

The background features a dark blue field with a complex network of glowing blue lines and nodes. In the center, a large, three-dimensional structure of blue cubes is arranged in a grid-like pattern, with a bright light emanating from its core. A human hand is visible on the right side, reaching out towards the digital structure.

## THE PULSE EDITION 4

“Competition makes  
us faster, but  
collaboration  
makes us better.”

HERE TO CREATE CARING AND  
**ROBUST**  
CONNECTIONS

**kairos**

# In today's world, the most **valuable asset** is not a single person, but a workforce.

With the right policies and practices in place, businesses can attract and keep talented workers while ensuring they are adequately paid and protected. By understanding how to use this valuable asset, businesses can ensure they are successful in the future.



**Sudhakar Pennam**

CEO-Kairos Technologies

“ **Broadly Positive** ”

***There is no finish line***

Insight

Wishing you all the success in the days to come

## Dear Kairosian's

At Kairos, being enterprising with technology is critical to our success. Our strategy is to invest in technologies that enable our professionals to provide clients with more innovative, customized, and value-added services by automating tasks, improving effectiveness, and facilitating better decision-making. We are in the middle of a global initiative to improve our web presence, drive consistency, and enhance functionality and the user experience.

Our most invaluable asset is our workforce. You are the ones who create, sell, devise, deliver, and support our products and services. Kairos believes that employee engagement is an investment in the overall productivity of a workforce. Our people had built up great energy during our recent team-building activities. From dinners, and movies, to sports outings - we ensured that our people had great fun while bonding and forging deeper work relations.

We want to ensure that our people are happy and engaged with their work. We are continuing with Kairos Well-Being which encompasses a variety of activities designed to improve employee morale and engagement. These activities include:

- Monthly team-building activities
- Monthly social events
- Monthly employee appreciation events
- Employee training
- Employee recognition programs

One hundred employees were onboarded in the last quarter. Thank you all for your continued hard work and dedication. We are proud to have you on our team. ***"We are passionate about our work and our products. We want you to be engaged in what you do. We want you to be Kairos."*** We will continue to help society by personifying humanitarianism and advancing new social and economic development frontiers.

## Thought Leadership

# Many businesses consider **technology** and **people** the foundation of their success.

This isn't just a slogan; it's our DNA. We believe that together, we can create world-class products and services that benefit our customers, ourselves, and the world.



**Jagadish Mankal**

CPO-Kairos Technologies Inc

“**Our passion is what makes us go above and beyond for our clients**”

Insight

Wishing you all  
the success in the  
days to come

## Dear Colleagues,

As we navigate the challenges and seize all opportunities presented by the dynamic world, we strive for better results with the help and support of our customers and employees. The feedback from our customer community energizes me, and I am confident that we can improve the inclusiveness of the products and services we provide

We will continue to invest in our people and technologies to provide the best possible experience for our customers. We continue working hard to grow and expand our business to offer more value to our customers. In the last quarter, we added a few marquee enterprise accounts; Several people were onboarded and are now making progress on multiple projects, such as Frontier communications.

I want to express my appreciation and gratitude to all employees and management staff for their contributions to Kairos' success. Our customers have been the most important source of our success, and I am sure we will repay them with the unparalleled service they deserve. Thank you for being so supportive!





# A culture of innovation is a two-way street.

On the one hand, businesses and individuals must share in the successes and failures of innovation in order to learn from each other and build upon the lessons learned. On the other hand, innovation can create challenges that businesses must address if they are to remain competitive.



Radhika Rao

CDO - Kairos Technologies Inc

“Quality is our number one priority”

Insight

Thanks to all the teams for your stellar performance and continuous support.

## Dear Colleagues,

It feels like just yesterday that I was welcomed into this community of believers, and here I am, celebrating my first anniversary with you all. Looking back a year, we are proud to have accomplished so much as **"ONE TEAM"** in such a short period. We have much work to do as we reinvest and pivot toward growth.

Kairos **"Reimagine"** continues to be our catalyst as we edge closer to our goal of becoming a transformative company. In the past quarter, organizational growth and employee engagement were two essential aspects of our success.

**Marketing:** We've strengthened the foundations of our marketing function as an independent unit, which has helped to improve brand visibility and create a cohesive team.

