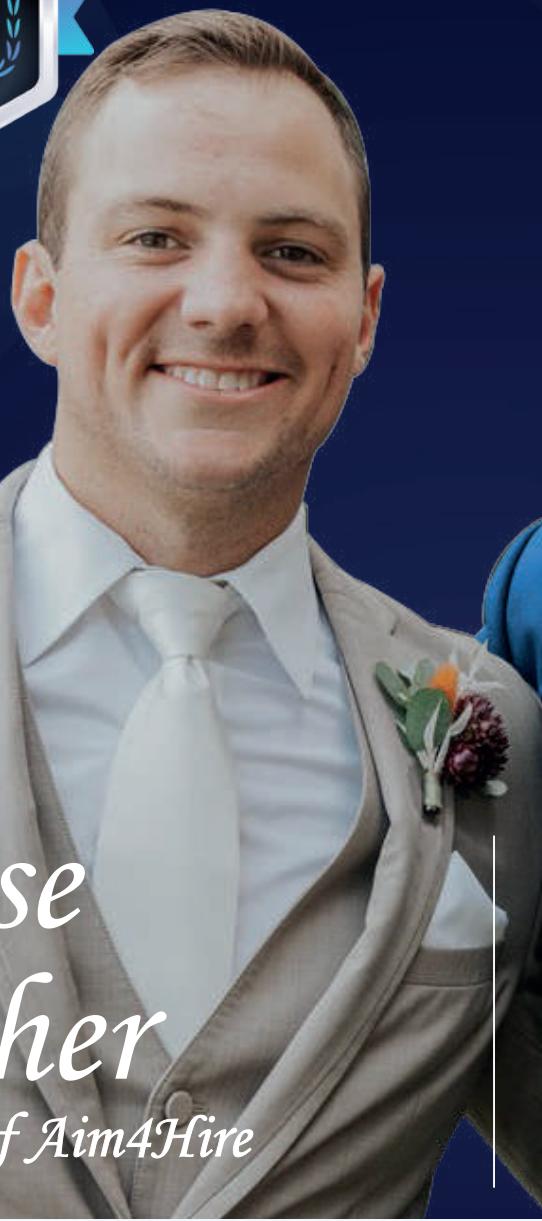


GLOBAL



RADIANCE REVIEW



*Chase
Kocher*
Founder of Aim4Hire



*Jake
Kocher*
Co-Founder of Aim4Hire



"Great things in business are never done by one person. They're done by a team of people. Aim4Hire can help you build that team"



Make a date of a day



ROLEX



EDITOR'S NOTE

20 best companies to watch in 2023

A complex, abstract graphic in the background features several overlapping circles in shades of blue, red, and purple. Some circles have dashed outlines or are partially cut off by the frame. Overlaid on these circles is a grid of binary code (0s and 1s). A large, semi-transparent white triangle is positioned in the upper right corner, pointing towards the text.

In the upcoming year of 2023, businesses worldwide will be faced with pivotal moments that demand their attention. In particular, the aftermath of the pandemic presents a challenging landscape where keeping up with competitors is critical. To help you stay ahead of the game, we've compiled a unique list of 20 businesses that are revolutionizing their industries with innovative uses of technology, sustainable practices, and unparalleled customer experiences. Setting the pace in 2023 is where these trailblazers are and it's important to keep a sharp eye on them.

The biggest online retailer across the globe is Amazon, mainly due to its unmatched customer service, wide range of product selection, and quick shipping. Its dominance in the retail industry is furthered by investing in cutting-edge technology and exploring new markets.

Tesla, renowned for its stylish rides, is at the forefront of the sustainable transport movement. The year 2023 is set to bring even more thrilling moments for this eco-conscious innovator. As we make strides towards a more environment-friendly future, Tesla's reach goes beyond just automobiles, extending into diverse fields such

as energy storage, solar energy and artificial intelligence. Indeed, Tesla's role in securing our path towards sustainability is indispensable.

Virtual reality, cloud computing, and artificial intelligence are rapidly developing sectors that Microsoft is turning its attention to in 2023. With years of leadership in the computer market using Windows OS and Office 365, Microsoft has maintained relevance by staying current with emerging technologies. This expansion into new areas of influence solidifies the software giant's reputation as a name worth keeping an eye on. It's clear that the years ahead belong to Microsoft.

Watching Alibaba Group is a must in 2023, as it gears up to conquer the Chinese e-commerce market with a strong focus on customer experience, a wide array of products, and leading-edge technology. Unlike its competitors like Amazon, Alibaba's forte is crafting a personalized shopping experience to cater to individual requirements. In the coming years, a crucial commercial battleground will be China, the world's largest consumer market. It's almost certain that Alibaba will be a prominent player in this field.

In the vast sea of top firms to keep an eye on in 2023, these four companies are just scratching the surface. Numerous enterprises are causing ripples in the global market, spanning from groundbreaking startups to long-standing corporations across various fields. But staying ahead of the curve and adapting to shifting consumer demands and market dynamics is the secret to success.

There are numerous important areas that firms should concentrate on if they want to succeed in 2023 and beyond. Sustainability comes first and foremost because consumers are becoming more aware of the effects of their purchases on the environment and because companies that place a high priority on sustainability will ultimately flourish. This entails making investments in sustainable resources, cutting waste, and utilising them whenever possible.

Technology is another important area; companies that adopt cutting-edge innovations like artificial intelligence, machine learning, and the Internet of Things will stay ahead of the curve. The organizations that adapt quickly will be rewarded since these technologies have the power to completely change areas like healthcare and finance.

The consumer experience is crucial now more than ever. With so many options accessible to customers, companies that put an emphasis on the customer experience - from quick and dependable delivery to customized recommendations - will be the ones that attract clients and foster enduring loyalty.

The global business environment will undoubtedly remain competitive as we approach 2023. But businesses can position themselves for success in the years to come by keeping an eye on the best companies to watch and concentrating on sustainability, technology, and customer experience.

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- Chase Kocher
Founder of Aim4Hire

- Jake Kocher
Co-Founder of Aim4Hire



Aim4Hire

Discover Aim4Hire, a recruitment agency that works to build the future firm for cutting-edge tech companies.

A

im4Hire hones in on a select number of top tech startup clients to assure all outreaches to candidates are personalized to the client, their tech stack, their selling points, funding situation, and culture, while other recruiting companies adopt a high-volume method via mass-messaging skill with automated junk supported by least technological vetting. As an outcome, Aim4Hire has partnered and produced for some of the top emerging tech companies in Austin over the past 3 years.

Your Top Partner In Recruitment

Aim4Hire is a boutique recruiting company representing elite emerging tech startups looking for talent in software engineering & product.

Established a top recruitment firm committed to

matching the country's top tech talent with the best innovative businesses. (CEO – Chase Kocher & Co-Founder – Jake Kocher).

Aim4hire utilizes an agile sourcing strategy and recruiting experts devoted to finding the best talent and skills. The talented collaborators are market professionals who support your business brand and are devoted to creating the best outcomes for pivotal positions across startups.

Strength Of Aim4Hire

Their greatest strength is their People! The 2 Brothers set out from the beginning to find & develop recruiters with the proper intangibles to reinvent the industry. As one of those tenacious businesses with high aspiration, Aim4Hire prides itself on best representing & delivering a voice to emerging brands competing for talent.

Top Notch Services Provided By Aim4Hire

Aim4Hire is an excellent firm with Austin offices that provide elite recruiting services. Starting with the hiring process in taking a hands-on approach to candidate screening, negotiating benefits and pay, and setting up interviews, tests, and start dates. Also, Aim4Hire offers customized outreach across SMS, Email, LinkedIn, and GitHub. By setting a better growth plan, the team at Aim4Hire organizes hiring targets established on skillets, budget, and timeline.

Aim4Hire researches the requirements of clients

and offers scalable and adaptable workforce solutions. The cutting-edge, tech-enabled recruiting solutions they provide as your recruiting agency help you locate the best candidates and manage your hiring process effectively, increasing productivity and lowering employee turnover.

