

kairos

THE PULSE



EDITION 4



2023

INNOVATIVE & COLLABORATIVE



*Success is not final, failure
is not fatal: the courage to
continue counts.*

Message from the CEO

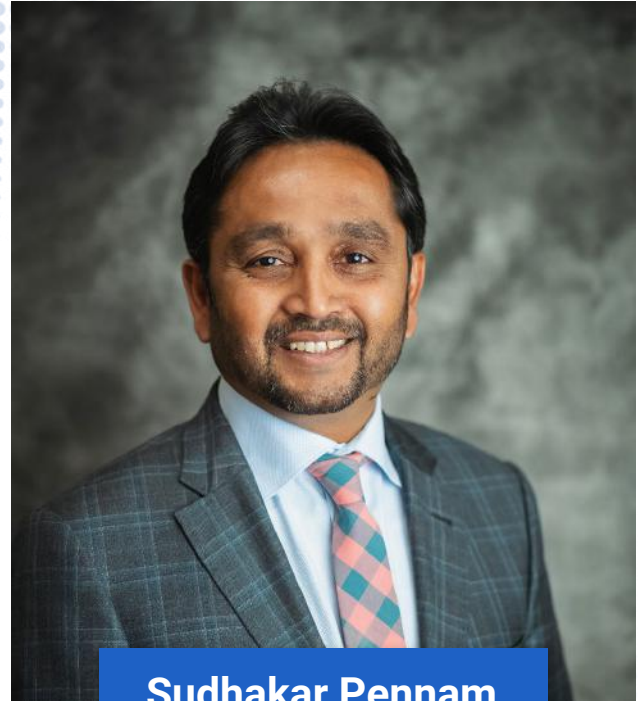
Dear Kairosians,

I hope this message finds you all in good health and spirits. As we reach the end of yet another quarter, I want to express my gratitude towards all of you for your unwavering commitment and dedication towards the growth and success of our company.

Over the past few months, we have made significant progress towards our Vision 2026, which aims to establish our company as a leader in the industry by leveraging technology and innovation. Our focus has always been on delivering exceptional value to our customers, and I am proud to say that we are making steady progress towards achieving this goal.

However, we cannot achieve this vision without our most valuable asset - our people. As we continue to expand our operations and explore new opportunities, we must add more people to our team. Our people are our greatest strength, and I am confident that with the right talent, we can achieve even greater success in the years to come.

I also wanted to take a moment to acknowledge the success of Spark 2023- our annual excellence conclave. The event was a great success and seeing so many of our employees come together and showcase their talents and skills was wonderful. The event was a testament to our team's hard work and dedication, and I am proud to have such talented individuals in our organization.



Sudhakar Pennam

As we look towards the future, our leadership team is committed to creating a supportive and inclusive workplace culture that values innovation, collaboration, and excellence. By empowering our employees and providing them with the tools and resources they need to succeed, we can achieve our vision and deliver exceptional value to our customers.

In closing, I encourage each and every one of you to continue to strive for excellence in everything that you do. Your dedication and hard work are what make our company great, and I am grateful to have each of you as a part of our team. We can achieve great things together, and I look forward to seeing all we can accomplish in the coming months and years.

Message from the COO



Jagadish Mankal

Dear Colleagues,

As we move ahead in the new year, I want to reflect on our recent successes and celebrate our progress. At Kairos, we have always focused on delivering exceptional value to our customers and stakeholders. I'm proud to say that we have continued to do so despite our challenging circumstances in the past years.

I want to start by thanking each one of you for your commitment and dedication to our organization. Your hard work and contributions have been instrumental in helping us to achieve our goals and deliver outstanding results for our customers. I'm honored to work with such a talented and dedicated team, and I look forward to continuing to build on our success together.

I'm also proud to share that our recent IP product launches have been a great success, thanks to our teams' hard work and dedication. These products are a testament to our commitment to innovation and excellence, and I'm excited to see how they will continue to transform the industries we serve. I believe that our success in these launches is a testament to the talent and expertise of our teams, and I look forward to continuing to work with you to develop innovative solutions that drive business growth and success.



Finally, I want to take a moment to acknowledge the success of our recent annual excellence conclave, Spark. This event brought together some of the brightest minds in our society to share ideas, learn from one another, and celebrate our successes. I was inspired by the energy, creativity, and passion displayed throughout the event, and I'm proud of what we have accomplished together.

Message from the CDO

Dear Kairosians,

As we near the end of the first quarter of this year, I'm pleased to share some updates on our recent successes and progress.

