



Newsletter

Issue 1

November 2015

GROWING

The word "GROWING" is displayed in large, metallic, three-dimensional letters. Each letter is filled with a grid of small, diverse human faces, suggesting a community or team. The letters are arranged horizontally, with "G" on the left, followed by "R", "O", "W", "N", "I", "N", and "G" on the right.

**"Growth is never by mere chance;
it is the result of forces working together."**

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EDITOR'S NOTE



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Hello everyone. This Newsletter provides me a chance to reflect on what the Organization has been able to achieve in the last few Months.

Reason behind to publish this magazine is to give overview of happening in the Techflow since January 2015.

Techflow Engineers (I) Pvt. Ltd is in to services of development of model or structure as per specification of our Clients with the support of the latest software specifically designed for

the purpose. This is story of expansion of business and teams, views and thoughts of our Key Members. We have implemented new strategy for the development of our employees through training and new career path.

We make our employees to feel belonging to Organization by keeping them engage with the Organization by arranging some events program. Regional Manager of Goa Branch has shared their experience during the Office Picnic at Dandeli jungle, Karnataka. Techflow employees are full with enthusiasm and always ready to share their ideas, suggestion and views which we have considered for our edition.

Running this publication has been one of the most enjoyable experiences in my life, and I thank all of you readers and contributors for making this possible.

CLIENTS



PRESIDENT DESK



Uday Khandekar
President

Gn this very competitive yet volatile market it was not easy to imagine something beyond running a business. But, to provide our clients with best services, at a price viable to both of us hard work on Promotion, Management and further Execution front have proved themselves. Nevertheless, with this staff of 350 members, there comes a responsibility to feed good number of jobs in each and every office.

Yet a lot more needs to be eventually leading to employees and business progress we have expanded our business two times in the last six months.

A lot of exertions, lot of time have been devoted to grow to this size and position. I have to say... Certainly our done to provide absolute on time, quality and paramount services to our existing and prospective clients, to keep our customers happy and also to sustain ourselves in the toughest market situation.



NASCC: THE STEEL CONFERENCE

March 25 -27, 2015

Held in the month of March, Techflow USA team had participated this Steel Conference with full enthusiasm and zeal. Especially conducted for Structural Engineers, Detailers and Fabricators this conference is a prominent show held each year in USA.

The American Institute of Steel Construction (AISC) host their annual NASCC – The Steel Conference. The AISC organization supports industries in structural steel design and construction. This annual conference provides engineers, fabricators, detailers and erectors the ability to interact on industry trends within the construction of metal buildings and bridges.

This year NASCC The Steel Conference was held in Nashville. It was tremendous success with the highest attendance ever!

FROM VP'S DESK



Joel Hicks

Senior Executive VP – Techflow, Inc.

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It has been a year now since we formed Techflow, Inc. here in the U.S. and joined the Techflow team. What a whirlwind year it has been! We are very happy and excited here about the past year, and about what the future holds.

I was very fortunate to be able to come to India and visit the Mumbai and Jalgaon offices and look forward to returning and possibly visiting some of the other newer offices in the future.

It is very exciting to see the growth of the offices and added manpower and facilities. We have, in my opinion, made good strides in many areas of improving both production and quality of our work. Many of the QC policies, teams and procedures that have been set up help strengthen our position in the market.

Customer service is of great importance to me when I go out and meet with our clients and with potential clients. Our business is not easy, there are challenges every day, but at the end of the day, I truly believe that we are the best detailing company in the world, and I appreciate everything that every one of you does in order to achieve that. I go into these meetings with great pride in our company and personnel.

As we move into the coming year, we hope to meet as many of you as possible and to have more team leaders come here to our office in order to build up both groups, here and in India. Let's continue to work together to overcome the obstacles, strive to listen to each other and grow together. We look forward to meeting more of you and having more interchange between our offices in the coming year.



Billy Whited

Head – Operations – Techflow Inc.

W

hat an extraordinary year this has been. Doors have been opened and opportunities presented that were unthinkable a year ago. There have been great strides and achievements but we still have a long way to go and much work to do. The coming year will be filled with high expectations and we must all be totally committed to ensure our success. One person alone cannot do this,

only a concerted team effort can make this a reality. I challenge each of you including myself, to evaluate our performance on our individual tasks. How can I grow? How can I better do my job? We must set our goals high. To be the best takes discipline and a belief in ourselves and our abilities. We need to learn from our past mistakes and keep our eyes focused on the future.

