

# Accion Labs Capabilities and IP Portfolio

This document outlines the key elements of Accion Labs' multi-dimensional capability matrix, providing a comprehensive view of the organization's strategic approach to delivering technology solutions.

## Strategic Pillars

The four strategic pillars represent Accion Labs' core areas of expertise and service offerings:

Pillar	Description	Key Focus Areas
Digital Products	End-to-end digital product engineering services, from ideation to implementation and optimization	Product Portfolio Rationalization, Re-engineering & Modernization, Experience Design, Blockchain & dApps, IoT, Cloud Native Applications, Digital Product Management, Custom AI Copilots
Data	Comprehensive data services including architecture, engineering, analytics, and artificial intelligence	Data Architecture & Engineering, Analytics & Business Intelligence, Big Data & Realtime Analytics, AI/ML, DataOps, Enterprise Search & Knowledge Management, Healthcare Data Solutions, Data Transformation & Migration, Medical Imaging & Diagnostics
Cloud	Cloud implementation, migration, and management services across major platforms	Microsoft Azure, Amazon Web Services (AWS), Google Cloud Platform (GCP), Salesforce, ServiceNow, Multi-Cloud Management, Cloud Native Security
Automation	Efficiency-driving services through process automation, DevOps, and AI-powered solutions	Microsoft RPA, RPA, DevSecOps, Autonomous Support, Quality Engineering & Automation, Agentic AI Solutions, Voice & Conversational Automation

## Lifecycle Stages

The four lifecycle stages represent the complete delivery journey from initial strategy through continuous optimization:

Stage	Description	Key Activities
Think	Strategic planning and solution design phase	Business analysis, requirements gathering, technology selection, architecture planning, strategy development, use case identification, ROI analysis
Build	Implementation and development phase	Software development, system integration, data pipeline creation, infrastructure setup, testing, documentation
Run	Operational deployment and management phase	System deployment, operational monitoring, maintenance, support, customer onboarding, training
Optimize	Continuous improvement and enhancement phase	Performance tuning, analytics, cost optimization, feature enhancement, roadmap planning, technical debt management

## Centers of Excellence

Accion Labs organizes its capabilities and expertise into centers of excellence, each of which aligned with strategic pillars. Each CoE represents both a service offering to clients and a strong capability of the organization:

### Digital Products CoEs

CoE	Description	Key Competencies	IP Assets	Platforms	Owner
<b>Experience Design</b>	User experience and interface design expertise	UI/UX methodologies, accessibility standards, user research, prototyping, design systems	BREEZE, Breeze.AI	Figma, Sketch, Adobe XD, InVision, Axure	Arathi Shamabhatta
<b>Software Architecture</b>	Technical software design patterns and practices	Microservices, event-driven architecture, domain-driven design, system integration, API design	BREEZE, Breeze.AI, AzureSmart	<b>Microsoft Azure</b> , Spring Boot, Node.js, React, Angular	<b>Saurabh Periwal</b>
<b>Product Management</b>	Product development and lifecycle management	Product roadmaps, feature prioritization, market research, user story development, backlog management	BREEZE Breeze.AI	JIRA, Confluence, Miro	Anirudha Gohokar
<b>Application Reengineering</b>	Legacy system modernization approaches	Code refactoring, migration methodologies, technical debt reduction, platform modernization	BREEZE, Breeze.AI Legacy Migration, CodeAssist	SonarQube, Refactoring tools, Modernization platforms	Baradwaj Satbhai

<b>Software Quality Assurance and Testing</b>	Software Testing during implementation and deployment	Front End, Back End, Functional, Regression, End-to-End, Performance, Security, Test Data Generation	Nexial	Selenium, TestComplete, Cucumber, Apache Jmeter, Katalon, TestRail,	Venugopal Reddy
<b>Application Integration</b>	Integration between multiple applications	Realtime Integration, Batch Integration, Integration Platform Implementation, Custom Integration Platforms	BREEZE	Boomi, Airbyte, Workato, <b>Mulesoft</b> , Apache Nifi	Dhanapathi Marepalli
<b>Product Portfolio Rationalization</b>	Optimization of product ecosystems	Application portfolio assessment, consolidation planning, retirement strategies, technology standardization	BREEZE, Breeze.AI	ServiceNow Ticket Analysis	Hemesh Thakkar
<b>Modern UI Development</b>	Frontend implementation approaches	Web application development, mobile applications, microfrontend architecture, modern JavaScript frameworks	BREEZE, Breeze.AI	React, Angular, Vue.js, Flutter, Ionic	Vaibhav Satam
<b>Blockchain &amp; dApps</b>	Distributed ledger technology implementation	Smart contracts, crypto platforms, decentralized applications, consensus mechanisms	Accion Maze	<b>Cardano</b> , Ethereum, Hyperledger Fabric, Solidity, Polkadot	Shahid Shaikh

<b>IoT &amp; Connected Systems</b>	Internet of Things solutions and edge computing	IoT architecture, sensor integration, edge computing, real-time processing, device management	DataOps, Streaming Data	<b>Microsoft Azure IoT,</b> AWS IoT, Google Cloud IoT, ThingWorx	Aditya Kaole
<b>AI-Powered Products</b>	AI-enhanced digital products and copilots	Copilot architecture, AI assistants, intelligent features, human-AI collaboration, prompt engineering	Custom Copilots, KAPS	<b>Microsoft Copilot,</b> OpenAI, Anthropic, Hugging Face	Sanket

## Data CoEs

CoE	Description	Key Competencies	IP Assets	Platforms	Owner
<b>Data Architecture &amp; Engineering</b>	Data pipeline and infrastructure design	ETL/ELT processes, data warehouse design, data lake implementation, data modeling	DataOps, Data Extractors	<b>AWS, Microsoft Azure Data Factory,</b> Informatica, Talend, Matillion	Aswani Karteek Yadavilli
<b>Analytics &amp; Business Intelligence</b>	Insights generation and visualization	Dashboard creation, reporting solutions, metrics definition, data discovery	DataOps, Semantic Layer	<b>Snowflake, Power BI,</b> Tableau, Looker, Qlik	Mandar
<b>Big Data &amp; Real-time Analytics</b>	Large-scale and streaming data processing	Distributed processing, event streaming, real-time dashboards, complex event processing	DataOps, Streaming Data	Apache Kafka, Spark, Flink, Databricks, <b>Snowflake</b>	Mandar
<b>AI/ML</b>	Artificial intelligence and machine learning	Machine learning models, deep learning, NLP, computer vision, MLOps, model deployment	KAPS, Gen AI in a Box	<b>Microsoft Azure ML,</b> TensorFlow, PyTorch, <b>AWS SageMaker,</b> Hugging Face, LLMs	DC
<b>Data Governance &amp; Privacy</b>	Data management and protection frameworks	Data catalogs, metadata management, data quality, security controls, regulatory compliance	DragonFly	Collibra, Informatica, Alation, OneTrust	Mandar Garge
<b>Healthcare Data Solutions</b>	Specialized healthcare data expertise	HIPAA compliance, clinical data models, claims processing, interoperability standards	eZeBenefits, KnowledgeMesh, HL7 Gateway	FHIR, Epic, Cerner, HL7	Mikunj Joshi