**New Business Win:** We secured one of our most significant contracts with Frontier Communications, thanks to one and all who have been instrumental in building the account foundation.

**Future Talent:** Our successful completion of the training of our new teams reflects our growth and progress.

**Establish a solid brand:** We are continuing to make progress on our new website, strengthening our positioning, and establishing a rock-solid Kairos brand

As we navigate a time of pivotal change, it is more important than ever to harness the power of innovation. There are many opportunities today to rebuild a more resilient tomorrow, and we must seize them. We must dedicate ourselves to unlocking new thinking and translating ideas into impact. Only by doing so can we create a culture of innovation that will help us weather future challenges.

Looking back and reminiscing over what has happened is a great way for anyone to self-reflect and discover how much they've grown and implemented new strategies for even more significant success.

Thought Leadership

# Innovation is not a drawback. It is the cornerstone of our success.

Our commitment to innovation drives us to be the best in what we do, which means putting our customers first, innovating to stay ahead of the curve, and making it easy for everyone to collide with our vision.



Parthasarathi B

Head of Innovation

“The world of possibilities”

Insight

Thanks to all the teams for your stellar performance and continuous support.

Dear Colleagues,

*Rarely in the history of humanity has a time gone by when the rate of global change has been as swift in such a short time as it is now. Many things we take for granted today, such as life-saving medications, instantaneous communication, high-speed transportation, and computers, were not available just 100 years ago, which seems almost surreal and difficult to accept.*

These various occurrences were all brought about by innovations and caused a dramatic change in how people lived. Another significant shift is now occurring. Web 3.0, Blockchain, NFTs, AI/ML applications in real-world settings, and more.

As people, we are in the enviable position of being fortunate enough to drive these advancements in our fields and being a part of the greater human community.

In the Innovation team, we are responsible for making a positive difference and delivering unmatched business value for all our stakeholders through our innovations.

We are truly fortunate to be part of an organization that believes in making the world a better place. With the continued guidance and mentoring from our senior leadership, the passion and commitment of our team members, and the faith that our clients put in us, we look forward to the fantastic journey ahead.



## Team Innovation CoE

As technology advances at a breakneck pace, Kairos Innovation CoE is laser-focused on leveraging our experience, resources, and passion for excellence to assist customers in maximizing the value of their investments and bolstering innovation and growth. In our current collection of innovation stories, we showcase these intriguing concepts we bring to our clients to aid them in their digital transformation journey.



**KiTAP is our flagship AI-powered Test Automation tool.** KiTAP is now a unified test automation platform for Salesforce, Mobile, Web, and Desktop apps. Self-healing tests, cognitive AI-powered visual tests, and intelligent regression enhance KiTAP's capacity to deliver accelerated automation.



Our **DQGateway is the first-in-class data management platform** enabling data analysts and business users by allowing no-code data connections, data quality assessment, and data profiling. DQGateway is also capable of processing unstructured data. DQGateway also offers an ever-expanding selection of intelligent connections for diverse data sources, validation rules, and multiple machine learning (ML) algorithms for data profiling.





## Team Hertz -

**The company has identified potential opportunities in Automation, Salesforce, and Integration. We are in the process of fulfilling these opportunities. New opportunities are discovered in EAM (Enterprise Asset Mgmt.), and fulfillment is in progress.**

Competency building is a never-ending process, especially in the rapidly changing world of technology. However, there are certain areas we mainly focus on to stay ahead of the curve. Salesforce, Automation, and EAM (Enterprise Asset Management) are all areas where new developments are happening within the company, and we are progressing to compete.

To prioritize the processes and needs of the company, an assessment of the CMMi level 3 was kickstarted.



## Team Overview

**To help stakeholders better understand and visualize the state (Pass/Fail) of Azure DevOps pipeline operations, we have developed a low-code automation solution in Power Automate. Depending on requirements, this can deliver data daily or weekly.**

We are developing a system that streamlines the training and certification request process for the Quality Assurance and Enhancement (QE) team. It includes a built-in approval process for training and certification that needs to be funded.

The team has begun looking at the feasibility of automating some aspects of accessibility testing using UiPath. The Kairos QE team is putting in a lot of effort to be a part of the QE Hackathon and will be presenting some intriguing sessions on their previous pioneering work.