I look forward to working with all of you to meet the challenges that lie ahead, to ensure the growth and prosperity of Techflow.

FROM VP'S DESK



Arif Qureshi
Vice President

Things always keep changing in the world, I still remember the disastrous Market Recession in US, in the year 2008 when there was slowdown everywhere. Many small detailing firms, which had grown up like mushrooms in good time just got disappeared in those days.

It was obvious that recession had affected even us to some extent, but fortunately, as we had couple of large size projects with us from Middle East, South Africa and Australia we

sustained the adversity. We had secured those jobs from our clients, due to their confidence on us, because of our continues dedicated, qualitative & timely services.

I must say that we all are very lucky under the very energetic, positive leadership of our President Uday Khandekar.

When everywhere there was nervousness in market, in fact we lost our big fabrication venture too during this bad time but still with his strong willpower and energy he stood again to take the complete responsibility of Techflow.

With his bird's eye view and long go Vision, he did lots of big decision recently, like takeover of Structural Tech, re-starting the Techflow Inc, Marketing visits in almost all parts of USA, expansion of offices outside Mumbai, implementation of Incentive system to boost the team's morale and develop services to clients....etc.

Things are started to change again, this time fortunately it looks positive. Even though it's not yet completely promising but still it's better than the earlier. Also all the above efforts have started giving their good results...

Now it's our time to make these efforts worth by retaining our valuable customers by providing them with continues dedicated, qualitative & timely services which is the only Key to sustain and grow in the market even while recession.

We all can feel now that "Techflow is Growing", however there are lots of effort & time spent for this growth. To keep it growing, we know the importance of continues dedicated, qualitative & timely services.

This journey is just the beginning, we have to go a long way. Luckily there are lot of opportunities coming to us to grow further and I am sure that time will bring more growth to us. We all just need to be "Committed to Quality and Customers".

BUSINESS FORMATION



Expansion in USA

In a major step forward in our expansion and development plans, Techflow INC has acquired the ongoing business of StructuralTech in Alabama, USA. All the prestigious clients of StructuralTech believe in us and have entrusted us with their crucial projects for precise execution.

Joel Hicks, President of NISD, formerly President of Structural Tech, has taken over the major role as the Senior Executive VP of Techflow INC.

Since June 2014, following the acquisition of another business with no lesser capacity, Techflow's entire Team in US and India is all engaged with projects of good size. Various commercial as well as Industrial projects are already in the way towards execution. Ever since the acquisition our quality and quantity is been augmented gradually. Techflow family is been added on ever since the success.

We have been opportune as few more, very experienced and talented detailers from the past organization have joined us to multiply our capacity along with our existing team. This added team is an advantage to promote and enhance our work quality. In a way Techflow has achieved one more milestone in its history of working.

Expansion in India

Expanding business is an exciting proposition. It means it's doing well and ready to grow to the next level. After relaunching of Tefhflow Inc in Alabama, USA in 2014, We have started planning on expansion of Business across India.

After well establishment of Mumbai and Jalgoan Branch offices, Techflow has established more offices in Goa, Nashik and Ratnagiri. We have started Goa branch in January 2015, Nashik Branch in March 2015 and Ratnagiri Branch in May 2015 with count of 15 team

members and today we feel proud to say, after nine month we have expanded the count of team thrice than earlier.



BUSINESS FORMATION



Jalgoan office

We estimate an annual raise in our production capacity by another 10000 tons to be executed through this new offices. Viewing the trust and confidence our clients have entrusted on us; Techflow has augmented in its size and capacity. For precise and timely project execution Techflow has not only raised its infrastructure but also added 150 + team members to its existing team of 200 employees and have plan of adding another 60 to 80 more talented and qualified detailers.



Goa office



Nashik office



Ratnagiri office

AVEVA Bocad Software

Apart from the expansion and development of our offices in various parts in India, Techflow has made a remarkable up gradation in its software capacity. In a deal signed with AVEVA, Techflow has entered into an agreement of purchase of **100 AVEVA BOCAD Steel Licenses** in Feb 2015. We have started utilization of AVEVA BOCAD Steel Licenses from Jalgoan and Goa Branch Offices. Very soon we will be starting utilizing it in other branch offices.