<b>Data Transformati on &amp; Migration</b>	Data migration and quality enhancement	Data profiling, cleansing, migration strategies, validation frameworks	D-Data, Data Extractors	Talend, Informatica, <b>Microsoft Azure Data Factory</b> , AWS Glue	Padma
<b>Medical Imaging &amp; Diagnostics</b>	AI-powered medical image analysis	Image preprocessing, feature extraction, diagnostic models, clinical integration	MIDAS, KnowledgeMesh	NVIDIA Clara, TensorFlow, PyTorch, MONAI	Vaibhav
<b>Enterprise Search &amp; Knowledge Management</b>	Unified search and discovery	Knowledge graphs, semantic search, content indexing, information retrieval	Cognitive Search, KAPS, BizBrain	Elasticsearch, <b>Neo4j</b> , Apache Solr, <b>Microsoft SharePoint</b>	Sujit

## Cloud CoEs

CoE	Description	Key Competencies	IP Assets	Platforms	Owner
<b>Microsoft Azure</b>	Azure cloud implementation and management	Azure architecture, Azure DevOps, Azure Data services, Azure AI	AzureSmart Cloud Migration Breeze for AKS AzureSmart Data Platform	<b>Microsoft Azure</b>	Tarun
<b>Amazon Web Services (AWS)</b>	AWS cloud implementation and management	AWS architecture, CloudFormation, AWS services, serverless	BREEZE for AWS	<b>AWS</b>	Mahendran
<b>Google Cloud Platform (GCP)</b>	GCP implementation and management	GCP architecture, Google services, Kubernetes, Anthos	Cloud Map	Google Cloud Platform	Subhankar Pati
<b>Salesforce</b>	CRM and platform implementation	Salesforce customization, Lightning, Apex, integration patterns	Data Extractors	<b>Salesforce, IBM</b>	Rajeev
<b>ServiceNow</b>	ITSM platform implementation	ServiceNow configuration, workflow automation, CMDB, service portal	Support Assistant, Autonomous Support	<b>ServiceNow</b>	Pranav
<b>Multi-Cloud Management</b>	Management across cloud providers	Multi-cloud governance, hybrid cloud, abstraction layers	Cloud Map	<b>AWS, Microsoft Azure, Google Cloud, IBM Cloud</b>	Paras



<b>Cloud Native Security</b>	Security for cloud environments	Security architecture, compliance frameworks, DevSecOps	DevOps Playbook	<b>Veracode</b> , HashiCorp Vault, Prisma Cloud, Aqua Security	Shahid
<b>DevOps &amp; SRE</b>	Continuous delivery and reliability	CI/CD pipelines, infrastructure as code, monitoring, incident management	Declare, DevOps Playbook	Jenkins, GitHub Actions, GitLab CI, Terraform, Ansible	Mahendran
<b>FinOps &amp; Cloud Economics</b>	Cloud cost optimization	Cost modeling, resource optimization, chargeback models, spending analytics	Cloud Map	CloudHealth, Cloudability, Azure Cost Management	Senthil

## Automation CoEs

CoE	Description	Key Competencies	IP Assets	Platforms	Owner
<b>Robotic Process Automation (RPA)</b>	Process automation with software robots	RPA development, implementation methodologies, bot orchestration	Autonomous Support, B-BOTs	UiPath, Automation Anywhere, Blue Prism, <b>Microsoft Power Automate</b>	
<b>DevSecOps</b>	Integrated security in development cycle	Security automation, pipeline integration, vulnerability management	DevOps Playbook	SonarQube, Fortify, Checkmarx, GitLab Security	
<b>Autonomous Support</b>	AI-driven support solutions	Self-healing systems, automated troubleshooting, predictive support	Autonomous Support, KAPS	<b>ServiceNow, IBM Watson AIOps</b> , Dynatrace, Splunk	
<b>Quality Engineering &amp; Automation</b>	Advanced testing methodologies	Test automation, performance testing, security testing, shift-left testing	Nexial, QUIDE	Selenium, Appium, JMeter, Postman, Cypress	
<b>Agentic AI Solutions</b>	Multi-agent autonomous systems	Agent orchestration, reasoning systems, autonomous workflows	Workflow Agents, KAPS, BizBrain	<b>Microsoft, NVIDIA</b> , OpenAI, Anthropic, Hugging Face	
<b>Voice &amp; Conversational Automation</b>	Voice and language interfaces	Chatbots, voice assistants, conversation design, NLP implementation	HealthScribe , B-BOTs	<b>Microsoft Bot Framework</b> , DialogFlow, Rasa, Amazon Lex	
<b>Process Mining &amp; Discovery</b>	Process analysis and improvement	Business process mapping, bottleneck	Autonomous Support	Celonis, UiPath Process Mining, ABBYY Timeline	

		identification, optimization modeling			
<b>API Management &amp; Integration</b>	API strategy and implementation	API design, gateway management, integration patterns, API security	BREEZE	Apigee, Kong, MuleSoft, AWS API Gateway, Azure API Management	
<b>Intelligent Document Processing</b>	Document analysis and extraction	OCR, document understanding, form processing, classification	Data Extractors, D-Data	ABBYY FlexiCapture, Kofax, UiPath Document Understanding	

### Cross-Pillar CoEs

CoE	Description	Key Competencies	IP Assets	Platforms	Owner
<b>Strategic Consulting</b>	Business-focused technology advisory	Digital transformation strategy, technology roadmapping, business process optimization	All platforms	Enterprise Architecture frameworks, Industry best practices	
<b>Innovation Lab</b>	Emerging technology exploration	Technology radar, proof of concepts, innovation workshops, emerging technology evaluation	All accelerators	<b>Dell, Lenovo, NVIDIA</b> , Emerging tech vendors	

# Core Innovation Strategy & Principles

Our innovation is guided by the following principles:

1. **AI-First, Platform-Led Approach:** All our offerings are designed to be AI-first, with innovation platforms serving as the core of our solutions.
2. **Value-Addition Culture:** Innovation is democratized across Accion, fostering a 'Value Addition' culture within the organization.
3. **Core Offering, Not Cost Center:** Innovation drives growth rather than functioning as a cost center.
4. **Measurable Impact:** We rigorously measure and reward innovation impact.
5. **Accelerators Over Solutions:** We prioritize accelerators over complete solutions to preserve customer IP.