A modern workplace is being developed using Microsoft tools like Teams, SharePoint, ADO, Chatbot, Power Automate, etc.



## Team Frontier

**In telecommunications, the name "Frontier Communications" immediately evokes memories. In addition to providing local and long-distance telephone service, it also offers broadband internet, digital television, and computer technical support to consumers in 29 states across the United States. More than three million people use broadband Internet in the country.**

We teamed up with Frontier in July 2022 with 18 resources, and we've since more than doubled that number (to 38) with resources located throughout India, the United States, and Mexico. We supported QE with their Mobile redesign project, delivering Automation and non-functional testing (Performance, Security, Mobile Device testing) under tight deadlines, which got us significant appreciation. We have established a hitherto unthinkable standard regarding performance and security in the Frontier market. We could automate their mobile app and their Dotcom app in record time. Using the intelligent Test Automation framework KiTAP developed by Kairos, we could automate 75% of the dotcom testing in just two weeks, covering 200 test cases with 470+ validations. The Client saw and approved it, so we can move on. We also provide SRE and DevOps Digital Platform Support and quantitative easing. Kairos QE has quickly become the chosen QE partner among other QE suppliers, including a Top Tier 1 vendor, because of our QE team's technical proficiency, excellent performance, and intense dedication.

## MARKETING TEAM

The marketing team is focused on growing our brand and positioning our company in the last quarter. A lot of plans and strategies are being made in the coming months to make sure that we establish our brand name and make it big. We will launch our IP-led solutions over the next few months to achieve this. Last quarter, the marketing team was focused on the following:

We are working on creating brand visibility for Kairos in the North American market by building a digital presence.

We have started publishing blogs, case studies, Battle Cards, and whitepapers. We have also been writing about the Kairos product line.

We have also created a set of templates for our marketing collateral. We aim to establish Kairos as a DQE and DT space pioneer.

We are restructuring solid employer branding to ensure employee engagement and attract new talent. We are progressing with the website revamp.

## TEAM SKILL.AI

**Our CEO's unexpected visit to the Vizag family this quarter was the most memorable of his many trips. The Team was struck by his surprising visit while having what they thought was a routine staff dinner at the Waltair Club. A plethora of games and other unplanned activities immediately lightened the atmosphere. All night long, Teams partied to their hearts' content, creating an atmosphere reminiscent of a lively party.**

Vizag Team's ingenuity and resourcefulness shone during the 75th Indian Independence Day celebrations. The members were divided into four teams: Vande Mataram, Jai Hind, Chakra, and Major Vikram Batra. Each Team has to decorate their space to make it pleasant. The office was filled with bright tricolor decor radiated throughout the office. So much originality was incredible, with many promising perspectives and ideas from team members. As everyone was vying for the prize, the Jury had a challenge deciding. Ultimately, many hearts were won over by Major Vikram Batra's Team, and they eventually won.

When celebrating or performing a Pooja, it is customary to first invite Lord Ganesha into one's house or office. Ganesh Chaturthi kicked off the festive season perfectly. This year's festival was lively, eight teams were formed, and participants created an eco-friendly Ganesh idol. The workstations were used as mandaps, and every creation of the model was a delight to sight. The models were displayed in the office for five days before being given away for immersion.





NRIVA proudly welcomes Sadhguru to our  
6<sup>th</sup> Global Convention

#SaveSoil

#ChaloChicago



### CEO meeting Sadhguru

On July 4th, 2022, CEO Sudhakar Pennam interactive session with Shri Sadhguru Jaggi Vasudev took place at 6th Global Convention of NRI Vasavi Association (NRIVA) held in Dallas. The event was covered by various media houses and was attended by many people. The interaction between CEO Pennam and Sadhguru Jaggi Vasudev was enlightening and touched on a range of subjects that are important for the society's wellbeing.



**EVENTS ORGANIZED THIS QUARTER**



**GET TOGETHER WITH CEO**

CEO threw a get-together party for the Hyderabad Team on July 29th, 2022. The **Red Rhino Pub** was the perfect place to have a get together party. Employees and management alike came out to enjoy a night out. The atmosphere was festive and fun, with music blasting and lots of laughter. Jul-29



**ITS SHOW TIME WITH CEO**

ton Aug 25th, 2022, all employees watched a movie with the CEO. It was a great way to unwind after work and enjoy some time together.