VIEWS



Ritesh Patil

Regional Head - Jalgoan

When I joined Techflow it was a small firm named Flowtech in Thane with 14 employees. When I joined it, there was no such glamour that motivated me. **But after two to three months of my joining I realized that there was**

an immense passion in my bosses to grow and make it large. There were several occurrences when we all were working day & night most of the week along with new challenges every day but we never felt tired. In fact we used to enjoy that because most of us had only one aim in mind i.e. 'to grow the company & grow ourselves'. I don't have right words to express that but all I can say is that we were intoxicated with the aim to grow and make it large.

'Target' this term now days are very popular in private sector. Mainly it relates to profit & loss of company. It is an important factor but there is also another side of the coin i.e. 'Quality'. This side of the coin, if compromised to achieve target drags down the profit and also results in losing a customer which is very unhealthy for a business. In this era of detailing client have many choices of vendors as many countries like Philippines, Brazil, China & Poland now are knocking doors of clients with very low costs as they desperately want to become a part of this sector at any cost. In this scenario quality is a main factor along with the target to be on the top of global competition.

Based on current scenario the need of the hour is to achieve targets along with world class quality. To achieve this there are three important factors:

- 1. Man power. 2. Infrastructure**
- 3. Effective working methods & management policies.**

'In short my methodology is to recruit knowledgeable Engineers with excellent communication skill. Train them continuously on various aspects i.e effective use of software, effective written & verbal communication with customer, quality awareness, logical reading of contract dwgs which are substandard now a days and finally how to do smart work to achieve optimum output.'

Firstly I would like to say thanks to Techflow for recruiting me. Not only for recruiting me but also showing faith in me because number of times suggestions given by me were directly implemented. I would also like to thank for the freedom in working environment provided by company. 'What is important for results' has been very nicely taught to me by Techflow & in a very professional way. Techflow has also taught me several other things and still I am on the learning curve even after 13 years of my service to the company. I think my greatest life achievement in Techflow is the long service taken by the company.

As I had been on a managerial post from a very long period, I want to develop such candidates who will run the show successfully with or without me in future.

Six month vision is a small vision to talk. Looking at the current scenario where our company is going through a transformation phase quality is a major factor that we are currently concentrating on. Transformation phase means we are on the verge of becoming a very big organization in our sector in near future. To achieve this aim quality will be a very major factor and therefore for the next six months our vision is to train and prepare every single person in the office on various aspects that will boost the process of transformation.

VIEWS



Vaibhav Patil

Regional Head - Goa

Even though I had graduated in BSC (phy) fortunately my profession shifted towards structure instead of physics. Once into track of my career path I never looked back.

I had immediately, straight and forward framed my aims and just gave a steady direction to it. Even now while functioning as Regional Head of our Goa office I am pursuing my MBA (Operation Management) yet thinking bigger.

While working with team having various levels of capacity, weakness and advantages, I realize one thing is

that instead of setting targets and making them work on it, I motivate them to work for the best and they attain the target. A lot of patience, dedication, energy and most important focus are required towards all the team members to help them that they need to achieve. I share all my experiences, give them their work feedback and advise them as and when required.

I am really proud of my team who could achieve the Incentive targets of Rs.6 Lakhs and Rs.8 Lakhs simultaneously, within six months proving the optimum utilization of time on job.

"Everyone talks about building a relationship with customer. I think we build one with our employees first."



Hemant Kolhe

Regional Head - Nashik

Techflow has become strong foundation for my Managerial Roll. I have joined to Techflow as a Regional Head at Nashik Branch and I got opportunity to face new challenges into overall development of teams and achievement of organizational goal.

At initial stage of my carrier, I worked as a Junior Checker and started working and exploring on various areas like Quality & Project management, Production, planning & control, Training & development department.

I found Techflow itself is added value for new exposure to perform my skills. As I just started with 6 months before, we are able reached up to 36 numbers with good employees and handling project with 3 teams. Development of employees is the development of Organization is the simple strategy I believe. Delegation of responsibility and accountability among team is the base for creating opportunity for them to achieve organizational goal and enhance their carrier. Expansion of Nashik Branch by driving multiple teams who can be capable to run or handle individual project simultaneously is my core Vision.



Ravindra Sarfare

Regional Head - Ratnagiri

I have Completed 25 years of my career mostly in Design and detailing. I must have to say it was challenging and full excitement for me as it was a

huge opportunity for me to Accumulate and develop my Technical Knowledge exponentially!