Our guiding principle: "Let's not build what can't provide value, let's not maintain what's not a value add."

## IP Development Process & Rationale

### Process Framework

Our innovation framework operates across three levels:

1. **Core/Internal Innovation** (Individual/Small Team Level)
  - a. Collect value-adds/ideas through UNITY platform
  - b. Arrange hackathons for future focus areas
  - c. Nominate innovation champions through DDs
2. **Review & Execute Innovation**
  - a. Review impact and investment potential
  - b. Finalize innovation champions and teams
  - c. Create 30-60-90 day projects from viable ideas
  - d. Utilize Accion-connect and BREEZE ecosystem for development & deployment
  - e. Track using UNITY for innovation and investment monitoring
3. **Community Innovation** (Project/Delivery Level)
  - a. Apply innovations within project deliveries

- b. Capture learnings and improvements

#### 4. Outreach Innovation

- a. Showcase innovation through Innovation Summit
- b. Present awards for idea submission, execution, and adoption
- c. Measure value-add as outreach innovation

## Value Creation through IP-Led Innovation

Accion Labs' comprehensive IP portfolio creates significant value through:

### Business Impact

- **Revenue Generation:** Direct revenue from IP-based solutions (\$4.2M from eZeBenefits in CY24)
- **Pipeline Acceleration:** \$6.3M active pipeline influenced by KAPS across 28 prospects
- **Cost Reduction:** Internal tools like UNITY saving \$200K annually in licensing costs
- **Delivery Efficiency:** EDC framework improving delivery predictability by 40% and knowledge retention by 50%

### Competitive Advantages

- **Differentiation:** Proprietary approaches like Agentic Graph RAG create unique selling propositions
- **Faster Delivery:** Accelerators reduce implementation time by 35-80% across solutions
- **Quality Enhancement:** Frameworks like BREEZE demonstrably reduce defects by 47%
- **Client Collaboration:** EDC model enabling transparent, white-box engagement with complete client control

### Customer Value Metrics

- **Support Efficiency:** 90% resolution rate for knowledge base queries
- **Migration Efficiency:** Up to 80% reduction in migration time, 70% cost reduction
- **Data Value Acceleration:** 50% reduction in drug discovery time for pharmaceutical clients
- **Delivery Transparency:** 100% visibility into delivery processes with EDC framework

## Innovation Model Maturity

- **Innovation Framework:** Well-defined process from idea capture to commercialization
- **Democratized Innovation:** Organization-wide participation in value creation
- **Measurable ROI:** Clear tracking of investment vs. returns across the portfolio
- **Standardized Delivery:** Formalized engagement models with predictable outcomes

## IP Portfolio Categories

Accion Labs strategically organizes its IP portfolio into five distinct categories, each with specific strategic value and market positioning:

Category	Description	Strategic Value	Client Value	Investment Priority	Example Assets
<b>Solution Accelerators</b>	Pre-built solutions for specific business problems	<ul style="list-style-type: none"><li>• Rapid deployment capabilities</li><li>• Standardized delivery models</li><li>• Industry-specific optimization</li></ul>	<ul style="list-style-type: none"><li>• Reduced implementation time</li><li>• Lower project risk</li><li>• Faster time-to-value</li></ul>	Medium - regular updates to maintain relevance	Gen AI in a Box, Legacy Migration, Autonomous Support
<b>Platforms</b>	Comprehensive frameworks solving complex business problems	<ul style="list-style-type: none"><li>• Thought leadership positioning</li><li>• High-value client relationships</li><li>• Long-term revenue streams</li></ul>	<ul style="list-style-type: none"><li>• End-to-end enterprise solutions</li><li>• Integrated capabilities</li><li>• Strategic transformation</li></ul>	Highest - continuous enhancement and expansion	KAPS, BREEZE, Breeze.AI, DataOps, UNITY, eZeBenefits, Accion Connect
<b>Components</b>	Reusable building blocks for larger solutions	<ul style="list-style-type: none"><li>• Technical excellence in focused areas</li><li>• Consistent quality standards</li><li>• Efficient solution assembly</li></ul>	<ul style="list-style-type: none"><li>• Enterprise-grade reliability</li><li>• Technical depth in critical functions</li><li>• Integration flexibility</li></ul>	Targeted - based on technology evolution	Data Extractors, Cognitive Search, Semantic Layer
<b>Delivery Frameworks</b>	Structured methodologies for	<ul style="list-style-type: none"><li>• Standardized, repeatable processes</li></ul>	<ul style="list-style-type: none"><li>• Transparency and control</li><li>• Predictable</li></ul>	High - continuous refinement based	EDC Model, Governance

	client engagement and delivery	<ul style="list-style-type: none"> <li>• Optimized resource utilization</li> <li>• Seamless client collaboration</li> </ul>	outcomes <ul style="list-style-type: none"> <li>• Accelerated value realization</li> </ul>	on project learnings	Framework, 5P Induction Process
<b>Innovation Prototypes</b>	Next-generation concepts demonstrating emerging capabilities	<ul style="list-style-type: none"> <li>• Early-stage exploration</li> <li>• Market differentiation</li> <li>• First-mover advantage</li> </ul>	<ul style="list-style-type: none"> <li>• Solutions to emerging challenges</li> <li>• Competitive differentiation</li> <li>• Future-proofing</li> </ul>	Limited - focused on concept validation	HealthScribe, Custom Copilots, Strategic Guardrails



## Platforms Portfolio

Below is Accion's portfolio of comprehensive platforms, representing our highest level of innovation maturity:

