting with our beloved CEO, Mr. Sudhakar Pennam when he visited Visakhapatnam.
- **Mr. Hari Dosapati Interacts with the Team:** Mr. Dosapati, the co-founder and CTO of Skil.ai paid a visit to Visakhapatnam and had fruitful interactions with members of the team.
- **Seminar on Healthy Work Culture a Grand Success:** Skil.ai organized a seminar on promoting a healthy work culture. Prof. Ratna Kumari, Director, Centre for Women's Studies at Andhra University was the distinguished speaker at the conference, which deliberated various issues including gender equality and safety of women at work.
- **Eye check-up Organized:** A free eye-check up was organized at the office of Skil.ai in partnership with Sandhya Eye Hospitals. The camp was a big hit and benefited the members of the team, who got their vision tested.





Team Innovation

The team did a fabulous job this quarter, as usual; it developed the following ground-breaking DQE solutions, which will go a long way in delighting our customers and driving the rapid growth of our company.

- **Kairos Intelligent Test Automation Platform (KiTAP):** KiTAP is an AI-powered test automation platform that helps cut the cost of maintaining automated test scripts by up to 80%. The revolutionary solution helps QA teams clearly assess the impact of changes on current configurations, enabling them to evaluate risks and production readiness of the releases.
- **Data Quality Gateway (DQ-Gateway):** DQ-Gateway is a novel solution that allows companies to ensure high quality of their data, as it moves across various systems. The solution helps flag data quality issues with high efficacy, enabling appropriate remediation activities. The first version of DQ-Gateway was released recently, and work on the next version of the solution is in full swing.
- **Visual Check Mate (Visual CM):** Visual CM is an AI-based, computer-vision-enabled automation testing tool. A prototype of the tool is already developed, and the team is enhancing its capabilities to make it available as a service within KiTAP.
- **Entity Data Generator (EDG):** EDG is an Application Programming Interface (API) based service that allows generation of random, meaningful test data in bulk. The initial version of the solution is ready for release and will be provided as an independent service or bundled with our other products.

Team Digital Quality Engineering (DQE)

The DQE team continues to ensure excellent customer experiences by following a transformational approach that allows our clients to move up from traditional testing to advanced quality engineering without hassles. Here're some of the key activities performed by the team.

- The team redefined our service catalog to evolve as a key player in Salesforce testing and performance engineering domains
- Initiation of a program to develop solid expertise of the Salesforce platform; various training programs were organized as part of the program

Team Hertz

Hertz is an esteemed client, and there is a huge potential for expanding our relationship with the company. Here're the highlights of our company's engagement with Hertz in the last 3 months.

- Identification of two new opportunities for integration testing
- Discussions on a new opportunity to provide automation services
- On-boarding of two new members of the team



Team HR

The HR team has initiated various programs to ensure high levels of employee engagement and improve the health and fitness of our people. These include the following.

- **Summer Sports Carnival 2022:** As part of the sporting fest, the HR team organized multiple games of carrom, table tennis and badminton. The event was a resounding success, and our people had a great time participating in it. The carnival concluded with a grand felicitation ceremony
- **Roll Out of Various Policies:** The team rolled out policies pertaining to separation of employees from our company and the use of social media by our people. It also released the guidelines related to development of Performance Improvement Plans (PIP)
- **Launch of a New Career Progression Framework (CPF):** The CPF is designed to re-align job titles of employees, based on their current roles and responsibilities. It also introduced 4 new career tracks viz., engineering, design and architecture, project management and functional/industry-specific consulting
- **A Program to Combat Stress:** The HR team organized a webinar that shared proven techniques to tackle stress. The team also shares tips at regular intervals, which go a long way in enabling our employees to avoid burnout
- **Initiation of Yoga Sessions:** On the occasion of the International Yoga Day, the team launched a program to conduct virtual yoga sessions for employees of Kairos. The program will greatly benefit our people and help them improve their physical and mental health.
- **Delivery of POSH Training:** The team rolled out an online training program on Prevention of Sexual Harassment (POSH) at the workplace. An Internal Complaints Committee (ICC) was also constituted to address grievances pertaining to sexual harassment
- **Announcement of a Leadership Training Program:** A training program designed to hone the leadership skills of team leads and managers will be rolled out shortly. Attendance to the program is mandatory
- **Access to Employee Data Simplified:** Our company's Human Resources Management System (HRMS) is streamlined to facilitate easier access to employee data. Now, a wide variety of complex tasks ranging from generating data-driven reports to automating talent management activities can be performed without hassles.
- **International Dance Day Grandly Celebrated:** Team Kairos celebrated the International Dance Day in style. Employees of the company performed various kinds of dance forms and received a thunderous applause from their colleagues.





Team Providence

The team continues to add the best value to the client. Here're some of the key developments.