Firstly, I'm excited to announce that we have added two new clients to our roster - Minwest Bank and Quest Diagnostics. These partnerships are a testament to the value that we bring to our clients and our ability to serve as strategic partners in their transformational journeys. I'm proud of the dedication of our teams that have helped secure these partnerships, and I look forward to seeing the impact we can make for these clients.



Radhika Rao

I'm also pleased to share that we recently held our annual excellence conclave, Spark 2023, which was a great success. This event brought together some of the brightest minds in the industry to share ideas, learn from one another, and celebrate our successes. It was a great opportunity to connect to our CEO Sudhakar Pennam's Vision 2026 and further strengthen our commitment to innovation and excellence. We received extensive press coverage and media attention for this event, which is a testament to the impact that we are making in the industry.

In addition, I'm also proud of the success of our Kairos Hackathon. We had lots of innovative ideas and awesome presentations. Congratulations to all the participants. Our Marketing team has been successfully driving the rebranding of Kairos. These initiatives have helped us to stay ahead of the competition and to showcase our capabilities and expertise in the market. Our employees have also received appraisals and recognition for their hard work, which reflects our commitment to employee satisfaction and engagement. We also conducted a survey through Mentimeter to gather feedback from our employees and identify improvement areas.

Lastly, I want to share the successful launch of Demeter, the group holding company of Kairos and other companies. This launch is a significant milestone for us, and I'm excited to see how it will help us to strengthen our position in the market further and to drive growth and success for our organization. As we move ahead, I encourage you to continue focusing on innovation, excellence, and customer satisfaction.

Head Innovation & Technology



Parthasarathi Bhattacharjee

Dear Kairosians,

Technology innovation has been transforming the world incredibly, enabling us to do things we never thought possible. One area that has been at the forefront of this transformation is Digital Quality Engineering (DQE). DQE is all about ensuring that the digital products and services we use daily are of the highest quality. At Kairos, we recognize the critical role that technology innovation plays in driving business success, and that's why we have invested in a dedicated technology innovation R&D unit, K-Labs.

K-Labs is responsible for researching, exploring, and developing new technologies and software solutions that help businesses to stay ahead of the competition by delivering exceptional digital experiences, fostering customer loyalty, and driving revenue growth. Our team of experts plays a critical role in identifying new opportunities, solving complex problems, and creating novel solutions focused on DQE, building IPs that push the boundaries of what's possible.

The successful launch of our new products - DQGateway and KiTAP is a milestone that we cherish. These products are a testament to our K-Labs team's hard work, dedication, and innovation. We believe these products will revolutionize the DQE industry and help our clients achieve unprecedented levels of quality and excellence.

Innovation is the key to success in today's rapidly changing world, and a dedicated technology innovation R&D unit can be the driving force behind game-changing software solutions. We recognize the importance of staying ahead of the curve, and that's why we are committed to investing in our team and providing them with the resources they need to continue to innovate and push the boundaries of what's possible.

As we all continue to dedicate ourselves to building new IPs and delivering value to all our stakeholders, I want to express my heartfelt thanks to our CEO, Sudhakar Sir, and our CDO, Radhika Ma'am. Your constant support, encouragement, and guidance have been instrumental in our success and in driving innovation and excellence in the digital landscape.

Team Innovation

The innovation team has achieved remarkable success since the inception of K-Labs, the R&D wing at Kairos. The team's mission was to develop software tools and frameworks to drive revenue growth by reducing the cost of delivering Quality Engineering services. They have grown from a team of 0 to 15 members, and within a span of 10 months, they have generated 28 leads.



The team has developed four new innovative products that have been gaining much attention from clients. KiTAP, their flagship product, is an AI-powered Test Automation platform that can unify test automation for Salesforce applications, Mobile, Web, APIs, and Desktop applications. They have added self-healing tests, cognitive AI-powered visual tests, and intelligent regression capabilities, significantly improving KiTAP's ability to deliver accelerated automation.

Another product is DQGateway, a best-in-class product that empowers Data Analysts and business users by making no-code data connections, quality assessment, and data profiling a reality. It can also work with unstructured data and provides intelligent connectors for various data sources, validation rules, and numerous ML algorithms for data profiling.



The team has also developed several microservices that can augment the capabilities of both KiTAP and DQGateway in numerous ways - zero-code API testing, Cognitive AI-powered visual testing, Synthetic Test Data generator, and more. In the RPA space, using UiPath, they created iRAF and Intelligent Process Execution Templates that can reduce licensing costs for their clients and make it possible for Business Analysts to define executable business process flows using excel files.