Name	Description	Key Features	Client Value Metrics	Technology Stack	Current Investment
<b>KAPS</b>	GenAI Adoption Framework	<ul style="list-style-type: none"> <li>• Business Context Graph</li> <li>• Process/ Knowledge/ Analytics agents</li> <li>• GraphRAG capabilities</li> <li>• Enterprise guardrails</li> </ul>	<ul style="list-style-type: none"> <li>• 8 customers: \$1.2M in signed deals</li> <li>• 28 prospects: \$6.3M pipeline</li> <li>• 90% resolution rate for knowledge inquiries</li> <li>• 60% reduction in support response times</li> </ul>	LLMs, Vector DB, Knowledge Graph, Azure/AWS	\$400K (CY25)
<b>BREEZE</b>	Containerized Microservices Architecture	<ul style="list-style-type: none"> <li>• Event-driven architecture</li> <li>• API/ Forms/ Templates Engines</li> <li>• Multi-device UX</li> <li>• Build-for-change capabilities</li> </ul>	<ul style="list-style-type: none"> <li>• 50%+ of converted deals influenced</li> <li>• 35% faster time-to-market</li> <li>• 47% fewer defects</li> <li>• 44% less translation loss</li> </ul>	Microservices, Kafka, Docker, Kubernetes	N/A
<b>DataOps</b>	Data Lake Platform Blueprint	<ul style="list-style-type: none"> <li>• eZeDataOps integration</li> <li>• DragonFly quality monitoring</li> <li>• AxTract data</li> </ul>	<ul style="list-style-type: none"> <li>• 50% of data LOB business influenced</li> <li>• 40% cost savings on research efforts</li> </ul>	Azure, AWS, Snowflake, Databricks	\$100K (CY25)

		sharing <ul style="list-style-type: none"> <li>• DataBots automation</li> </ul>	<ul style="list-style-type: none"> <li>• 30% improvement in data quality</li> </ul>		
<b>UNITY</b>	GCC Management Solution	<ul style="list-style-type: none"> <li>• Talent module</li> <li>• Timesheet functionality</li> <li>• Quality management</li> <li>• COMMAND integration</li> </ul>	<ul style="list-style-type: none"> <li>• \$200K annual licensing cost savings</li> <li>• \$2M+ total operational savings</li> <li>• Standardized processes across 23 entities</li> </ul>	Custom web platform, workflow automation	\$100K (CY25)
<b>eZeBenefits</b>	Healthcare Innovation Blueprint	<ul style="list-style-type: none"> <li>• PBM solutions</li> <li>• Healthcare data integration</li> <li>• Benefits configuration</li> </ul>	<ul style="list-style-type: none"> <li>• \$4.2M revenue (CY24)</li> <li>• \$3.1M projected (CY25)</li> <li>• Implementations at CVS, Navitus, BlueCross</li> </ul>	Healthcare standards, cloud platforms	\$50K (CY25)
<b>Breeze.AI</b>	AI-Driven SDLC Transformation	<ul style="list-style-type: none"> <li>• Architecture as Code</li> <li>• Specialized Agent Suite</li> <li>• Automated Validation</li> <li>• Enterprise Semantic Model</li> </ul>	<ul style="list-style-type: none"> <li>• 35% faster time-to-market</li> <li>• 47% fewer defects</li> <li>• 44% less translation loss</li> <li>• 58% less technical debt</li> </ul>	AI agents, semantic models, orchestration	\$200K (CY25)
<b>BizBrain</b>	GenAI Architecture Blueprint	<ul style="list-style-type: none"> <li>• IRAS integration</li> <li>• Business Context Graph</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced hallucination in AI responses</li> <li>• Enterprise</li> </ul>	Azure/AWS AI services, vector stores, knowledge graphs	N/A

		<ul style="list-style-type: none"> <li>• Enterprise data connectors</li> </ul>	context preservation <ul style="list-style-type: none"> <li>• Secure data handling</li> </ul>		
<b>AzureSmart</b>	Cloud Strategy Framework	<ul style="list-style-type: none"> <li>• Application Breeze Blueprint</li> <li>• Data Architecture integration</li> <li>• Declare automation</li> </ul>	<ul style="list-style-type: none"> <li>• Accelerated cloud migration</li> <li>• Optimized Azure implementation</li> <li>• Consistent security governance</li> </ul>	Azure, Terraform, microservices	N/A
<b>KnowledgeMesh</b>	Drug Discovery Process Accelerator	<ul style="list-style-type: none"> <li>• GraphDB integration</li> <li>• Advanced analytics</li> <li>• Natural language querying</li> </ul>	<ul style="list-style-type: none"> <li>• 50% reduction in drug discovery time</li> <li>• 40% cost savings on research</li> <li>• 30% increase in repurposing accuracy</li> </ul>	Neo4j, AI models, cloud infrastructure	N/A
<b>Accion Connect</b>	Integrated platform that breaks down information silos, providing a unified view of people, projects, and knowledge across the organization	<ul style="list-style-type: none"> <li>• Employee profiles and skills matrix</li> <li>• Knowledge repository for sales collateral</li> <li>• Cognitive search with natural language</li> <li>• WhatsApp integration</li> <li>• Content</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced knowledge search time</li> <li>• Improved resource allocation</li> <li>• Enhanced cross-team collaboration</li> <li>• Accelerated content creation and sharing</li> </ul>	Content management, cognitive search, AI content generation, enterprise integrations	N/A

		generation capabilities • Enterprise system integration			
--	--	------------------------------------------------------------------	--	--	--

## Solution Accelerator Portfolio

Accion's accelerators provide ready-to-deploy solutions for specific business challenges:

Name	Description	Key Features	Client Value Metrics	Technology Stack	Target Industries
<b>Gen AI in a Box</b>	Secure On-Premise AI Solution	<ul style="list-style-type: none"><li>• KAPS framework integration</li><li>• Pluggable LLM models</li><li>• Enterprise security controls</li></ul>	<ul style="list-style-type: none"><li>• On-premise AI deployment</li><li>• Data sovereignty compliance</li><li>• Reduced cloud dependency costs</li></ul>	On-premise LLMs, security frameworks, Dell/Lenovo hardware	Healthcare, Financial Services, Government
<b>Legacy Migration Accelerator</b>	Legacy System Modernization	<ul style="list-style-type: none"><li>• Source code analysis</li><li>• AI-powered transformation</li><li>• Test automation</li></ul>	<ul style="list-style-type: none"><li>• 80% reduction in migration time</li><li>• 70% reduction in migration costs</li><li>• Zero cloud dependency on migrated code</li></ul>	CodeMap, AI models, test automation tools	Financial Services, Manufacturing, Insurance
<b>Autonomous Support</b>	AI-driven Support Framework	<ul style="list-style-type: none"><li>• Self Heal BOT</li><li>• Assisted Heal BOT</li><li>• Knowledge integration</li></ul>	<ul style="list-style-type: none"><li>• 90% resolution rate for documented issues</li><li>• 60% reduction in resolution times</li><li>• 35% increase in support team efficiency</li></ul>	LLMs, conversational AI, knowledge bases	IT Services, Healthcare, Retail
<b>Support Bots</b>	End-user/Customer Support Bots	<ul style="list-style-type: none"><li>• Conversational UI</li><li>• Knowledge</li></ul>	<ul style="list-style-type: none"><li>• 40-70% reduction in L1 support costs</li></ul>	Conversational AI, knowledge bases,	All industries

