



Dear **Focusite**,

I take this opportunity to wish all my colleagues and their family very happy Deepavali (Diwali). I am happy to take this opportunity to communicate the way we have progressed towards a Focused Future.

I hope everyone received the Diwali gift through our app which is Major step forward and also much more to come through same medium to keep you engaged with organization.

We have made some Transformation programs 2 years before focused on “better, faster and cheaper” approach to how we work. Disciplined execution can bring in Accountability, transparency and benefits to all stakeholders. Digitization, advanced technologies and other forms of tech enabled solutions are upending every industry, pressuring every industry to invest to get better results in terms of financial returns and be relevant in domain.

Deepavali means “Festival of Lights”. Let me put some light on initiative we have taken in FFI for digital collaboration execution, transparency, scaling and building efficiency.

1. Digital on boarding to Exit platform with integration in to Blockchain based Record of employment (ROE)
2. Hiring Bee (Beta Testing) collaborative digital tool
3. GOHLS - WWW.GOHLS.COM global Mobility Platform for Talent movement
4. Teamwork for Mobile based collaborative tool for Transparency
5. BOTS to work along with all digital platforms
6. Initiated RPA solutions for Commercial functions

We have also been working to define the staffing space with building Vertical based Solutions. The first one we are taking is an initiative to Build Cyber Security practice in 3 areas

1. Auditing and testing (VAPT, Forensic audits, code review etc.,)
2. GRC Practice (Governance and risk management)
3. Becoming partners for tool Implementation. One such tool is from a company called **Lucideus**

We are attempting to improve the efficiency and scale in delivery, planning to have centralized Delivery unit which should support Globally. Going forward our company will invest more on analysis & research to bring in clear direction in future growth.

Our association with En Japan expands our scope and discipline for growth much faster. We plan to give quarterly updates.

I request each one of you to cooperate and support for this transformation and make better future for self and the organization.

MVS