In previous organization I worked as Sr. Manager where I was handling team of 20-25 people and we were working on various International Design Projects. I have also trained people for basic drawing arrangement for design and basic drafting

standards to branches within India as well as to overseas branches.

Techflow has given me great opportunity for the set of new Branch office at Ratnagiri location. I have been with Techflow since 6 months, as a Regional Head at Ratnagiri Branch. I believe that development of organization depends on development of their employees. I want to update and upgrade my team by providing them more technical training which will help them to increase their capacity to achieve the target of job.

With help of previous experience, my skills and knowledge I would like to take more challenges to take Techflow on Top.

VIEWS



Dhanaji Yadav

Office Manager

I had started my career with Techflow as Cad Operator in May 2002. And with this opportunity, I have decided to do such a job or work on assignment that would be challenging and will make my future bright.

I never thought about the professional hierarchy path. I always try to give my best & for that I have been given one by one responsibility. I restore those in golden opportunity to steps on ladders of success by obtaining Office Manager Roll. Training on Tekla from Techflow is one of cause of my strong Technical knowledge.

I want to be familiar with my team to motivate them to get the job done as per the task and client requirements.

We have nominated some team member to visit at our US office to interact international clients and for training of new jobs. Techflow is taking care of his employees' performance by reviewing their performance on monthly basis and motivating them in form of recognition by offering them trophy like "Techflow star of the Month". I feel proud to say that first "Techflow star of the Month" have been selected from my team members because of his dedication and sincerity towards his job.

I strongly feel that expanding of Business is possible by utilizing young, enthusiastic and energetic manpower by giving them relevant training needed for job. Within coming 6 months, I would like to find further training program which can be useful for my team members to become technically strong.



Swarupa Sawant

Office Manager

I joined Techflow in 2010. I am working with Techflow since 4 years. Before joining Techflow I was working as Senior Modeller. In Techflow, initially I started with team of 5 to 6 people and now there are total 20 peoples working with me.

With these 20 peoples we set monthly target to achieve with team spirit and positive approach. One of major project which I did in Techflow is Surrey Civic Centre. As Team Leader this is my first project which was cause of inspirable for me and that was virtuous start of my Team leader quality. Using strategy of Implementation of lean activities within teams to get target orientated productivity is my main motive.



Dipak Bandre

Office Manager

I had started my career with Techflow in the year 2006 as a Junior Editor. As and when I knew about the Professional hierarchy path I decided to climb the same and reach at the top. and left the rest. Even as Modeller I always tried to make my work look flawless.

I always had plans in mind about my work approach, if someday I was promoted to the position of an office manager. Now when I am a Manager I feel so confident and positive. Of course even my responsibilities have been added but I believe in myself and my team.

To solve the technical issues through a broader prospective and fine-tune working knowledge apart from the frequent In-house Training, we have now started training our Team Members through our US office.



Santosh Chougale

Office Manager

I have always been fascinated towards the role of an Office Manager. From the very beginning of my joining this organization, I had imagined being in this position and today I am very happy to see myself here. I believed in hard work, dedication and team spirit and tried my best in each role.

As an office manager I would like to see my each team members accepting responsibilities assigned to each of them with full urge and confidence. Each person without

any excuse does their role willingly. Also for precise execution on job we always plan and proceed. Our advance planning shall make us the best team amongst the rest and we shall satisfy our customers fully. I would recite the quote said by our National Leader Mahatma Gandhi.

"A customer is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption in our work. He is the purpose of it. He is not an outsider in our business. He is part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so."

QA & QC

Quality Assurance and Quality Control

For any company Quality Checking is the department which reflects a company's quality of work. It's of imperial importance even for us because our drawing quality largely depends on this division. The more it's enriched the more we execute quality service. Due to which this division is being mainly developed besides regular checking. Standardization of procedure and process helps to surge the quality of work. Beyond checking of quality, we make sure if all standard & specific procedures for quality assurance are being followed uniformly on all projects. We are giving quality assurance by periodically checking of quality to find easiest and more productive way for detailing and checking.



Qasim Shaikh

QA Manager

I was introduced to checking in the year 2009 than onwards, time to time I have updated myself with precise execution of project as per laid down standard. I try to adhere to clients expectations and put all my efforts to make it happen.

Being Quality manager I ensure that the check list of Responsibility & Quality procedure are being

followed in all offices. Also my efforts are to get superior quality of drawings from the Editors for checking, so that we save time and meet schedule.