		integration <ul style="list-style-type: none"> <li>• Multi-channel support</li> </ul>	<ul style="list-style-type: none"> <li>• 24/7 support capabilities</li> <li>• Improved CSAT scores</li> </ul>	channel integration	
<b>Enterprise Agents</b>	Agentic Enterprise Platform	<ul style="list-style-type: none"> <li>• Multi-agent orchestration</li> <li>• Enterprise system integration</li> <li>• Autonomous workflows</li> </ul>	<ul style="list-style-type: none"> <li>• Automation of complex cognitive tasks</li> <li>• Reduced manual processing time</li> <li>• Enhanced decision quality</li> </ul>	LLMs, function calling, orchestration frameworks	Financial Services, Healthcare, Manufacturing
<b>Code Migration Assistant</b>	Code Migration & Assistance	<ul style="list-style-type: none"> <li>• Code transformation</li> <li>• Developer productivity tools</li> <li>• Technical debt reduction</li> </ul>	<ul style="list-style-type: none"> <li>• 35-50% developer productivity increase</li> <li>• Consistent code quality</li> <li>• Reduced maintenance costs</li> </ul>	LLMs, code analysis, version control integration	Software Development, IT Services
<b>Data Transformation Toolkit</b>	Data Transformation & Analysis	<ul style="list-style-type: none"> <li>• Data quality tools</li> <li>• Analytics automation</li> <li>• Extraction services</li> </ul>	<ul style="list-style-type: none"> <li>• 40% reduction in data preparation time</li> <li>• Improved data accuracy</li> <li>• Faster insights generation</li> </ul>	Data processing, AI models, visualization	All data-intensive industries
<b>Infoundry</b>	Enterprise GenAI Assistant	<ul style="list-style-type: none"> <li>• Knowledge Assistant</li> <li>• Analytics Agent</li> </ul>	<ul style="list-style-type: none"> <li>• Natural language data access</li> <li>• Self-service analytics</li> </ul>	Azure OpenAI, Vector Search, Cosmos DB	Financial Services, Healthcare, Manufacturing

		<ul style="list-style-type: none"> <li>• Enterprise integration</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced reporting backlogs</li> </ul>		
<b>Nexial</b>	Test Automation Framework	<ul style="list-style-type: none"> <li>• Low-code test scripting</li> <li>• Cross-platform testing</li> <li>• Reporting dashboards</li> </ul>	<ul style="list-style-type: none"> <li>• 60% faster test creation</li> <li>• Broader test coverage</li> <li>• Reduced regression issues</li> </ul>	Test automation, low-code platform, CI/CD integration	Software Development, QA Services
<b>Cloud Map</b>	Cloud Management & Optimization	<ul style="list-style-type: none"> <li>• Resource tracking</li> <li>• Cost optimization</li> <li>• Governance enforcement</li> </ul>	<ul style="list-style-type: none"> <li>• 15-30% reduction in cloud costs</li> <li>• Improved resource utilization</li> <li>• Enhanced security compliance</li> </ul>	Multi-cloud monitoring, FinOps tools, governance frameworks	All cloud-using industries
<b>MIDAS</b>	Medical Image Diagnostics Assistance System	<ul style="list-style-type: none"> <li>• DICOM &amp; JPEG format support</li> <li>• Advanced image preprocessing</li> <li>• ROI extraction algorithms</li> <li>• CNN &amp; SVM classification</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced diagnostic time</li> <li>• Enhanced detection accuracy</li> <li>• Improved patient outcomes</li> </ul>	Machine learning, image processing, DICOM standards, CNN	Healthcare, Radiology, Diagnostic Imaging

## Component Portfolio

Accion's components provide specialized functionality that enhances larger solutions:

Name	Description	Key Features	Client Value Metrics	Technology Integration	Use Cases
<b>Data Extractors</b>	RDBMS and Flat File Connectors	<ul style="list-style-type: none"><li>• Automated extraction</li><li>• Format normalization</li><li>• Quality validation</li></ul>	<ul style="list-style-type: none"><li>• 60-80% reduction in manual data processing</li><li>• Improved data accuracy</li><li>• Standardized output formats</li></ul>	NLP, OCR, data transformation tools	Contract analysis, document processing, legacy data migration
<b>Cognitive Search</b>	Enterprise Search Engine	<ul style="list-style-type: none"><li>• Fuzzy search capability</li><li>• Contextual highlighting</li><li>• Autocomplete suggestions</li></ul>	<ul style="list-style-type: none"><li>• 40% faster information retrieval</li><li>• Improved search relevance</li><li>• Enhanced user experience</li></ul>	Elasticsearch, vector search, relevance tuning	Knowledge management, document repositories, customer portals
<b>Semantic Data Layer</b>	Unified Data Access APIs	<ul style="list-style-type: none"><li>• AtScale/Dremio integration</li><li>• Consistent data access</li><li>• Business-friendly views</li></ul>	<ul style="list-style-type: none"><li>• Simplified data access</li><li>• Consistent metrics definitions</li><li>• Reduced report proliferation</li></ul>	Data virtualization, API generators, security controls	Business intelligence, enterprise reporting, data democratization
<b>DragonFly</b>	Data Quality Assessment	<ul style="list-style-type: none"><li>• Quality metrics dashboard</li><li>• Automated rule</li></ul>	<ul style="list-style-type: none"><li>• Real-time quality monitoring</li><li>• Proactive issue identification</li></ul>	Data validation, rules engine, notification systems	Data warehousing, regulatory compliance, data governance