Aim4Hire supports startups (25-500 people) as they compete for top talent with local Tech companies and Big Tech. They adopt a consultative approach to the talent-acquisition system, including everything from optimal interviewing techniques to expanding the companies' reach and brand recognition to finding and supplying top personnel for unfilled positions inside the clients.

The top targeted approach of Aim4hire is to engage, attract, and lands top local and remote talent for positions across:

- Software Engineering
- Product design
- Cloud/Infrastructure
- Data Engineering
- Tech Exec

Ruler Of The Recruiting Industry

Businesses can enhance employee productivity and cut costs with the help of recruiting services provided by Aim4Hire, which also saves crucial time throughout the hiring process. To create a high-caliber candidate funnel, the sourcing team focuses on your culture, technology stack, and industry segment. Additionally, in a constant effort to establish connections, the recruiting team at Aim4Hire runs tailored outreach initiatives across various platforms.

Whether you're a job seeker eager to network with & coming brands and elite startups or a business owner searching for excellent talent, Aim4Hire offers plenty of choices in terms of industry, region, and job type. Scalable solutions have been promoted by Aim4Hire ever since it was founded more than 4 years ago. Aim4Hire draws varied talent through partnership initiatives, focusing on different types of workers in addition to brand recognition.

Aim4Hire Finds The Best Candidates

Recruiting firms frequently need more robust brand recognition and power. But employees at Aim4Hire are the most excellent brand. Although

many of the employees have backgrounds other than recruiting (professional athletes, flight attendants, teachers, salespeople, etc.), they have unique qualities in the field. For example, most of the staff are former college athletes who have infused the culture with their spirit of competition.

The recruiting industry has a low entrance barrier, which causes the market to be overrun by mom-and-pop businesses and corporate players. The concentration of Aim4Hire is on smaller, disruptive, cutting-edge tech startups that need quality employees, whereas their competitors are made to serve enterprises in need of quantity. Aim4Hire serves multiple companies, many of which have never employed a recruiting partner or have tried other firms with limited success.

Why Aim4Hire Is The Best Solution For Top Tech Startups?

Hiring is critically essential to the long-term success of startups at various stages. There are numerous recruiting agencies. In keeping with the guiding principle that you are who you hire, Aim4Hire employees are what makes them unique. The goal was to represent and provide a competitive edge to hyper-expanding tech companies trying to upend the status quo. Realizing this idea alongside some of the top tech talent and businesses in the field has been a privilege.

Values Of Aim4Hire

Team, Tenacity, Trust, and Compassion are the top values of Aim4Hire.

Mission: To establish itself as the go-to recruiting partner for top tech startups.

Award-winning Industry- Aim4Hire

Startup Weekly selected Aim4Hire as one of the 2022 Business Product & Service Companies to Watch and the 2022 Founders to Watch. This honor was given to the best startups that have demonstrated excellence and rapid growth.





- *Hersh Bhatt*
CEO of Atisfy



Atisfy

A company called Atisfy focuses on assisting brands in connecting with people through data, psychology, and technology. During our discussion with Atisfy, we learned a lot about the strategy and offerings of the business.

The strategy taken by Atisfy places a strong emphasis on comprehending consumer behavior. Satisfy develops psychologically informed and data-driven marketing strategies that are individualized and successful with customers. Numerous brands have seen increased engagement and conversion rates because of this strategy.

Leading technology firm Atisfy specializes in assisting brands in connecting with consumers by utilizing technology, analytics, and psychology. The company's cutting-edge marketing strategy is based on a profound understanding of customer behavior and the application of cutting-edge technology to capitalize on that understanding.

What does it do?

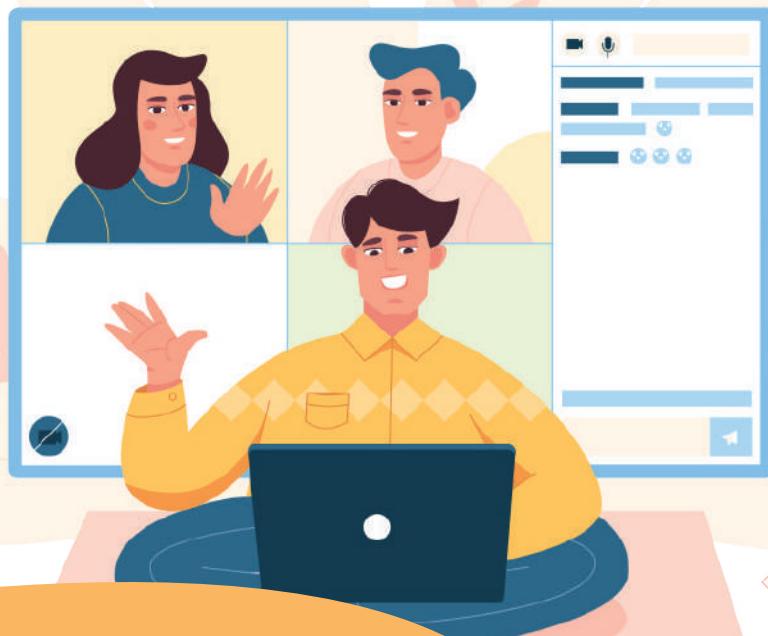
To assist

brands to connect with their target market, Atisfy provides several services. Digital marketing, data analytics, and brand strategy are some of these services. Each client's unique demands are closely understood by the professionals at Atisfy, who then create solutions specifically tailored to meet those needs.

Atisfy provides a variety of technology solutions in addition to marketing services to help businesses connect with their target audiences more effectively. These solutions include chatbots, smartphone apps, and other technological innovations that can assist firms in giving their customers a seamless and tailored experience.

By fusing marketing initiatives with in-depth information to affect customer behaviour, brand perception, and innovation prospects, Atisfy supports businesses and influencers. To

maximize ROI, the company has created AI-based influencer marketing platforms that offer users the most precise and trustworthy data, a special level of control and a seamless user experience.



Secrets of Success

In our conversation with Atisfy, the business stressed its dedication to keeping abreast of the most recent developments in marketing-related trends and technology. Atisfy provides its clients with the best ways to connect with and engage with their target audience by remaining one step ahead of the competition.

An omnichannel influencer marketing platform, Atisfyreach uses real-time data to automate every step of the influencer marketing process, from finding the right influencers to audience targeting, optimizing spending, managing campaigns, and reporting. This tool makes it simple and effective for marketers to carry out international influencer marketing initiatives.

In general, Atisfy is a business committed to assisting brands in connecting with consumers through technology, data, and psychology. Atisfy is in a good position to assist brands in enhancing their marketing effectiveness and achieving their corporate objectives thanks to its tailored approach and wide range of services.

International Accolades

Data-driven technology company Atisfy® supports the growth of international brands. The corporation has offices in Australia and India and its headquarters in Singapore. Atisfy runs two full-service marketing firms, Game Marketing Genie® and Growth Marketing Genie®, and has just unveiled two new items, Atisfyreach and Atisfyre, which are anticipated to change the influencer marketing sector completely.

For its remarkable work in the digital marketing sector, Atisfy has won various honours and accolades, including the 'Most Inspiring CEOs 2020', 'Best Digital Service Providers in

APAC

2020', and 'Best in Game Marketing, Advertising and PR 2020' awards.

Strengths

The capacity to deliver multichannel marketing campaigns at scale is one of Atisfy's key advantages. The business can fully automate the influencer marketing workflow using its Atisfyreach platform, including influencer matching, audience targeting, budget optimization, campaign management, and reporting. This technology, driven by real-time data, makes it simple and effective for marketers to conduct international influencer marketing campaigns.

Atisfy provides several different services in addition to its influencer marketing platform that assists firms in connecting with their target markets. These include SEO services, email marketing, social media marketing, and content marketing. Atisfy can provide outstanding outcomes for its clients by fusing these services with its in-depth knowledge of consumer behaviour and cutting-edge technology.