## DAY OUT WITH CEO

Employees had a great time on their employee day out with the CEO. They went to a resort, played games, and ate food they were excited about. The employees were so happy that they all started a blog to document their experience.

## PARTY TIME WITH CEO

The Vizag team had a great time parting with the CEO. He was friendly and exciting. We had a lot of fun and are looking forward to future events with him.



## TOWN HALL MEETING WITH CEO

On 9th Aug 2022, the town hall meeting with CEO was held. The purpose of the meeting was to discuss the company's future and discuss the concerns of the teams. The CEO responded to all the questions and gave his thoughts on the company's future.



## INDEPENDENCE DAY COMPETITION

The Independence Day competition is one of the year's most exciting events. This annual event features a variety of activities that celebrate Indian Independence. From singing and dancing competitions to decorations, there is something for everyone to participate in.



## GANESH IDOL-MAKING COMPETITION



Our office is always looking for ways to improve our eco-friendly practices. This year, we decided to compete in a Ganesh idol-making competition! Our teams were able to make some great examples of what we could do better.





Contribution of Power Inverter to **Nethra Vidyalaya**, Visakhapatnam

*Heartful thanks to*  
**Mr. Jagadish Mankal**  
CPO - Kairos Technologies  
and family for being a donor of Pennam Foundation.



<https://pennam.foundation>

## JAGADISH MANKAL AND HIS FAMILY DONATION ON INVERTERS

Our **CPO, Mr. Jagadish Mankal and Mrs. Swapna Mankal**, contributed UPS Inverter to Nethra Vidyalaya (Visakhapatnam), which will help the school to run their computer labs, Braille script encryption labs and more importantly to provide basic facilities like fans and lights to the girl's hostel. This would ultimately improve the infrastructure and standard of education at Nethra Vidyalaya.



## CLOTHES DONATION DRIVE

A recent donation drive by the Kairos teams helped to provide clothes for the old-age home. Volunteers collected clothing from all the employees to donate to the house. The donations will help to improve the living conditions of the elderly residents.



## MANDATORY TRAINING FOR LEADERS ON "BUILDING LEADERSHIP." FROM OUR WELLNESS PARTNER.

Successfully organized mandatory Training for leaders on "**Building leadership.**" This Training was designed to help current leads/managers to be ready for their next role. Our wellness partner was instrumental in helping us to deliver this Training, and we are grateful for their partnership.

## SAVE THE CHILD INITIATIVE

The "**Save the Child**" Team came to our office on Aug 2nd, 2022! They were looking for a new way to help children in need. We are excited to work with them and help make a difference in the lives of children.



## CYBER SECURITY AWARENESS SESSION

Cyberabad police department has organized a cyber security awareness session on Jul 18th, 2022, at Kairos, Hyderabad. This event provided a platform for the teams to learn about the importance of cybersecurity and how we can safeguard ourselves from cybercrime.

# KAIROS GLORIFIED

## TORCH BEARER

### Ravi Kumar Plusu



*Ravi is truly a torch bearer for the Innovation team at Kairos.*

Ravi is a go-getter and is open for any technical challenge. He has shown outstanding level of ownership & commitment in leading the development effort for DQGateway. In addition to DQGateway he is making a positive difference to other initiatives as well with his expertise, zeal to learn and ability to execute. He has also been instrumental in mentoring junior team members and getting them up to speed quickly.

## ACE PERFORMER

### Sudhakar Pulagam



*Sudhakar is truly an ace performer on the Innovation team at Kairos.*

Sudhakar Pulagam makes things look easy when it comes to UX design and UI implementation. He possess the ability to understand user interaction patterns, translate these into solution UX design and create necessary code artefacts to bring to life amazing user experiences for our IP solutions and products at Kairos.

## SCIENTIST

### Sai Kalyan



*Sai Kalyan is our scientist architect on the Innovation team at Kairos.*

Sai Kalyan embodies the word "I'm possible" and turns seemingly impossible things into possible. His curiously brilliant mind is always at work finding ways to make automation happen in simpler ways. He has been at the forefront of the development of our automation platform - KiTAP (Kairos Intelligent Test Automation Platform) infusing KiTAP with the power to automate applications across a wide spectrum of technical diversity, ranging from SaaS applications on Salesforce to desktop applications built using Java Swing and all in between such as Web, Mobile and API apps.