		checking <ul style="list-style-type: none"> <li>• Alert generation</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable quality improvements</li> </ul>		
<b>Benefits Triage</b>	Claims Requirements Configurator	<ul style="list-style-type: none"> <li>• Rule configuration</li> <li>• Validation logic</li> <li>• Healthcare standards</li> </ul>	<ul style="list-style-type: none"> <li>• Accelerated benefits setup</li> <li>• Reduced configuration errors</li> <li>• Compliance with regulations</li> </ul>	Rules engine, healthcare standards, validation frameworks	Healthcare payers, benefits administration, PBM solutions
<b>AxTract</b>	Healthcare Data Mart Framework	<ul style="list-style-type: none"> <li>• Self-service UI</li> <li>• Automated scheduling</li> <li>• Secure data sharing</li> </ul>	<ul style="list-style-type: none"> <li>• Business user self-service</li> <li>• Reduced IT backlog</li> <li>• Consistent partner data sharing</li> </ul>	Data transformation, scheduling, security controls	Healthcare, PBM, life sciences
<b>HL7 EDI Gateway</b>	Healthcare Data Exchange	<ul style="list-style-type: none"> <li>• Standards compliance</li> <li>• Data transformation</li> <li>• Security controls</li> </ul>	<ul style="list-style-type: none"> <li>• Interoperability with healthcare systems</li> <li>• Reduced integration costs</li> <li>• Regulatory compliance</li> </ul>	HL7, FHIR, integration engines, security frameworks	Healthcare providers, payers, life sciences
<b>QUM/QUIDE</b>	UI & Usability Testing	<ul style="list-style-type: none"> <li>• Experience metrics</li> <li>• Automated validation</li> <li>• Comparative analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Improved user experience</li> <li>• Evidence-based UI decisions</li> <li>• Consistent quality metrics</li> </ul>	UI testing frameworks, analytics, heuristic evaluation	Digital product development, UX optimization

<b>DevOps Playbook</b>	DevOps Implementation Framework	<ul style="list-style-type: none"> <li>• Maturity assessments</li> <li>• Implementation roadmaps</li> <li>• Best practices</li> </ul>	<ul style="list-style-type: none"> <li>• Accelerated DevOps adoption</li> <li>• Reduced implementation risks</li> <li>• Measurable maturity improvements</li> </ul>	CI/CD, infrastructure as code, automation practices	Enterprise IT, software development, cloud migration
<b>Change Data Cap</b>	Change Data Capture Tools	<ul style="list-style-type: none"> <li>• Real-time monitoring</li> <li>• Data synchronization</li> <li>• Event processing</li> </ul>	<ul style="list-style-type: none"> <li>• Near real-time data updates</li> <li>• Reduced batch processing</li> <li>• System decoupling</li> </ul>	CDC tools, streaming frameworks, data integration	Data warehousing, system integration, real-time analytics
<b>Streaming Data</b>	Real-time Data Processing	<ul style="list-style-type: none"> <li>• High-throughput ingestion</li> <li>• Stream processing</li> <li>• Real-time analytics</li> </ul>	<ul style="list-style-type: none"> <li>• Millisecond data processing</li> <li>• Scalable event handling</li> <li>• Reduced data latency</li> </ul>	Kafka, event processing, stream analytics	IoT, financial transactions, operational monitoring

## Delivery Frameworks Portfolio

Accion's delivery frameworks provide structured methodologies for client engagement and project execution:

Name	Description	Key Features	Client Value Metrics	Framework Components	Target Scenarios
<b>EDC Model</b>	Extended Delivery Center Framework	<ul style="list-style-type: none"> <li>• White-box engagement model</li> <li>• Complete transparency &amp; control</li> <li>• Customized delivery methodology</li> <li>• Talent creation &amp; retention</li> </ul>	<ul style="list-style-type: none"> <li>• 100% control over delivery</li> <li>• Reduced outsourcing risks</li> <li>• Enhanced knowledge retention</li> <li>• Seamless global team collaboration</li> </ul>	Client engagement models, governance frameworks, resource onboarding processes	Large-scale engagements, strategic partnerships, complex transformations
<b>Integrated Teams Model</b>	Client-led collaborative approach	<ul style="list-style-type: none"> <li>• Individual contributors within client SCRUM teams</li> <li>• Lean management team</li> <li>• Client-controlled development process</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible resource scaling</li> <li>• Expertise integration into existing teams</li> <li>• Low management overhead</li> </ul>	RACI matrices, resource integration processes, performance evaluation frameworks	Team augmentation, specialized skill needs, flexible resourcing
<b>Collaborative Teams Model</b>	Balanced partnership approach	<ul style="list-style-type: none"> <li>• Accion SCRUM teams working with client teams</li> <li>• Full managerial structure</li> </ul>	<ul style="list-style-type: none"> <li>• Balanced control and efficiency</li> <li>• Established team structures</li> <li>• Defined</li> </ul>	Delivery management methodologies, collaborative planning	Balanced control requirements, standard product development,

		<ul style="list-style-type: none"> <li>• Collaborative product development</li> </ul>	communication channels	processes, shared responsibility matrices	mixed team structures
<b>Lifecycle Ownership Model</b>	Comprehensive product management	<ul style="list-style-type: none"> <li>• Complete management of product development and support</li> <li>• Full managerial team</li> <li>• End-to-end responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced management burden</li> <li>• Comprehensive accountability</li> <li>• Turnkey solution delivery</li> </ul>	End-to-end delivery frameworks, complete lifecycle management, handover and transition protocols	Full outsourcing, complete project ownership, managed services
<b>5P Induction Process</b>	Comprehensive onboarding framework	<ul style="list-style-type: none"> <li>• People, Platforms, Process, Products, Projects induction</li> <li>• Structured knowledge transfer</li> <li>• Clear role definitions</li> </ul>	<ul style="list-style-type: none"> <li>• Accelerated team productivity</li> <li>• Consistent onboarding quality</li> <li>• Reduced knowledge gaps</li> </ul>	Induction guides, learning pathways, knowledge verification tools, mentorship structures	New team formation, project transitions, knowledge preservation
<b>Innovation Development Lifecycle</b>	End-to-end innovation management process	<ul style="list-style-type: none"> <li>• Strategy &amp; roadmap</li> <li>• Solution architecture &amp; design</li> <li>• Agile release execution</li> <li>• Solution support</li> </ul>	<ul style="list-style-type: none"> <li>• Structured innovation approach</li> <li>• Predictable delivery timelines</li> <li>• Measurable innovation outcomes</li> </ul>	Workstream planning frameworks, EDC setup methodologies, estimation frameworks, release execution playbooks	Digital transformation, innovation initiatives, product modernization