The team's hard work and dedication have already started to show results, and they have successfully converted one lead into an opportunity with KiTAP. Existing large accounts are poised for growth driven by enthusiastic client responses to their products, tools, and solution accelerators. The team is proud of its achievements and looks forward to future success.

Team Skill AI



The Skill AI team has made impressive progress and achieved significant milestones in the past quarter. The team has successfully expanded its size by hiring fresh and young talent from reputed universities with excellent academic records and communication skills. The aspirants had the opportunity to learn coding and programming from the experienced Realtime project team, which has contributed significantly to their learning, improvisation, and deliverables. The Vizag Skill Team has hired talented young resources through LinkedIn, social handles, referrals from existing team members, and the TAG

The team's innovation and continuous learning culture have resulted in remarkable accomplishments. They have developed a healthy practice of conducting knowledge transfer (KT) sessions on Wednesdays, sharing their experiences, challenges, and newly acquired skills with their teammates. They have also taken up team outings, lunches, and in-house training activities, inspiring continuous learning and improvement. The friendly challenge amongst the teams to adopt new programming languages and coding practices has resulted in the acquisition of multiple skill sets, leading to a more diverse and capable team.

The Skill AI Team's efforts have not gone unnoticed, as they have won several laurels and accolades from their clients for their extraordinary performances. They have produced new and improved AI-powered tools for VISA processing, which have received widespread attention, and a state-of-the-art technology Metahuman for a reputed fast-food chain, which is yet to go live. The team has also developed a unique No code chatbot builder that is expected to be a revolutionary achievement for the young team. These new products and innovations will likely open up new business opportunities and further drive the Skill AI Team's growth and success.

Team DQE



The DQE team at Kairos has achieved significant progress in the past few months. In September 2022, seven junior trained graduates joined the team, along with two members who joined specifically for security testing. All members were beginners, but the team provided them with extensive training on various skill sets, including manual and automation testing, the KiTAP platform, UiPath, performance, accessibility, security, web, mobile, and API testing.

As of today, all the juniors are project ready with their respective skill sets. The team has made significant progress in terms of billing opportunities with various clients, including Hertz, Frontier, and Minnwest Bank. In particular, the Minnwest Bank project was signed and kick-started on January 12, 2023.

In addition to billing opportunities, the DQE team has played a critical role in achieving the CMMI Level 3 Appraisal in 2022's last quarter. The team's efforts have been instrumental in moving Kairos towards its objective of becoming a world-class leader.

Finally, the DQE team has succeeded in presales with two leads on the verge of converting into customers. In particular, the eAlliance project involving UiPath test automation has completed a successful POC, and efforts are underway to move it into production. Overall, the DQE team has made significant progress and has positioned Kairos well for future growth and success.

Team HR



The HR team has achieved significant milestones in the past quarter, focusing on strengthening the core and boosting employee engagement. They have introduced a dedicated HR SPOC, which has improved employee connect and query resolution. The launch of the Adrenalin-A portal has streamlined HR processes, providing employees with intuitive self-service modules. The HR team has also rolled out several HR policies, including a separation policy, leave policy, social media policy, PIP, and guidelines on COVID.

The HR team has introduced a buddy-up program in talent management initiatives to help new joiners settle into the organization. They have also conducted monthly HR connect programs and introduced a career progression framework to align job titles as per actual roles and responsibilities. Additionally, the HR team has provided mandatory training for building leaders for all first-time leads and managers and POSH training for all new hires.

The HR team has also implemented various employee engagement initiatives to augment the employee experience. They have conducted Monday motivation messages, organized sports corners, formed employee committees, celebrated festivals, and held team-building activities. The HR team has also organized a summer sports carnival, a Let's Nacho dance competition, and an appreciation week to recognize employees' contributions. Overall, the HR team's initiatives have been instrumental in enhancing employee engagement, improving HR processes, and strengthening the company's core.