Atisfy has a track record of achievement and has received several accolades and awards from the industry. The business has a reputation as a leader in the sector for its creative strategies, and it constantly pushes the limits of what is possible with technology and data-driven marketing.



Overall, Atisfy is a dynamic and forward-thinking business revolutionizing how companies interact with consumers. It can offer great results for its client's thanks to its emphasis on data, technology, and psychology, and its dedication to innovation guarantees that it stays at the forefront of the digital marketing sector.

Services

With the aid of data-driven technology and psychology, Atisfy provides various services to assist businesses in reaching their target consumers. Among these services are:

1. Atisfyreach, the company's main platform, is a real-time, data-driven influencer marketing platform that gives advertisers the ability to carry out omnichannel influencer marketing campaigns at a large scale. The software automates every step of the influencer marketing process, including audience targeting, campaign management, budget optimization, and influencer matching.
2. Social media marketing: Businesses may develop their brands on social media sites like Facebook, Instagram, and Twitter with Atisfy's marketing services. The organization's social media specialists can design and carry out social media strategies that are specifically suited to the requirements of each business.
3. Content marketing: Atisfy's content marketing solutions are made to assist companies in producing and disseminating top-notch content that captivates and educates their target audience. Content categories that the company's content marketing specialists can produce include blog entries, infographics, videos, and whitepapers.
4. Email Marketing: Businesses may directly reach their customers through customized email campaigns using Atisfy's email marketing services. Businesses may design successful email campaigns that increase engagement and conversions with the assistance of the company's email marketing specialists.
5. SEO Services: Atisfy's SEO services assist companies in raising their search engine ranks and increasing organic website traffic. To assist businesses in achieving their SEO objectives, the company's SEO specialists can conduct keyword research, on-page optimization, and link building.

Client Success

Atisfy has collaborated with various international businesses, assisting them in using cutting-edge marketing techniques to connect with consumers. Their success with video game producer Electronic Arts (EA) illustrates this. Through several influencer marketing activities, Atisfy assisted EA in promoting their well-known mobile game, FIFA Mobile. EA matched with the most appropriate influencers for their target audience by utilizing Atisfy's AI-powered platform, which led to a significantly higher rise in game downloads and engagement.

The success of Atisfy's clients with Grab is another illustration. By giving its consumers real-time, customized recommendations, Atisfy assisted Grab in increasing customer engagement and retention. Grab personalized its suggestions for each consumer by utilizing Atisfy's AI-powered marketing platform, which led to a more positive customer experience and boosted loyalty.

These are only a few examples of Atisfy's accomplishments in assisting international brands in achieving their marketing objectives. Atisfy helps companies of all sizes and sectors engage with their target customers and spur growth by utilizing the most recent technology and data-driven insights.

Conclusion

In conclusion, our conversation with Atisfy has illuminated a business that is a pioneer in influencer marketing and data-driven marketing. Atisfy's clients have experienced great success in reaching their target audience and spurring business growth thanks to the unique ways they leverage AI-powered platforms and their ability to give customized recommendations. Numerous accolades and awards have recognized Atisfy's dedication to excellence. We are interested in observing how Atisfy advances marketing technology and aids companies in achieving their marketing objectives.



- Desha Jackson
Owner of Desha Jackson Law Group, L.L.C.





Desha Jackson Law Group, LLC.

During our recent conversation, we interviewed Desha Jackson Law Group LLC and were impressed by the Desha Jackson Law Group's professionalism and commitment to their clients. Their professional legal staff was thoroughly aware of the legal system and offered wise counsel on various legal issues.

Launching a law company requires meticulous planning and preparation, including choosing a business structure, acquiring required licenses and permits, drafting a business plan, putting financial systems in place, and building up a clientele. The target market and strategies for setting the company apart from its industry rivals are crucial factors to consider. It was as The Desha Jackson Law Group LLC put it.

Founded in 2012, Desha Jackson Law Group LLC is a law firm based in Freehold, New Jersey. During an interview with the firm's founder and principal attorney, Desha Jackson, she shared insights into the firm's mission and services.

Basics

Desha Jackson Law Group LLC provides legal representation in employment and labor law with a specialty in race discrimination, civil rights, business and civil litigation. The firm aims to serve individuals wronged by corporations or government entities.

Ms. Jackson highlighted the importance of personalized attention and care for clients, stating that every client is treated with compassion and respect. She emphasized the importance of client communication, stating that clients are kept informed throughout the legal process.

The firm's mission is to provide the highest legal representation while fighting for justice and fair compensation for clients. Ms. Jackson emphasized the firm's commitment to positively impacting the lives of clients and their families.

The motivation to create Desha Jackson Law Group LLC came from the founder's need to change the law and contribute to the eradication of discrimination one case at a time.

When asked about the company's USP, they said they are almost always approachable, honest, and regularly stay in touch. The quality of giving every client their all gives them an edge over other legal firms.

Challenges

This success did not come magically. They faced obstacles like managing clients' expectations. They feel it is one of the major difficulties in private practice. This is because, despite their best efforts, no lawyer can guarantee a positive outcome. The clients must learn to accept defeat when it occurs.

Sharing a particularly difficult matter that her

law firm had to handle, she said, "After my client was called a "nigger," we settled a case against a business with its headquarters in Las Vegas. Pre-litigation settlement discussions broke down, so we filed a complaint, and the issue was remedied. It was difficult to navigate that matter with the lawyer, client, legal issues, difficulties, etc. We worked hard to demonstrate the legal issues, the evidence of bias, and how outstanding a witness the Plaintiff was".

Secrets to Success

Ms. Desha shared with us certain instances and little doses of her secrets and how she successfully managed her roles in the company.

She responded cleverly, saying she manages the people who work well with her. She credited her administrative assistant as her lifesaver and an intern who conducts all the research and writing for her to use.

The legal landscape is a rapidly changing scenario. Staying current in such circumstances becomes a task, especially if you are a competent authority with a million things in your hand. However, examining the concerns in the case, searching for new laws, and evaluating various legal periodicals email is how this company aces it.

It is also important for a leader to foster a happy and successful workplace for their team. Ms. Desha Jackson does this by giving as many public compliments to my staff as possible. If people believe their labor is valued and they are respected as human beings, they will work harder and more intelligently. This is what she believes and lives by.

Talking about the management of client expectations and the skill of client communication, she says that she leaves it to the clients to choose what they feel is best. "I am detailed in explaining the court process and whatever step we are on," she claims. I answer queries, and I make sure my clients know there is no foolish inquiry. I'm there to advise them on the law and their options".

Finally, her perspective on the changing nature of the legal sector was also discussed. She plans to keep using online platforms for conducting important meetings. She also thinks it is a

viable option because of its various benefits, like decreased travel time. With platforms like Microsoft Teams being utilized to help lawyers and clients, she predicts that technology will continue to play a big part in the legal industry in the future. More law firms are expected to adopt new technologies as technology develops to streamline their operations and offer clients better services.

Advice for budding lawyers

She advises aspiring lawyers and entrepreneurs looking to start their law firms to prioritize putting God first, saving money to help with tough times, and selecting a field of law they enjoy working in. It is also important to find your purpose in life and take action to ensure the success of their firm, according to Ms. Desha Jackson.

CSR and philanthropy

According to Ms. Jackson, the law practice prioritizes giving back to the community, which includes doing pro bono work and collaborating with neighborhood organizations. The significance of this work stems from the conviction that it is everyone's responsibility to do good deeds and improve the world. About 20 additional groups that significantly impact people's lives have benefited from donations made through the company's foundation, Give to Live. This dedication to giving back is crucial to the company's goal.

The law company prioritizes inclusion, equity, and diversity. The company has hired varied people to foster a more inclusive workplace, and its founder has sought to broaden diversity in the legal profession by supporting the nomination of diverse applicants and implementing programs. These values are demonstrated in the business's work for its clients, ensuring that all clients—regardless of their background—are treated with respect and that their requirements are satisfied.