<b>Program Value Board (PVB)</b>	Program governance framework	<ul style="list-style-type: none"> <li>• PM best practices assessment</li> <li>• Delivery governance evaluation</li> <li>• Partnership value alignment</li> <li>• 5P philosophy integration</li> </ul>	<ul style="list-style-type: none"> <li>• Consistent program delivery</li> <li>• Objective performance evaluation</li> <li>• Early risk identification</li> <li>• Delivery-driven growth</li> </ul>	Governance templates, maturity scoring models, quality metrics frameworks, action tracking systems	Large programs, enterprise transformations, strategic partnerships
<b>Architecture Value Board (AVB)</b>	Technical excellence framework	<ul style="list-style-type: none"> <li>• Architecture maturity evaluation</li> <li>• UX, DevOps, Data, QA maturity assessment</li> <li>• Value opportunity identification</li> <li>• Architect development</li> </ul>	<ul style="list-style-type: none"> <li>• Technical excellence standardization</li> <li>• Objective capability assessment</li> <li>• Value-oriented architecture</li> <li>• Technical debt management</li> </ul>	Maturity models, architecture review frameworks, technical ROI assessment tools	Complex architecture initiatives, architectural transformations, legacy modernization
<b>Agile Framework and Governance</b>	Delivery predictability model	<ul style="list-style-type: none"> <li>• Success criteria definition</li> <li>• KPI and metrics establishment</li> <li>• Ceremony structuring</li> <li>• Process standardization</li> </ul>	<ul style="list-style-type: none"> <li>• Predictable delivery outcomes</li> <li>• Measurable performance indicators</li> <li>• Continuous improvement</li> <li>• Team productivity optimization</li> </ul>	Agile maturity models, team productivity metrics, ceremony templates, improvement frameworks	Agile transformations, delivery standardization, team performance optimization

<b>BizContinuity Framework</b>	Business resilience methodology	<ul style="list-style-type: none"> <li>• Disaster recovery planning</li> <li>• Operational resilience</li> <li>• Risk mitigation strategies</li> <li>• Infrastructure redundancy</li> </ul>	<ul style="list-style-type: none"> <li>• Minimized business disruption</li> <li>• Enhanced operational reliability</li> <li>• Regulatory compliance</li> <li>• Risk management</li> </ul>	Business impact analysis templates, disaster recovery plans, risk assessment frameworks	Mission-critical systems, regulated industries, high-availability requirements
<b>Information Security Framework</b>	Comprehensive security methodology	<ul style="list-style-type: none"> <li>• Endpoint security controls</li> <li>• Peripheral security measures</li> <li>• Policy implementation</li> <li>• Compliance verification</li> </ul>	<ul style="list-style-type: none"> <li>• Data protection assurance</li> <li>• Regulatory compliance</li> <li>• Reduced security incidents</li> <li>• Enhanced client trust</li> </ul>	Security policy templates, control frameworks, compliance checklists, audit methodologies	Regulated industries, sensitive data handling, security-focused engagements

## Innovation Prototype Portfolio

Accion's innovation prototypes demonstrate emerging capabilities and future directions:

Name	Description	Key Features	Potential Client Value	Technology Focus	Market Opportunity
<b>HealthScribe</b>	Voice-to-Medical-Record Platform	<ul style="list-style-type: none"><li>• Medical voice recognition</li><li>• SOAP note generation</li><li>• Coding assistance</li></ul>	<ul style="list-style-type: none"><li>• 40-60% reduction in documentation time</li><li>• Improved documentation quality</li><li>• Enhanced provider experience</li></ul>	Speech recognition, medical NLP, secure cloud	\$5B+ healthcare documentation market
<b>Custom Copilots</b>	AI-enhanced Development	<ul style="list-style-type: none"><li>• Contextual code generation</li><li>• Documentation automation</li><li>• Quality validation</li></ul>	<ul style="list-style-type: none"><li>• 30-50% developer productivity boost</li><li>• Consistent code standards</li><li>• Reduced onboarding time</li></ul>	LLMs, code generation, development workflows	Enterprise software development market
<b>Strategic Guardrails</b>	AI Governance Framework	<ul style="list-style-type: none"><li>• Moderation controls</li><li>• Ethical AI enforcement</li><li>• Bias mitigation</li></ul>	<ul style="list-style-type: none"><li>• Responsible AI deployment</li><li>• Regulatory compliance</li><li>• Risk mitigation</li></ul>	AI governance, security frameworks, monitoring	Growing AI governance and compliance market

## AI-First Approach & Implementation

Solution Area	Value Proposition	Client Implementations	Business Impact
<b>Autonomous Support</b>	AI-driven support framework across voice, chat, email for customers and employees	<ul style="list-style-type: none"> <li>• Abbott: Customer support with multimodal capabilities</li> <li>• WHO: HR and travel desk support, self-healing</li> <li>• Veracode: SecOps automation</li> <li>• Dell: Ticket resolution optimization</li> <li>• Assura Protect: Agent assistance</li> </ul>	<ul style="list-style-type: none"> <li>• 90% resolution rate for queries with knowledge base answers</li> <li>• 60% reduction in resolution times</li> <li>• 35% increase in overall efficiency</li> </ul>
<b>Legacy Migration Tools</b>	Automated migration to modern cloud-native platforms	<ul style="list-style-type: none"> <li>• Fleet Guard: Dot Net migration</li> <li>• Emerson: Proprietary languages transformation</li> <li>• Cardinal Health: Patient connect platform</li> <li>• ParentPay: Delphi to .NET system</li> <li>• Admins: Proprietary codebase to Java &amp; React</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 80% reduction in migration time</li> <li>• 70% reduction in migration costs</li> <li>• Highly maintainable future-ready code</li> </ul>
<b>Data Transformation &amp; Analytics</b>	AI-powered data transformation, cleansing, and analytics automation	<ul style="list-style-type: none"> <li>• WHO: Data analytics, catalog, health security reports</li> <li>• IGrafX: Advanced data analytics</li> <li>• Navitus, CVS: Data</li> </ul>	<ul style="list-style-type: none"> <li>• 50% reduction in drug discovery time</li> <li>• 40% cost savings on research efforts</li> <li>• Improved data quality and governance</li> </ul>



		extraction <ul style="list-style-type: none"> <li>• GenFare: Data quality (DragonFly)</li> <li>• Turtle: MDM transformation, data governance</li> <li>• UCB Pharma: KnowledgeMesh for drug discovery</li> </ul>	
<b>Agent as a Service</b>	Enabling ISVs to integrate GenAI agents into products	<ul style="list-style-type: none"> <li>• Cision: Ultimate Insights Machine (UIM)</li> <li>• Affable BPM: Case management agent</li> <li>• Benchmark IT: Contract document transformation</li> <li>• Matthews International: Tombstone design generator</li> </ul>	<ul style="list-style-type: none"> <li>• Faster customer onboarding</li> <li>• Automated configurations</li> <li>• Conversational intelligence</li> <li>• Enhanced customer experience</li> </ul>
<b>Breeze.AI</b>	AI-Driven SDLC Transformation	<ul style="list-style-type: none"> <li>• Emerson: Development lifecycle transformation</li> <li>• Rxall: GenAI Labs implementation</li> </ul>	<ul style="list-style-type: none"> <li>• 35% faster time-to-market</li> <li>• 47% fewer defects</li> <li>• 44% less translation loss</li> <li>• 58% less technical debt</li> </ul>