To be a quality Checker, I believe Checkers need to be in touch with the Editors which shall be eventually checked by us. My experience says that we need to "meet, discuss, amongst team members all the project requirement and the way to avoid repetitive mistakes they make while they execute a project" this way they shall deliver the best quality service.



Sumedh Mokashi

QC Manager

I found this had been a great journey with Techflow being with it since last 3 and half years. Before I joined Techflow, i was searching for a good platform where I can utilize my skill and give my best. Techflow gave me that opportunity. I had been employed by techflow as a fresher.

I was desirous to learn and grow with intellectual minds of leading organization and Techflow provided me the same to develop both professionally and personally. The freedom and creativity provided at Techflow helped me to innovate and bring forward my ideas to provide a useful service out of my work.

As a member of a leading organization, I always believe to keep my objectives "SMART" as S- Specific, M- Measurable, A- Achievable,

R- Realistic and T- Tangible. Working on this principle provided me an effective guideline to efficiently execute all the job responsibilities given to me in prescribed time limit and with best of my working ability.

Within 4 years I have been promoted as a QC person from Jr. Editor. This is the greatest professional achievement with the Techflow.

My profile is to fulfill the fabrication requirement for the structural steel component using engineering drawings, specifications, industry codes and the instruction of engineer and architects. Basically my work is to review production and keep watch on implementation of Quality Process as per customer's needs.

My intention of develop my carrier along with my respective team members, without whom we cannot achieve the path of growth. I believe in the spirit of team working and intend to imbibe the same in my colleagues and subordinates.

TRAINING & DEVELOPMENT

On Job Training and Development for Staff Member

We are keen at upgrading our staff Member in the updating knowledge of engineering for structural steel detailing project. We have taken initiative to lead our project manager through training by Techflow INC to do project management for Techflow INC from India. We have deputed our two Project Manager Dattatraya Atmaram Kumavat and Satish Patil for training for 3 month at Techflow INC, AL, USA and planning to depute some more staff for training at Techflow INC, AL, USA for their development in the skill of Project Management.

Apart from this, we have started On Job Training Program for our staffs which enhance the opportunity for them to be familiar of Advance Technology in the detailing field. By recognizing talent in the organization itself which can lead On Job training program, we have appointed Harishchandra Patil. Our main intention is continues development of team skills though varies training programs and supporting the working teams for their Software related question and helping them to fulfill the client's requirements.



Harichandra

Manager Training

I was just passing out when I had started my journey of professional life with Techflow. After a couple of weeks of training and working for some span of time and gaining enough knowledge to be a Trainer, I was put in this department. In fact this department of erection drawing training was started with me.

When I was given with a batch size 10 to 12 staff member, firstly I provided them 4 to 5 days of shop drawing training, then a detail almost 15 days live shop drawing training is provided and a week's training of erection drawing. To make them practically understand the subject, half day training and half day working system is established. I enjoy working with Techflow that's why I am here.

Soft Skill Training Program



Mumbai



Jalgaon



Goa



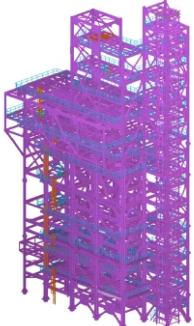
Nashik



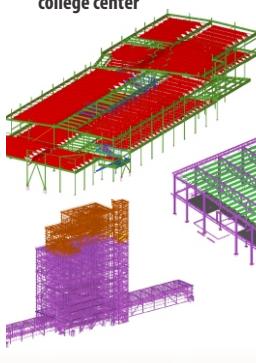
Ratnagiri

PROJECTS

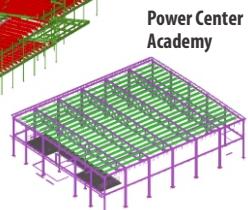
Slag Dewatering Structure



North Idaho college center



Power Center Academy



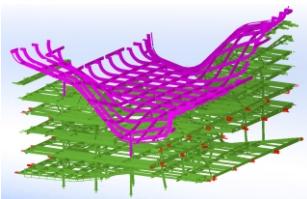
Motion Gate - 7 : Main Gate



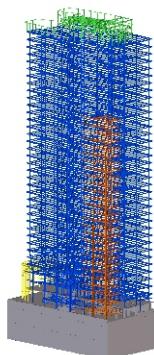
Rockwork



OPUS



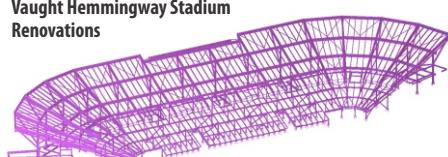
Madison Centre



Guam Hanger



Vaught Hemmingway Stadium Renovations



FROM HR DESK



Neelam Dighe

Manager - Human Resource & Admin.