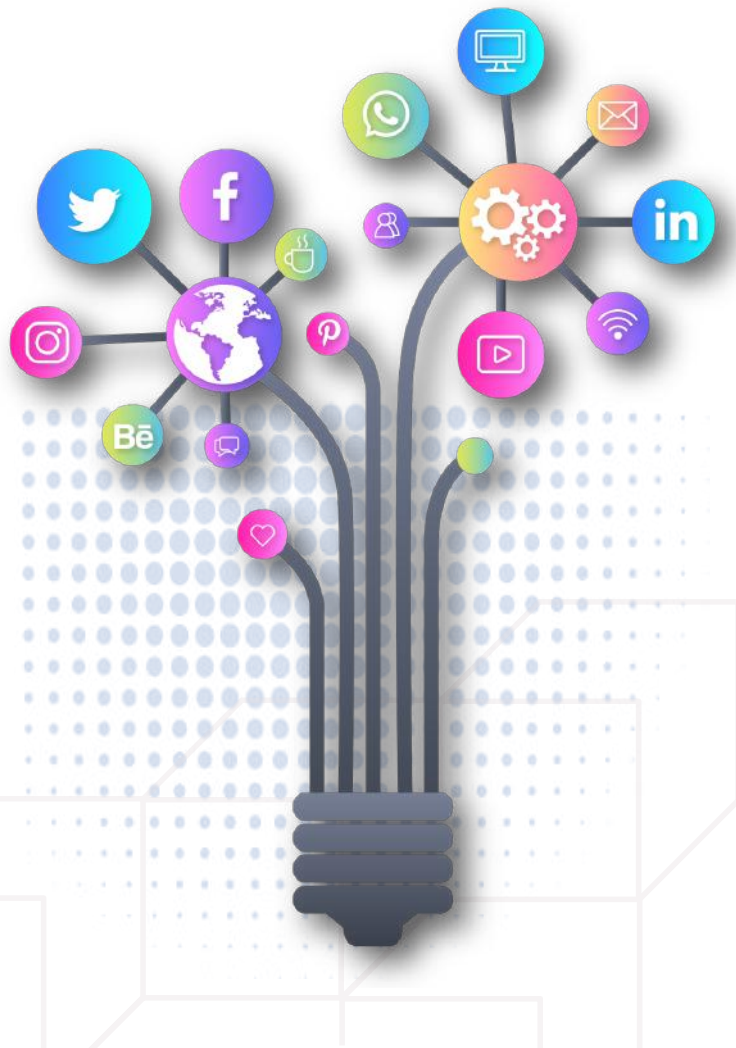
Team Marketing

The marketing team has been working hard to achieve various milestones. They have increased the team size to 6 people to enhance their efficiency and productivity. The team has successfully organized The Annual Excellence Conclave - The Spark 2023, which received an overwhelming response from the participants.

The marketing team has created a new website and IP logos to provide a fresh and modern look to the company's assets. They have also rebranded the assets to reflect the company's current vision and values.

To improve the company's online presence, the marketing team is optimizing the content for SEO, making it more search engine friendly. They have also launched a sales email campaign, which will help the company to attract more potential customers and increase its revenue.

Overall, the marketing team has made significant progress in achieving its objectives and has contributed to the company's growth and success.



Spark 2023

“Where Innovation and Excellence Intersect - The Spark 2023 Metaverse Experience”





Rewards & Recognitions 2023

Budding Engineer Award



Pilla Venkata Sai Durga Tejasri
Delivery Team

Brought fresh perspective and innovative ideas to the table, which helped ensure the project's success.

Her enthusiasm and willingness to learn are already evident, and with the right guidance, she could become a valuable contributor to the organization's success



Pasupula Supriya
Delivery Team

Her impact on the QA process has been spectacular.

Her adeptness at learning and understanding complex concepts, combined with her dedication to her work, have made her a valuable asset.



Jagan Sai Konisetty
Delivery Team

Jagan is good at building complex interactive web pages.

He takes care of the progressive enhancement while building websites

He has created several small reusable components that helps in reducing the development effort.

ExtraMile Award



Ram Swaroop Rangiset
Delivery Ops & TAG

Instrumental in setting up multiple offshore teams for clients.

Onboarded new clients like Infosys, Team lease, Quantum technologies.



Prasad Mamidela
Staffing Team

Own the tasks and performs duties above and beyond and plays a vital role in recruitment.

Is proactive and demonstrates farsighted approach.



Laxman Andoli
Staffing Team

Laxman has exceptional work ethic and consistently generates results above those expected.

As a manager/individual contributor, his contributions to the recruitment team have been immense.



S S Narendra Datta
Staffing Team

Narendra is the strength of the Kairos recruitment team.

Plays a very important role in screening, shortlisting the candidates per the client requirements.



P Sandeep Kumar
Staffing Team

Sandeep is strong in bringing resources and managing vendor partners.

Played a major role by providing great resources for direct clients.



Jaya Krishna M
Marketing Team

His contributions have made a significant impact on the success of our projects.

His attention to detail, ability to meet tight deadlines, and willingness to go above and beyond to ensure the success of each task is commendable.