Ms. Jackson explains that aiding clients in need, especially those who do not have the financial means to pay for legal services, is a priority for the law practice; it also prioritizes operating a viable business. Even though most of its clients pay, the company must take on one pro gratis case each year. The company also offers high-



quality services, even if they are not included in the amount charged, because doing so is essential to finishing the job and helping those in need. The firm is dedicated to balancing its commitment to aiding clients in need with its desire to be profitable.

Conclusion

The interview revealed that Desha Jackson Law Group LLC is a law firm dedicated to providing high-quality legal representation to individuals who have suffered harm. The firm's commitment

to justice, personalized attention, and client communication set it apart in the legal industry.



Where Justice is the Priority!!!



*- Joe Altieri,
Founder & CEO of FlexScreen*



FLEXSCREEN®

We recently had the pleasure of interviewing Joe Altieri, a business leader, entrepreneur, and inventor of FlexScreen - the world's first and only flexible window screen. Altieri appeared on the hit reality show Shark Tank™, where he landed a deal with "The Queen of QVC," Lori Greiner. Since then, company growth has skyrocketed, and Joe and FlexScreen have won multiple prestigious industry awards for their leadership, product, and innovative technology. Joe has a unique story and a lot of beneficial business wisdom to share. Enjoy!

Tell us a little bit of the history behind FlexScreen.

The 100-year-old technology behind old-style window screens hasn't changed in, well, 100 years. Flimsy aluminum frames that bend, dent, and damage easily, scratched paint, broken hardware, and complicated, frustrating installation and removal are just some of the problems that begged a solution. As a salesman in the industry who constantly dealt with customer complaints, I knew there had to be a better way. So, I cleared a workspace in my garage and determined to fix it - all of it. After years of trial and error, I emerged with what I called my "bubble gum and duct-tape prototype" – an elegant, low-profile window screen made from PVC-coated spring steel that had ZERO attachment hardware, was extremely durable and disappeared in the window screen track where it was held by tension. I shopped it around to some of the big names in the window industry, who advised me to patent the technology and get this product to market ASAP. A few years later, I landed on the hit reality show Shark Tank™, where three Sharks battled for FlexScreen, with Lori Greiner winning the deal. Since then, sales have skyrocketed, we've won multiple awards, and currently have seven manufacturing locations across the US and Canada. In a few short years, FlexScreen has gone from an

idea in my garage to a real force in the window industry.

What was it like to start your own company?

Starting and running a business is not for the faint-hearted! I was unprepared for the grit, determination, and sheer will it would take not to throw in the towel over the years. You have to really want it. And I mean REALLY want it, or you won't succeed. On the other hand, besides the family my wife and I have built, nothing is more satisfying than seeing a business dream come to life and working toward a common goal with people you love and respect.

What is one of the greatest challenges of running a business?

One of the most significant challenges of running your own business is what I call "the battle of the basic," – which really just means don't resist change. Be willing to constantly reevaluate, innovate, improve, and move forward, even when things are good. It's so easy to slip into "good enough" mode, but when you stop reevaluating, you stop growing.

Tell us about your company's staff and their skills.

A good leader knows their weaknesses and hires accordingly. I don't want to be the smartest person in the room, so I've surrounded myself with talented, dedicated, hard-working people with different skill sets who help keep FlexScreen and me on track. My teams are encouraged to put forth ideas, offer feedback, and give constructive criticism. I would be nowhere without them.

What kinds of technology does your company utilize?

We recently partnered with the premier automation



company in the industry and invested millions into automating our process. The new award-winning automated FlexScreen manufacturing line is simply the fastest and most efficient window screen line in the world. This genius innovation requires only a fraction of the typical space and workforce while producing at a mind-blowing rate of 4 screens per minute. Simplifying our process has allowed us, for the first time in our company history, to offer a licensing option – a total game changer for us and the window industry.

What would you say is one of your leadership strengths?

Probably the ability to see the big picture and not get caught up in the weeds.

What differentiates your company from others?

Our patented, one-of-a-kind product sets us apart in the market. We manufacture the world's first and only flexible window screen made with high-carbon, oil-tempered spring steel. We currently own 13 patents on our flexible technology, and there is no other window screen in the world with the attributes of a FlexScreen. Constantly having an eye toward innovation keeps us among the fastest-growing companies in the country, and our non-traditional "edgy professional" presence on social media and fierce commitment to digital marketing has also drawn much attention.

How did your career path get you to your present position?

I'm a 3rd generation self-described "born entrepreneur." I watched and learned from my father and grandfather as they navigated entrepreneurship. By age 12, I was doing odd jobs

and finding ways to earn money and run my own little businesses. But what pushed me toward where I am now was my 20+ years as a sales rep in the window industry, where I dealt daily with customers' constant complaints about their old-style window screens. It was a huge problem, and I was just crazy enough to believe I could be the one to solve it.

What are the values and mission of your company?

Passionate. Generous. Healthy. Grateful. Honest. These are the five values that guide my personal and professional life. Our company values are the same, but we regularly add to them. Recently we printed t-shirts for our employees that say "Relentless" and gave them out to everyone along with their yearly Christmas bonuses. It was the word I wanted to focus on and inspire our teams toward going into the new year. And years ago, I crafted a personal mission statement to help keep my focus on what really matters. I have it on the board in my office and other places where I will be reminded regularly; "My purpose is to use all of my gifts and life experiences to serve and inspire others to live their best life."

What are the overall goals of the company?

To continue to innovate, grow, and provide gainful, beneficial employment opportunities. (And to cover the world with FlexScreen.)

What makes you the leader of this industry?

There are many inspirational leaders in this industry, and I've learned so much from them along the way. I aim to continue gaining knowledge about every aspect of the business and share what I know every chance I get.

Where do you foresee the company will be in the next few years?

There's no crystal ball, and trying to predict anything in this fairly volatile post-pandemic time of inflation, material and work shortages, etc., would be unwise. But I am optimistic. FlexScreen has grown exponentially – especially since our appearance on Shark Tank™. And now that we have the ability to license our manufacturing technology, I believe there is no limit to what we can achieve.





DREVEN
HARVARENTAI

- Steven R. Fox

Founder & CEO of Akelos Inc.

Akelos Inc.

We recently had the chance to speak with the team at Akelos Inc., a pharmaceutical company that is creating the first-ever HCN1 selective inhibitors for the treatment of neuropathic pain. We talked about a variety of issues pertaining to their novel method of pain management, including their research and development procedure, difficulties they encountered along the way, and their future goals.

New York City-based Akelos Inc., a pharmaceutical business established in 2018, has created a non-opioid, non-addictive medication to treat neuropathic chronic pain. Weill Cornell has granted the firm an exclusive worldwide license to create and test this medication, which has the potential to cure 500 million people globally and lessen the opioid crisis.

History

The drug's testing and funding are Akelos' two largest obstacles to success, according to CEO Dr. Steven Fox. The team is extremely enthused about the potential influence their drug could have on current medicine by reducing excruciating pain despite these obstacles. Dr. Fox's career path as a dentist and winner of Ernst & Young's Entrepreneur of the Year award has brought him to his current role as CEO of Akelos. There are a few companies in this field, but they haven't yet found success. Akelos has a competitive advantage thanks to Cornell-issued patents.

Members

The team at Akelos is made up of remarkable people, including a Nobel Prize winner in chemistry, previous heads of neuroscience at Merck, Lilly, and Pfizer, a former chief counsel to the FDA, the head of pain management at Boston Children's Hospital, a former senate majority leader, and a Cornell research team. The company's technology inhibits the peripheral nervous system's HCN1 ion channels. The pharmaceutical sector is well positioned for Akelos because of its dedication to creating a non-opioid treatment for chronic pain, outstanding team, and adherence to the highest ethical and scientific standards. They are in a position to have a big impact

in the future.