In the Journey of my HR Professional life, I found Techflow as a platform to enhance my career practically. I joined with Techflow in January 2015, and at initial stage it was really challenging for me to cultivate new culture in Techflow in the form of development of employees and pull out the new talent.

I am very happy that Techflow has given me this opportunity to prove myself. As an in-house Human Resource Staff, I could understand that how important Human Capital is to the company's Top to bottom line. And accordingly we have started working on Manpower Planning, Training and Development and Employee Motivation activates.

During the growth phases of our Organization, we identified needs of training for existing staff. Considering this we have taken decision on transformation of our existing employees in self-development, performance improvement and started Soft Skill training program in all branch offices. We have introduced training program on Stress management and 360 Leadership Quality which started on 22nd Aug 2015 in Mumbai Office and organized it in all branches successfully.

To keep employees motivated and engaged at work with Positive approach is to help them make progress toward meaningful work. We have introduced "Techflow Star of the Month" Trophy for the best performer of the month in Aug 2015. Strategy to implement this is not only to motivate and encourage our employee to perform well but to review the performance of employees on monthly basis to identify the gap of competency and lacking of employees.

To develop feeling of belongingness of organization among employees we have taken one more steps. We started Birthday celebration of all employees by gifting them with Greeting Card, Chocolate, etc.

To create win-win situation in organization, we are planning to implement some more additional Employee motivational program in future like Events to keep employees engage with the organization, on Job Training (Soft skill and Technical), Annual reward and Recognition Function etc. In addition to this we have declared the Prizes for Top performers (on Annual basis) E.g.: For Top performer we have declared Foreign Tour for 5 days (for 2 persons). For Second best performer, Domestic Tour for 5 days (for 2 persons). For Third best performer, Holiday package for 5 days with in Maharashtra (For 2 persons) and manymore.

EVENTS

Independence day celebration



Event of Navratri and Dussehra



Birthday Celebration with Techflow Team



REWARDS & RECOGNITION

"Techflow Star of the Month"

FOR THE
MONTH OF
AUG. 2015

Mumbai Branch :
Laxmikant Prajapati



Jalgaon Branch :
Bharat Nikum



FOR THE
MONTH OF
SEPT. 2015

Mumbai Branch :
Swapnil Jadhav



Jalgaon Branch :
Avinash Patil



Goa Branch :
Umesh Sarang



Nasik Branch :
Mohan Bodke



Goa Branch :
Sandeepkumar Gowda



Nasik Branch :
Nilesh Shinde



Ratnagiri Branch :
Salman Mirkar



Ratnagiri Branch :
Kunal ghadigaonkar



Like a vintage auto,
your value increases year after year.
Happy birthday to one of the best and
most loyal employees ever!

Happy Birthday



PICNIC OF GOA TEAM

Dandeli Jungle, Karnataka

We got some incentive from Organization and we have decided instead of spending this Incentive amount somewhere else, we decided to utilize this amount by arranging some adventure picnic. And, we decided to go at **Dandeli Jungle, Karnataka**. It was really nice experience being close to Nature in forest area. The best attraction in this picnic was night stay in Forest with nature and fresh air. We really forgot for one night that we are in detailing Company and experience of stay in forest took us in the memory of Jungle book which we used to watch in our childhood.

We stayed in "**Kingfisher Jungle Stay**". The food was amazing with their services. Aroma and taste of food in Forest was really better than five star hotel. We felt nice to have meal in Forest.

We did some activities on first day like water rafting, Jacuzzi natural water bath in Kali River and then saw Supa Dam with their back water. On second day morning we went

for Nature walk in jungle to hear song of birds, the breeze that sways trees and then did kayaking, Coracle Ride in water.

With this great experience, everyone now decided to get more incentive in future to have better adventure trip next year than this one. We would like to guide that to have one group trip at least in a year to get relaxation from daily work load.



PICNIC OF GOA TEAM





Techflow Engineers (I) Pvt. Ltd.

Mumbai

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