## Investment & ROI Metrics

Below are the current investment projections and expected returns for our key innovations:

Innovation	Current Investment (CY25)	Returns/Impact
KAPS	\$400K	~\$10M projected
BREEZE.AI	\$200K	\$500K projected
DataOps	\$100K	\$200K projected
UNITY	\$100K	NA (Internal efficiency)
eZeBenefits	\$50K	\$500K projected
EDC Framework	\$150K	\$2M+ (Operational efficiency + enhanced delivery)

### Additional Business Impact Metrics:

- **KAPS GenAI:** 8 customers with \$1.2M signed deals, 28 prospects with \$6.3M active pipeline
- **eZeBenefits:** \$4.2M revenue realized in CY24, \$3.1M estimated in CY25
- **Autonomous Support:** 90% resolution rate for knowledge base queries, 60% reduction in resolution times
- **Legacy Migration:** Up to 80% reduction in migration time, 70% reduction in migration costs
- **Data Analytics Solutions:** 50% reduction in drug discovery time, 40% cost savings on research efforts
- **SDLC Transformation:** 35% faster time-to-market, 47% fewer defects, 44% less translation loss
- **EDC Framework:** 30% reduction in onboarding time, 40% improvement in delivery predictability, 50% enhancement in knowledge retention

## Strategic Partnerships & Alliances

Partnership Category	Partners	Collaboration Areas
<b>Infrastructure Partners</b>	<ul style="list-style-type: none"> <li>• Dell</li> <li>• Lenovo</li> <li>• HPE (in progress)</li> </ul>	<ul style="list-style-type: none"> <li>• "Gen AI in a Box" offering</li> <li>• Secure on-premise AI solutions</li> <li>• Enterprise-grade hardware for AI deployment</li> </ul>
<b>Cloud &amp; Platform Partners</b>	<ul style="list-style-type: none"> <li>• Microsoft</li> <li>• AWS</li> <li>• ServiceNow</li> <li>• Salesforce</li> </ul>	<ul style="list-style-type: none"> <li>• AI delivery for Azure-based solutions</li> <li>• AZURESMART implementations</li> <li>• AWS infrastructure deployment</li> <li>• Intelligent Service Management &amp; Automation</li> <li>• CRM &amp; Service Cloud integration</li> </ul>
<b>AI Technology Partners</b>	<ul style="list-style-type: none"> <li>• AI21 Labs</li> <li>• IBM</li> <li>• Anthropic</li> <li>• Hugging Face</li> </ul>	<ul style="list-style-type: none"> <li>• Language models and capabilities</li> <li>• Silver Service Partner for AI</li> <li>• Advanced AI capabilities integration</li> <li>• Open-source model integration</li> </ul>
<b>Specialized Technology Partners</b>	<ul style="list-style-type: none"> <li>• DevBoost, AppOrchid</li> <li>• Boomi, Snowflake, Databricks</li> <li>• Neo4j</li> </ul>	<ul style="list-style-type: none"> <li>• AI productivity tracking</li> <li>• Data integration and analytics</li> <li>• Knowledge graph capabilities</li> </ul>

## Future Roadmap

Innovation Area	Current Initiative	Target Vision	Investment (CY25)	Projected Returns
<b>GenAI-First Platform Evolution</b>	Expanding KAPS capabilities for Agents, BOTs, Code and Data analytics	Establishing KAPS as Accion's core offering	\$400K	~\$10M
<b>SDLC Transformation</b>	Developing BREEZE.AI architecture-to-code generation framework	Code generation based on industry best practices	\$200K	\$500K
<b>Data Platform Enhancements</b>	Enhancing DataOps with Atract and Airflow-based tools	Full integration with BREEZE.AI for end-to-end data operations	\$100K	\$200K
<b>Enterprise Platform Consolidation</b>	Integrating all Accion data with active business functions in UNITY	Comprehensive GCC management tool	\$100K	NA (Internal efficiency)
<b>Healthcare Solutions Development</b>	Enhancing eZeBenefits components	Becoming the de-facto standard for PBMS onboarding	\$50K	\$500K
<b>Delivery Framework Standardization</b>	Formalizing EDC Framework across engagements	Standardized, repeatable engagement models	\$150K	\$2M+ (Operational + delivery efficiency)

Service Line Breakup (Basis May-24)

Pillar	Problem Area	Revenue	%
Product Engineering			
Product Engineering	Cloud Native Product Dev	4,246,904	22.3%
Product Engineering	Product Re-engineering & Modernization	1,448,232	7.6%
Product Engineering	Product Strategy and Design	3,028,071	15.9%
Product Engineering	GenAI/ AI/ML	50,285	0.3%
Product Engineering	Automation, Security And Compliance	1,576,066	8.3%
<b>Product Engineering Total</b>		<b>10,349,559</b>	<b>54.4%</b>
Data Engineering & Analytics			
Data Engineering & Analytics	Business Analytics and Reporting	3,237,947	17.0%
Data Engineering & Analytics	Data Integration	584,776	3.1%
Data Engineering & Analytics	Data Strategy and Roadmapping	1,170,749	6.1%
Data Engineering & Analytics	Cognitive Process Automation	44,051	0.2%
Data Engineering & Analytics	Cognitive Process Automation	296,186	1.6%
<b>Data Analytics and Insights Total</b>		<b>5,333,709</b>	<b>28.0%</b>
Cloud Services and Platform Solutions	Cloud Management and Maintenance	588,374	3.1%
Cloud Services and Platform Solutions	Cloud Setup and Migration	794,293	4.2%
Cloud Services and Platform Solutions	Cloud Strategy and Planning	543,144	2.9%
<b>Cloud Services and Platform Solutions Total</b>		<b>1,925,811</b>	<b>10.1%</b>
Managed Services	Application Support and Maintenance	1,430,642	7.5%
<b>Managed Services TOTAL</b>		<b>1,430,642</b>	<b>7.5%</b>
<b>Grand Total</b>		<b>19,039,722</b>	<b>100.0%</b>