Mission and Vision

With a market opportunity of \$25 billion annually, Akelos' goal is to assist those suffering from chronic pain and end the opioid crisis. By continuing to develop its non-opioid medicine and requesting FDA approval, the business hopes to dominate the pain market.

The Akelos team talked about their plans for broadening their research beyond neuropathic pain to investigate potential uses in other medical specialties in the future. In order to expand the knowledge of chronic pain and its management, they also emphasized their dedication to working in partnership and collaboration with other organizations and researchers in the area.

The problem (and its solution)

Over 20 million Americans suffer with neuropathic pain, a chronic illness that has a variety of medical causes, such as diabetes, chemotherapy, and post-operative consequences. Even the most basic daily tasks can be challenging for a patient with this crippling ailment, which can significantly affect their quality of life. Sadly, patients must rely on opioids, which are highly addictive and frequently ineffectual at curing the underlying disease, as there are presently no effective treatments for neuropathic pain.

With predictions of \$8.25 to \$9.9 billion and a compound annual growth rate (CAGR) of 6.4% to 8.25% by 2027, the market for an effective therapy for neuropathic pain has a sizable potential. But creating an effective remedy is not without difficulties. Significant obstacles include drug testing and funding. Despite these obstacles, Akelos is certain that its medication has the power to transform contemporary medicine and improve the lives of millions of people around the world.

The members of Akelos' team are among the best in the business, including a chemistry Nobel Prize winner, former heads of neuroscience at Merck, Lilly,



and Pfizer, a former FDA chief counsel, the head of pain management at Boston Children's Hospital, a former Senate majority leader, and a Cornell research team. The company's strengths, which set it apart from other start-ups aiming to produce a non-opioid medicine, are its team and its patents from Cornell.

In summary, the market opportunity and potential positive effects on millions of people's lives for Akelos' medication to treat neuropathic pain are huge. Despite the considerable obstacles the business faces, it has the people and the necessary tools to thrive, and in the upcoming years it is positioned to rule the pain area!

Effectiveness of HCN1 blockers

HCN1 channels are involved in diseases including chemotherapy-induced peripheral neuropathy (CIPN) and diabetic neuropathy and have a crucial role in the perception of pain. Additionally, damaged sensory neurons show increased HCN1 activity.

In order to provide analgesia without the need for general anesthesia, Akelos has discovered a chemical that is structurally similar to a well-known safe anesthetic but has been enhanced to inhibit the HCN1 channel specifically and potently. According to the company's study, the medication will be useful in treating a variety of neuropathic pain problems that are now not sufficiently treated by current therapies.

Over 116 million US adults suffer from chronic pain, with 20 million of those people enduring neuropathic pain, according to the American Academy of Pain Medicine. Since there are now no effective treatments for neuropathic pain, it significantly lowers a person's quality of life. The market for treating neuropathic pain is anticipated to increase at a compound yearly growth rate of 6.4% to 8.25% and reach \$8.25 to \$9.9 billion by 2027. If effective, Akelos' specific HCN1 inhibitor could meet an unmet medical need and revolutionize the way neuropathic pain is treated.

Milestones

A US patent application from Akelos Inc. has been approved, and it includes claims for many compounds, including the main compound and pharmaceutical formulations. According to the WIPO Search Report, the claims in the PCT International Patent Application, PCT/US2019/039493, titled "Substituted Alkylphenols as HCN1 Antagonists," are

free of prior art.

The issued patents that have PCT priority shall not expire before 2039. Akelos and Cornell have a joint venture to produce HCN1-selective molecules under an exclusive intellectual property license from Cornell University. Numerous preclinical tests on the lead compounds have demonstrated their effectiveness and safety.

To date, the business has received non-dilutive funding totaling \$11.7 million for the technology, including a \$3.67 million fast-track award from the National Institute of Neurological Disorders and Stroke. Akelos is well-positioned to continue developing its HCN1 selective inhibitors for the treatment of neuropathic pain with this investment and intellectual property protection.

Challenges

We also discussed some of the difficulties involved in creating a novel pharmacological therapy, such as the stringent testing and legislative approval procedures necessary to introduce a new drug to the market. The Akelos team spoke about their dedication to conducting their research in accordance with the highest ethical and scientific standards and their attempts to cooperate closely with regulatory organizations to guarantee the security and efficacy of their inhibitors.

Final Words

One aspect of Akelos that caught our attention is their dedication to creating a medication that particularly targets the HCN1 channels, which are well recognised to be important in the inhibition of chronic pain. Akelos' inhibitors have the potential to offer more effective pain management with fewer adverse effects than conventional painkillers since they specifically block these channels.

Overall, the Akelos team's creative approach to pain management and their commitment and love for their work were better understood as a result of our conversation with them. We're interested to see what Akelos' future holds and how they will affect the lives of people who experience neuropathic pain.





*- Sherri Murphy,
CEO and founder of Elite Connections*

*- Tammi Pickle,
VP of Elite Connections*



Elite Connections

Elite Connections International is a premier matchmaking agency that has been helping successful and commitment-minded singles find their perfect match since 1994. Founded by Sherri Murphy, the company has grown into one of the most reputable matchmaking agencies in the nation.

When asked about the main obstacles to this position, Sherri explains that the industry is constantly changing and evolving, and keeping up with these changes can be a challenge. However, her team is always up for the challenge and committed to providing the best possible service to their clients.

Sherri goes on to say that she has found the business to be extremely rewarding. Seeing her clients find happiness and love is the ultimate goal, and when this happens, it makes all the hard work worthwhile.

According to Sherri, the most difficult aspect of working at Elite Connections is managing her clients' expectations. Some clients come in with unrealistic expectations, and it can be challenging to manage these expectations while still providing a high level of service.

Elite Connections offers a range of services to its clients, including personalized matchmaking, coaching, and image consulting. Their high-quality products include access to a database of eligible singles, background checks, and concierge services.

When handling customers, Sherri and her team

pride themselves on their professionalism and personalized approach. They take the time to get to know each client and understand their unique needs and preferences.

The personnel at Elite Connections are highly qualified and experienced in the matchmaking industry. Each team member is passionate about helping their clients find love and is dedicated to providing the highest level of service.

The company uses a variety of strategies to ensure its clients have a positive experience, including personalized coaching, image consulting, and concierge services. They also offer a satisfaction guarantee demonstrating their commitment to their client's happiness.

Sherri's strongest suit is her ability to connect with her clients and understand their unique needs and preferences. She is passionate about helping people find love and is dedicated to providing every client the highest level of service.

What sets Elite Connections apart from other matchmaking agencies is their personalized approach and commitment to their client's success. They take the time to get to know each client and understand their unique needs and preferences, which allows them to provide a tailored matchmaking experience.

When asked about the company's values, mission, and motivations, Sherri explains that their mission is to help successful and commitment-minded singles find their perfect match. Their values include honesty, integrity, and a commitment to



AWARD WINNING MATCHMAKING AGENCY

providing their clients with the highest level of service.

At Elite Connections, clients are treated with the utmost respect and professionalism. Sherri and her team understand that finding love can be sensitive and personal. They carefully ensure each client feels comfortable and supported throughout the matchmaking journey.

The company's overall goal is to continue to grow and expand its services while maintaining its commitment to providing personalized, high-quality matchmaking services.

Sherri is a leader in the matchmaking industry because of her passion for helping people find love and her dedication to providing the highest

level of service to her clients. Her expertise and experience have earned her a reputation as one of the industry's most trusted and respected matchmakers.

Looking to the future, Sherri sees Elite Connections continuing to grow and expand its services while maintaining its commitment to providing personalized and high-quality matchmaking services. She is excited about the future and looks forward to helping more successful and commitment-minded singles find love.





- ALEXANDROS MANAKOS
CEO of *Apollon Security GmbH*



Apollon Security GmbH

P rotecting your business from digital threats with expert security solutions

Apollon Security is a security consulting company that offers a range of services to help businesses stay secure in the digital age. With a focus on software development and data protection, they provide expert advice, testing, and training to help companies of all sizes prevent cyber attacks and data breaches.