Linet Dsouza
HR Team

Spearheaded many HR initiatives and implemented them flawlessly.

Always comes up with innovative ideas for augmenting employee experience.

Key Contributor Award



Harjeet Johar
Delivery Team

With an outstanding commitment to delivery excellence, Harjeet exhibits various roles (Performance, PowerBI, SRE).

His technical expertise and dedication have been essential in helping to meet the most daunting of deadlines.



Susrutha Devi Kutcharlapati
Delivery Team

Her Leadership made it possible to manage complex projects with tight deadlines.

Responsible in giving Demo's, POC's and then following up with the clients for closing on the prospects.



Bharath Bhushan Sunkara
Delivery Team

Bharath has major contribution on development of the KiTAP framework, consistently demonstrating exceptional aptitude in the framework's design, development, and implementation.

Pinnacle Award



Kala Venkatesan
Delivery Team

She has managed all the complexed account by putting the team together in short notice.

With her great leadership skills, she ensured that we maintain a very good relationship with the customers and ensured excellent quality with delivery.



Sai Kalyan Botlaguduru
Delivery Team

Sai Kalyan has been instrumental in the development and training of the new recruits.

He has immensely contributed to the various modules of KiTAP. He steered the development of KiTAP framework for different app types including Salesforce.



Gladiator Award



Parthasarathi Bhattacharjee **Delivery Team**

His innovative product centric approach, had helped to create a unique IPs for the organization.

In less than 6 months, he built 6 different Ips, creating a unique value proposition and building a brand image for the organization.

His new ideas and suggestions for process enhancements ensures seamless delivery.

Supported and sponsorship in evangelizing the role of innovation team to maximize our reach.

Ace Team Award



Team Skil.AI **Delivery**

A perfect and dream team that has achieved several milestones in terms of passion, innovation and excellence in deliverables.

The Team started with chatbots, AI assistants, AI powered services but rose to complete service provider on Digital/ Virtual Assistants and on the Metahuman and Metaverse

Met the expectations and benchmarks set by the Clients from time to time, adopted several new and appropriate strategies very regularly to win the applause from the Client/ Stakeholders.



KITAP **Delivery**

In the span of a mere half a year, the team has created a cutting-edge test automation platform - KiTAP.

This platform boasts a loosely coupled framework along with a suite of tools that utilize AI to make test automation simpler than ever.

The team has also made the necessary modifications to ensure that KITAP can be used with various applications, ranging from Web, Mobile, Desktop, APIs, and even Salesforce.



DQGateway Team **Delivery**

The team had the vision to create a 'Data Validation Tool', and within the first six weeks, their hard work and dedication paid off.

DQGateway was born, and with that, the potential to revolutionize the way data is handled and managed.

The team didn't stop there, as over the following months they pushed the boundaries of the product, introducing ML capabilities and improving the ease of use for Data Analysts to ensure data quality and enable real-time analytics.



FutureReady Kairos Launchpad **Marketing**

This is the team behind our new Future-Ready Kairos website. They have worked tirelessly to bring our vision to life.

Their tireless efforts and contributions to the creation of our new website has resulted in a well designed and visually stunning new identity for us on the web.

Their attention to detail, problem-solving skills, and ability to work together as a team have made this endeavor a success

CSR Award



Shashidhar Chandrasekharuni
Delivery Operations

Relentlessly working as a full time volunteer to contribute and promote the cause of giving back to the society, under the able leadership of our CEO.

Works on many fund-raising activities, one of it was starting up harvesting of food crops in the school premises.

Helped underprivileged children from villages and also organised several ration supply events, distributed educational kits, Hygienic kits & Immunity boosters

Instrumental in starting our NPO, Pennam foundation with great help from our team members. He still carry a huge responsibility of carrying out the regular charitable activities to meet the needs and requirements of all those who reach us as and when it is required.



Thank you

It is with a sense of gratitude that we are saying "Thank You" to our teams for all the groundwork you have done over the last few months to work towards creating an incomparable culture of innovation driven by a people-centric approach.

Your passion and commitment to excellence are some attributes that drove our productive journey. We appreciate your support, cooperation, and enthusiasm throughout the past quarter. This goes without saying that if it weren't for your efforts, none of the milestones we could achieve would have been possible.

We want to thank you for the extra effort you put into our journey, the sleepless nights, and the weekends. There were several junctures where your excellent problem-solving skills and creativity allowed us to resolve issues swiftly that might have quickly shifted into roadblocks.

We also thank our clients and partners who worked with us during this journey.

We are Kairos



*don't stop
dreaming*