- The QE team quickly cross-skilled in PowerBI and successfully created the dynamic PowerBI dashboard for QE Center of Excellence (QE CoE), under tight deadlines, in spite of a shortage of skilled personnel. The dashboard was successfully rolled out on time, received excellent feedback from the client and resulted in generating additional work.
- Our company supported a major Azure DevOps migration from one sub-org to another. This included moving dashboards created in ADO and PowerBI.
- Team Providence successfully completed a challenging proof of concept on Azure Databricks, which led to new opportunities.
- A training program on DQE was held for new members of the team



Scientist

Bharath S
SOFTWARE
ENGINEER

Bharath is highly disciplined and an out-of-box thinker. He has been instrumental in laying the foundation of the KiTAP project through his research acumen and played a vital role in planning the project. Kudos to your outstanding performance, Bharath!.



Budding Star

Supriya P
TEST ENGINEER

Supriya has a very short learning curve. She joined our team with very minimal industry exposure, but she was able to acquire the DQP project knowledge very quickly and has been single-handedly handling the QA part for the project. Keep up the excellent work, Supriya!



Experimenter

Jagadesh P
ASSOCIATE
SOFTWARE
ENGINEER

Jagadesh is an excellent learner. He is open to explore and work on untouched technical areas, and this makes him stand out in the crowd. He has been a key contributor in the AI/ML project. Continue the wonderful work, Jagadesh.



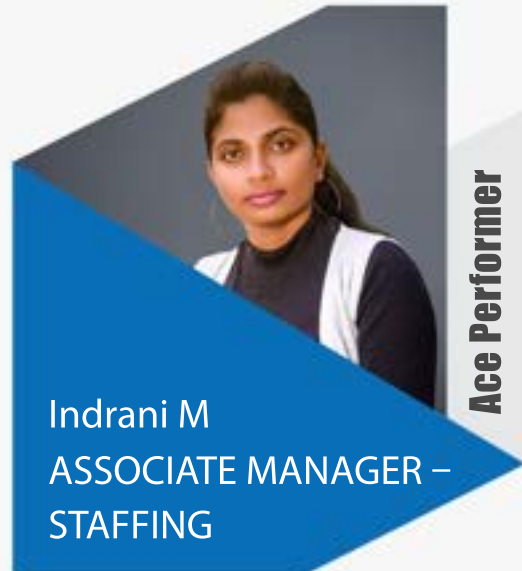
Experimenter

Dinesh M
SOFTWARE ENGINEER

Dinesh is always keen to learn and is unafraid to test innovative, new ideas. His contributions to the DQP project are truly remarkable. He is indeed an asset to our team!



Jagan began his journey as an intern and was initially working on JavaScript. He is a quick learner and mastered React JS in no time. He is also adept at performing various front-end tasks. His contributions are truly outstanding.



Indrani is well-organized and highly efficient. She has a keen sense of time and always completes the tasks assigned to her within timelines, with high efficacy. Indrani's contributions to our organization are invaluable.



Ramya joined our company as an IT recruiter and is now a key member of the talent acquisition team. She has an uncanny ability to spot the right people for a job. Continue the good work, Ramya.



Harjeet is an outstanding performer, who can master any new technology very quickly. His pivotal contributions to the development of new products go a long way in ensuring the success of our organization. Three cheers to Harjeet!



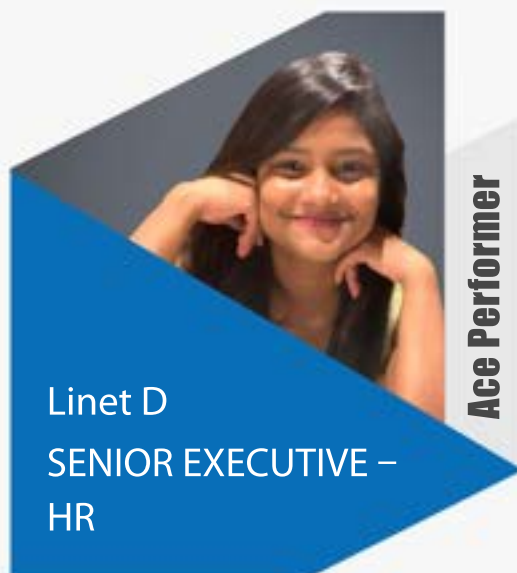
Devesh L
QE – ACCESSIBILITY

Devesh is tech-savvy and has played a key role in validating several applications for accessibility and compliance with high efficacy. He trained himself rapidly on Deque axe and used it to complete a project successfully. Keep up the fine job, Devesh.



Vishal J
SENIOR DEVOPS
LEAD

Vishal is a DevOps engineer, but his flair for adapting to any new technology is impressive. He mastered PowerBI all by himself and successfully developed and delivered a PowerBI dashboard in an incredibly short time. He deserves all praise for his exemplary efforts.



Linet D
SENIOR EXECUTIVE –
HR

Linet's contributions to our company are outstanding. She played a key role in developing various HR policies. Linet is very methodical and hardworking; her diligence and sincerity are truly exemplary. You're indeed an asset to Kairos, Linet!





PEDAL FOR A CAUSE

THE SUMMER CYCLOTHON

A GRAND SUCCESS



ENTHUSIASTIC PARTICIPATION IN Summer 2022 Sports Carnival





RANDOM CLICKS

Team Kairos Has a Great Time Watching Sarkaar Vairi Paata



Our People Thoroughly Enjoy Live Screening of IPL 2022 Matches