Leverage the expertise of cybersecurity professionals with over a century of combined experience and accolades for their contributions to the industry. These experts can assist your company in safeguarding against cyber threats and fortifying your security posture.

We recently had the opportunity to interview Apollon Security and learn more about their approach to security consulting. Here are some of our conversation's high points:

Areas

Consulting

Apollon Security provides a range of consulting services that are designed to help companies achieve their security goals efficiently and effectively. With a team of experienced consultants who are experts in information security, cyber security, IT audit, and data protection, we can deliver your security projects and audits on-time, on budget, and with top quality.

Our consulting services are tailored to meet the unique needs of each client, whether you need assistance with a specific project or a comprehensive security program. We work closely with our clients to understand their business

objectives, identify potential risks and threats, and develop a customized security strategy that is aligned with their goals.

Products and Services

In addition to consulting services, Apollon Security offers first-class cyber security products and services that can be outsourced to external professionals with a clear conscience. These products and services include vulnerability management, phishing awareness training, penetration testing, red teaming, third-party security assessments, maturity analysis, and threat intelligence. Our team of experts can help you select and implement the right solutions for your business, ensuring that you have the tools and knowledge needed to protect your company from cyber threats.

With our consulting services and product offerings, Apollon Security can provide you with the expertise and support needed to keep your business secure in the digital age. Whether you need a one-time project or ongoing support, we are committed to delivering exceptional service and value to our clients.

Training and Awareness

In addition to consulting services and products, Apollon Security offers training and awareness services designed to eliminate the human factor as a potential vulnerability in your organization's security posture. Everyone in your firm will receive training from our team of expert instructors so they are all aware of the value of cybersecurity and how to recognize and respond to potential threats. This training can be given to staff members, executives, board members, and supervisory boards.

Our training courses are tailored to be easily understood by everyone from technical staff to board members and are designed with interactive content to ensure that the knowledge is positively anchored in the long-term memory. We guarantee that our training is both understandable and practical for everyone, helping to reinforce your organization's security culture.

Career Advice

In addition to training, Apollon Security also offers career advice services. We understand that finding the right job can be challenging, especially in the highly competitive field of cybersecurity. That's why we offer support throughout the entire job search process, leveraging our extensive network to help you find the perfect job that matches your career goals.

Furthermore, we act as your "career bodyguard," ensuring that we only forward you job offers that meet your criteria and align with your career objectives. With our training and career advice services, Apollon Security can help you build a successful career in cybersecurity while ensuring that your organization remains secure and resilient.

Products

Vulnerability Awareness

Apollon Security offers a range of first-class cyber security products designed to help businesses proactively manage their security risks. Our products are designed to be easy to implement and manage, providing you with the tools and knowledge needed to keep your business safe from cyber threats.

Our vulnerability management product provides professional vulnerability scans that enable you to keep an up-to-date and continuous overview of your vulnerabilities. Our experts use cutting-edge technology and techniques to identify potential vulnerabilities in your systems and provide you with actionable insights to help you mitigate the risks.

Phishing Awareness

We also offer a phishing awareness product, which is the most effective method to train your employees to recognize and respond to phishing



attacks. This product can help to demonstrably and permanently increase the level of cyber security maturity in your company by educating your employees on the latest phishing techniques and providing them with practical guidance on how to stay safe online.

With our vulnerability management and phishing awareness products, Apollon Security can help you proactively manage your security risks and keep your business safe from cyber threats. Our products are designed to be easy to use, cost-effective, and scalable, making them the ideal choice for businesses of all sizes and industries.

Penetration Testing & Red Teaming

Apollon Security also offers a range of testing services designed to help you identify and mitigate potential security risks in your organization. Whether you require penetration testing according to OWASP or NIST, or red teaming according to TIBER-DE, our experienced hackers can help you identify vulnerabilities and provide actionable recommendations to help you improve your security posture.

Third Party Security

In addition to testing your own systems, we also offer third-party security services to help you identify and mitigate the risks associated with supply chain attacks. Supply chain attacks are among the top risks facing businesses today, and it's essential that you have a comprehensive understanding of the security posture of your suppliers. Our third-party security services can help you check the safety of your suppliers and ensure that your organization is protected against these types of attacks.

With our testing and third-party security services, Apollon Security can help you identify and mitigate potential security risks in your organization, providing you with the peace of mind that comes with knowing that your systems and suppliers are secure. Our experienced team of security professionals are dedicated to helping you keep your business safe from cyber threats and ensuring that your security posture is robust and resilient.

Threat intelligence

At Apollon Security, we understand that identifying potential security threats can be a daunting task. That's why we offer a comprehensive threat

intelligence service designed to help you navigate the data jungle of the Internet and Darknet and identify the dangers to which your company is exposed. Our team of experts uses the latest technologies and techniques to monitor the threat landscape, identify emerging risks, and provide you with actionable insights to help you mitigate potential threats.



Cyber Security Maturity

In addition to our threat intelligence services, we also offer cyber security maturity testing and certification. Our experts can help you evaluate your organization's current security posture, identify potential gaps, and develop a roadmap for improving your cyber security maturity over time. We use a proven methodology to assess your organization's security maturity level and provide you with recommendations to help you increase your resilience in the long term.

With our threat intelligence and cyber security maturity services, Apollon Security can help you stay ahead of the latest threats and ensure that your organization is well-prepared to handle any security challenges that may arise. We are committed to providing you with the highest level of service and support, and our team of experts is always available to answer your questions and provide you with the guidance you need to keep your business secure.





- *Dr. Ching-Yung Lin*
CEO of Graphen, Inc

Graphen, Inc

Graphen is at the forefront of the AI revolution, delivering unparalleled solutions in cybersecurity, medical care, and banking services. Their cutting-edge platform, inspired by the complexity of the human brain, combines advanced technologies to transform the industry

The next-generation AI firm called Graphen provides cybersecurity, medical care, and banking services using AI solutions has been quite popular in the field. Creators of this cutting-edge AI platform intended to simulate the whole activities of the brain and provide cutting-

edge business applications. Clients can lessen the abuse of money laundering thanks to the company's system, which combines connected big data, enhanced imagining, self-learning, machine logic, creative thinking, and human insight.

Everything around us is changing with more advancements in the AI industry. A similar but much more sophisticated company is Graphen. It is just as interesting as its name. We have had a conversation with the CEO of Graphen Inc, DR. Ching-Yung Lin and we have been fortunate enough to get insights regarding the company and its solutions. Thus, we will look through the services and products that Graphen offers.

About Graphen

It is not easy to summarize a solid company in a few words. It needs more Pages to demonstrate what kind of power it holds. Graphen has an elaborate plan to make the customers happy. With a “Full Brain” & its associated brains of deep sector knowledge, Graphen presently offers services, options, and goods in the financing, healthcare, automotive, power, and safety industries.

The co-founder and CEO of Graphen is Ching-Yung Lin, and the ex-co-founder is Jie Lu. DR. Lin has elaborated that the goal of Graphen Inc. intends to create various industrial solutions using an AI-enabled system based on the structure of graphs that mimics human behaviour. Products like Adam AI Robot, Anita AI Trader, & Ardi AI Platform are available. The New York-based startup concentrates on AI solutions for the financial and healthcare sectors.

One of the many examples of its success is that Graphen has created advanced AI assistants. Application-wise, it collaborated with the biggest automaker in North America to implement an artificially intelligent Car Assistant which may engage in broad discussions with customers and provide recommendations specifically linked to cars. It represents a unique strategy for customer success and assistance in the future.

Any field can benefit from Graphen’s AI Assistants, which are tailored to meet the needs of individual businesses. The Assistants may be made available on cell phones as voice-based conversation applications. These sophisticated AI assistants with extensive industry expertise can manage voice or text inquiries about a firm and respond, assisting businesses in meeting growing customer service demands.