## EXPERIMENTER

### Abilash Bysani



*Abilash is truly an experimenter on the Innovation team at Kairos.*

Abhilash can do magic with code. His ability to quickly understand architecture and design elements reflects in his code. KiTAP (Kairos Intelligent Test Automation Platform) comprises many loosely coupled components and microservices. Abhilash has been involved in the development of many of these capabilities. Abhilash is genuinely a budding star on the Innovation team at Kairos.

# KAIROS GLORIFIED

## ACE PERFORMER

**Rakshitha V**



Rakshitha is a fantastic resource for the marketing team. She is always punctual and works very hard and efficiently in her work. Her ability to communicate with other departments of the organization is top-notch. She always seems to be able to find a way to get things done, regardless of the obstacle. We would greatly appreciate her professionalism.

## TORCH BEARER

**Phanikar Reddy**



Phani is the Captain Cool of Frontier team, who has been leading from the front by demonstrating absolute commitment, team management, and extraordinary leadership with utmost focus on quality and of course staying cool even during tough times! He did an excellent job creating JIRA dashboards and standardizing the status reports for the Leadership team. Clients are greatly impressed not just with this performance but also his cool nature!

## ACE PERFORMER

**Annesha Majumdar**



Her dynamism in supporting the different/any tracks (Mobile redesign QA, Test data creation and TDM strategy ) and her exuberant participation in several client calls has Wowed the client! Three cheers Annesha. Keep rocking!

## TORCH BEARER

**Vasu Sandeep**

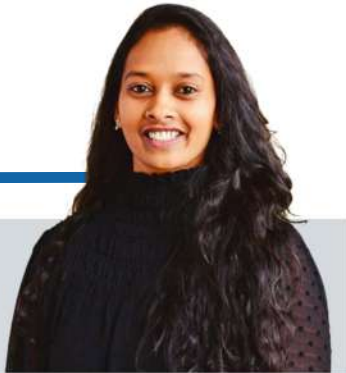


Has exhibited wonderful performance in leading the Mobile redesign project, on track. He has created the JIRA dashboard to capture the project status which is being published as part of the DSR to the Frontier leadership team and has received good feedback. Great job Phani!

# KAIROS GLORIFIED

## ACE PERFORMER

**Anusha Konchada**



Anusha has displayed impressive performance supporting multiple QE tracks (API testing, Visual Validation, Automation) and multiple projects in parallel, with dedication and commitment. The Client has highly appreciated the quality of her deliverables and attention to detail. The enormous effort she put into this job is very commendable and appreciated.

## EXPERIMENTER

**Gourav Sehgal**



Gourav has shown excellent skills and dedication while working on Business Process Automation initiatives. He quickly developed RPA PoC for document processing, and his attention to detail in Automated Email reporting was very well received and appreciated by clients. The work and assistance he provide are top-notch.

## EXPERIMENTER

**Narayana Swamy**



He quickly learned the new Automation tool AccelQ and played a crucial role in automating the mobile app within a short time and under stringent project timelines. Appreciate his hard work and commitment. His can-do attitude is commendable!

## ROCKSTAR

**Sri Harsha**



He is the Rockstar of the QE team, with his fantastic performance in the multiple projects he manages in parallel. He has unearthed some critical findings in the test data flow, which were unnoticed for several years! He has created a hybrid automation framework single-handedly and, as part of the PoC, has achieved 75% automation coverage of the Client's Dotcom application in just two weeks with a 90% reduction in execution time. This was well received and appreciated by the Client and other QE vendors and got the go-ahead.



# KAIROS GLORIFIED

## BUDDING STARS

They all were allocated to a demanding project with an aggressive schedule and little time to learn. From day one, they all had to perform and give their best, and they did it! They showed great attitude, utmost commitment, dedication, and ownership in their tasks. Overall, their contributions helped meet the target date. Kudos to these fantastic stars!

**Rajesh Nagaraj Phadnis**



**Mubeena Kausar**



**Cheryshma Sree**



**Aswiniroy Gumpina**



**Manikantha Ponduru**



# 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*