Mission and Vision

When talking about the mission and vision of this

company, the CEO talked about making things less complicated for us humans. Graphen is also developing unique machinery that will advance conversational AI in the future. The CEO informed us about the idea, which initially sparked the company’s startup. Yin emphasizes that the idea has come up to improve lives as the human brain is a graph of so much information. It is filled with schemas, and we keep adjusting and adding new information.

The researchers have exercised the importance of Graphs in remembering information. Researchers and engineers have been working tirelessly to create artificial intelligence solutions based on the promise of graph architecture for more than two decades. We can utilize them, for example, cognitive safety, effective workers, artificial intelligence, knowledge integration, handling of big data, understanding and deliberation.

Areas of Focus

The CEO of Graphen has told us about the varied products that Graphen has to offer. They include Digital Humans based on AI. Everybody wants Ava Space, the newest cutting-edge device, in their house or business! Your intelligent personal assistant who respects your privacy and faithfully attends to your every need.

Everyone can be connected in actual time as if they were there physically. And you may take advantage of the additional advantages of a smart gadget that immerses you in a larger environment! Store owners have a lot of freedom because of Ava Kiosk’s double screens, conversational features, touch-based graphical user interface, untoachable ordering, and simple client service. It offers a thrill and a safe and practical alternative within a post-pandemic environment.

To try to predict what could happen next using pathway analysis, Graphen Predictive Health Information integrates genetic, proteomic, plus environmental information with a person’s digital medical record. To assist customers in analyzing numerous “what-if” scenarios, they use Machine Learning, machine Reasoning Technologies, and Machine Strategy capabilities available on the Graphen Ardi platform. This will benefit the customers and doctors and, in a way, save costs for each party.

Graphen developed an AI-powered personal financial advisor to help with money and managing investments depending on each individual's requirements and preferences. The core of Graphen's advisory service is its cutting-edge AI Trader System which automatically gathers public data to create knowledge graphs and databases. To deliver intelligent wealth management advice based on a variety of elements, including alternative databases, it makes use of cutting-edge AI.

Industrial Impact

With the enormous amount of effort that Graphen has put into its products, we can say that it has impacted all the sectors that one can name. For instance, Ava Show is a dynamic digital human display with AI capabilities. With Ava Show, one can enter the future of hospitality, healthcare, and other customer-facing industries. Ava Show engages with consumers casually and uses body language to build an immediate connection. Ava's comprehensive product and industry knowledge, based on cutting-edge Graph Technology, will aid in cross-selling and upselling.

This in itself is a success and has a big industrial impact. Lin has also emphasized other products, like Medical AI prediction. Future predictions are rarely easy, particularly if one's health is concerned. Graphen is helping others worldwide in the COVID-19 coronavirus fight by sharing our knowledge in genome evaluation. To identify changes as they propagate, Graphen studied the variations of each complete genome sequencing data from over 100 countries or areas.

The software business released its study with regular updates and used Network Science analytics to depict how the virus grew, mutated, and eventually took over the world. Graphen can detect the development of every virus by analyzing its mutation and finding where the variations are in its almost 30,000 genomic sites. If we look more into it, we can also recognize the possibilities it has created for customers and businesses.

To connect customer data with payment information and efficiently identify the possibility of fraud in client transactions via aspect supervisors, Graphen created a real-time trade fraud detection system. This is one of the main concerns for everybody working with financial management. Thus, Graphen has



Building next-generation AI platforms based on graphs to produce full brain functions and generate novel industry solutions.

given the world an easy way to interact and work efficiently.

Strengths

Specifying the strengths of Graphen is narrowed down to the hard work that the employees have been doing. According to Lin, the employees' creativity has been the one way through which others have seen changes in the world. Such works require dedication and concentration, which has been possible because of the morale-boosting strategies used by Graphen.

Ardi offers a comprehensive method of problem-solving that utilizes multiple stress assessments, what-ifs, and other scenario-based situations. Its AI explainer offers locally comprehensible, model-independent explanations. The solution enables an efficient pipeline to control intricate operations. In simple words, it has given us an easy way to work. It has also given us trust in AI-based machines because of their ability to identify any cyber threats.

Final Words

As said before, the work done by Graphen needs much more pages and time to demonstrate the achievements. We have been very fortunate to be in conversation with DR. Lin. The company has pushed through all the struggles and has been expanding since. Whether it is robotics, car work, medical, customer services, or any other sector, Graphen has aced each sector. If anybody is interested in knowing about the magical works of AI, the company's site has put up all the information regarding the same.





- *Cheri Beranek*
President and CEO of
Clearfield, Inc.

Clearfield, Inc.

Managing fibers with Cheri Beranek of Clearfield

Cheri Beranek the President and CEO of the fiber management and connectivity company, explains behind the scenes of addition to the network capacity by tapping into new resources through a hybrid or open network where the ducting infrastructure is established for the community has an environment where they can get access to microduct infrastructure by the collaboration of alternative broadband and internet providers allowing them to provide their own fibers to cater the needs of connectivity.

According to Cheri Beranek this way provides the city to control their environment but to also remember that their service providers are working for profit businesses that need to control their networks. As a result the environment has taken a shape into a model that is modular, scalable, it allows the service provider to recognise their subscriber revenue as they manage their capital asset infrastructure.

Integration enabling a lifestyle

The broadband providers and the service providers of the community including your telecom and cable providers or even alternative providers all have their own assets which they want to protect.

Clearfield provides a fire backhaul environment that is managed and accessed by the city, allowing every other service provider to do their work to their maximum potential. Without getting directly a part of the fibers providing business, Clearfield works by enabling community members to get access to better services anywhere and everywhere.

Cheri Beranek

President and CEO of Clearfield, Cheri Beranek with her extensive leadership experience and unique management style is able to deliver outstanding corporate performance under the time lapse of 14 years. Clearfield has seen years of success under her management and the company has been recognised by the Forbes' Top 100 Small Cap Company Listings with the rank 4th.

With extensive experience in non profit businesses that she gained while working at the Metropolitan Planning Commission of Fargo/Moorhead, the City of Fargo, and North Dakota State University, she was able to transition into networks and trichots systems to provide digital solutions impacting the community and environment.

With the vision to empower the fiber management

by streamlining the vast cluttered network to provide quality, stability, and reliability of the connections, Cheri Beranek has led Clearfield to become a multinational business with more than 400 employees and more than 1000 satisfied customers.

Clearfield

Clearfield, a fiber management and connectivity company designs manufactures and distributes the fiber connectivity and management products with the aim to reduce high cost associated with network supply. The organization aims to market the fiber optic network to deliver the mobile residential and business services customers want in a reasonable price and accessible way.

Clearfield has designed a single architected modular fiber management platform with the vision to lower the cost of broadband deployment and maintenance services to enable other broadband providers, internet providers, and alternative providers to scale up their revenue by providing seamless services to grow subscribers.

5G rollout

Because of the small cell size, to switch on from 3G 24g 25 times more fibers are required and to get transferred from 4G to 5G 16 times more fibers on the quarterly are required. After doing the simple math the count of fibers for about 1 square mile of 5G coverage requires about 8 miles of fiber.

Clearfield came after the issue of antennas to roll out 5G broadband connections which requires the convergence between wildlife and wireless. To get complete access to powerful 5G networks and to provide the latency, there must be present antennas on every other light pole to effectively pass homes and businesses with a physical wired fiber.

As compared to the 4G, 5G network is a bit complicated. To upgrade the 4G networks, big towers, large areas with fibers were upgraded at the micro site level. To roll out a 5G network the biggest obstacle comes away in permitting which does not even take too long but because of the low expectation of the community the process is time consuming and there can be no planning or executing that can be done for permitting.

As an example, to set antennas on your own light pole if you are the municipality you will be required

to take the permission. The process can go beyond the time if the career once the antennas to be placed on a building in that case the permission of the building on a must be taken which poses more restrictions and limitations to the broadband and internet service providers.

Why to partner up with Clearfield?

Aside from my innovative ideas and creative solutions to the network optimisation, Clearfield is a client oriented organization that listens to the problems of their clients before carrying out any decision making. The client needs are the top priority of the company that promotes collaboration and sense of community to celebrate the success. Recognising talent and skills of the team at Clearfield deliver best solutions by utilizing the outcome waste thinking to work towards the desired goal.

Clearfield brings quality to the table by delivering:

- **Innovative designs:** Scalable cyber optic management platform Clearfield is a leading provider in the industry with innovative designs that ensure maximum capital equipment growth meaning greater rate of investments.
- **Speedy fiber deployment:** Clearfield is continually expanding in terms of world class productions and operations to enable market access to the product designs that take vast engineering horizons and faster fiber deployments with shortened planning time.
- **Remarkably low labor costs:** Clearfield has equipped connectorization to reduce need of skill labor by a certain percentage as compared to the 70% of fiber deployment costs that take up using the traditional splicing method.

Final remarks

The competition between the broadband provider and the internet provider allows the community to get enhanced services that are required by them to survive in this modern world for better connectivity. The innovative solutions empowered general requirements of the houses and businesses such as, security alarms, cameras, sensors, and other safety requirements. It is all made possible through Clearfield.





- *Poppy Gustafsson OBE*
CEO of Darktrace



Darktrace

“Leading the way with Cybersecurity”

Poppie Gustafsson is a leading CEO of a cutting-edge cyber security firm helping hundreds of companies expand globally with secure networking. Her excellent performance rewarded her with a number of awards and she was named the CEO of the year in 2021 Digital Masters Awards. She also received the honor of Tech CEO of the year at the Uk Tech Awards 2021 and was listed on the London Stock Exchange in the same year.

The company Darktrace was launched in 8 years ago in Cambridge as several mathematicians came into an alliance, including former spies from GCHQ and the artificial intelligent experts who altogether laid the foundation of the cyber security firm, helping businesses to keep an eye on dangerous hackers and viruses while staying a step ahead to expand their reach smartly around the world.

Why is cybersecurity an urgent need?

As technology got the hype and computer screens became accessible, protection of electronic information from the hackers and viruses simultaneously became a requisite. However, after running from almost 3 years of the Global pandemic where physical contacts were rifted, online platforms rose immensely.

From education to businesses everything was done on the web which still continues to be the same as a more sustainable and accessible form of communication. This era of cyber fame blasted the game of hackers and viruses to easily rupture the network and do extensive harm. Hackers and



viruses were present before as well but the recent activities and habits of consumers and businesses have given them the lead to make more damages and cause financial risks.

All of this highlights the urgent need of cybersecurity in the digital world. A single security breach can shatter an entire business that was working just fine for a number of years and makes the customer lose trust apart from the financial loss.

These hackers target the data breach to gain access to customer data including their confidential information such as credit and debit card details, resulting in making the customers pay out millions of dollars within seconds and making the company accountable for their theft.

The most known and common example of such data breach is the ransom attack of WannaCry,

in which several businesses and organizations worldwide were targeted resulting in loss of data and money. The situation was so bad that many organizations were forced to shut down completely.

How does Darktrace make a difference?

Masterminds behind this firm market the brand as an equivalent for digital platforms for your business as an immune system is to a human body. Darktrace's AI security provides an autonomous response capability to the businesses and organizations to tackle threats automatically as they are detected and keep the platform functioning safe and sound.

The chief executive of Darktrace, Poppy Gustafsson defines this new error of cyber security which is powered by AI innovation technology that not only benefits the businesses and organizations but also the attackers and hackers who are directly benefiting from the technological advancements.

In such a space of high risk, it is difficult if not impossible to understand the functioning of such attackers by humans and therefore, the AI technology and innovations outsmart these brains by catching the turbulence spot on and defending the attacks of malware.

In the experience of working at Darktrace as Poppy Gustafsson portrays, she has seen attackers trying to sneak into the Teslas parked in the office parking lot, or fish tanks in the casinos that are internet connected or even fingerprint scanners on the warehouse doors.

Services provided to empower networking!

Darktrace offers the services to prevent, detect, respond, and heal, all portals to your business online. The coverage includes enhanced security of the cloud, apps, email, and more. The services are directed to provide a strong defense to threats by reducing risk inside the organization.

The smart AI tools designed to reduce the risks of external threats and vulnerability is by monitoring them continuously and providing an actionable inside to eliminate potential damage. Darktrace works E2E to autonomously implement measures

that protect your system from getting exploited.

The designers behind the Darktrace AI tool have made it the way to be adaptive and flexible in order to understand your brand. It analyzes your matrix to evolve unique techniques acting against malicious and benign behavior. Self learning AI gains full insight of your organization and its functioning patterns in about a week evolving with every passing minute to respond seamlessly.

The woman in tech

Poppy Gustafsson grew up in Cambridgeshire. She got qualified as an accountant at Deloitte and started working for Amadeus Capital. In the year 2009 Poppy moved to Mike Lynch's Autonomy, a tech firm, that provoked inspiration in her to launch her own cybersecurity firm.

She co-founded the company in 2013 when she was 30 years old and raised it up to the level it is now. With an average worth of £20m, she has been working her wave in the smell dominated take world by encouraging a gender diversity workplace where around 40% of staff is female in a total of 1500 employees globally.

The final words

There is no luck in the evidence showing several hybrid files cyber attacks that have been done in the recent years and have impacted devastatingly to the businesses and consumers. Social security numbers, bank account details, credit card information, and sensitive data lease are just a few sneaky links to the hackers to get access and rupture the entire business framework.

Darktrace provides a 360 degree view of the attacks and ruptures and aims to stop them where they occur. With smart intelligence the self learning AI transparently lets you cwatch on the systems and data efficiently as it automatically disarms the attack without any precise action to be taken from your side and that is what makes Darktrace an upskilled platform for your digital security needs.





- *Ronen Smoly*
CEO of Argus Cyber Security



Argus Cyber Security

In a connected, software-defined world, Argus improves vehicle safety by offering embedded security and analytics from development to production. Ronen Smoly, the CEO of Aegis Cyber Security, is successfully guiding the business.

What sets them apart?

Representatives from Argus stressed the company's comprehensive approach to vehicle cyber security during a recent interview. Argus offers not only top-notch embedded technology but also a complete solution for the full mobility sphere with a focus on innovation and back-end services. Over 65 million drivers worldwide have come to trust them because of their dedication to safety.

The world-class professionals on Argus' staff who have contributed 600 man years of research, more than 100 patents, and countless responsible disclosures are proof of the company's skill in the field of automotive cyber-security research.

Argus employs over 200 cyber security specialists who are actively engaged on multiple series production projects for top automakers at sites all over the world, including nine leadership positions.

Services

Compliance

The extensive advisory services offered by Argus for compliance with automotive cyber security were highlighted by business officials. Argus, a leader in the sector with decades of experience, provides specialized solutions to guarantee that vehicles are secure by design, that management systems fulfill consumer expectations, and that

businesses adhere to legal obligations like WP29 UNR 155 and industry standards like ISO/SAE 21434.

As automotive cyber security rules become more complicated, Argus understands that achieving compliance calls for specialized knowledge and established experience. To help car manufacturers and suppliers overcome obstacles and work cooperatively to establish new strategies, eliminate gaps, and satisfy the security and privacy demands of regulators and customers, Argus delivers comprehensive cyber security management consulting.

Gap analysis, which entails comprehending current systems and obstacles to acquiring compliance certificates and achieving vehicle type approval, is one of Argus's services. In order to ensure that new processes, procedures, policies, and toolkits are in line with the regulatory environment as well as internal capabilities and needs, Argus also offers process definition and implementation support. Finally, Argus provides pre-audit services and certification support to assist clients in obtaining organizational and product certifications.

Engineering

The cyber security engineers at Argus support the development process to guarantee that the components and vehicles are built with security in mind. Argus has the knowledge and experience to guarantee a secure solution, whether it involves strengthening current security engineering or developing a solution from scratch.

Argus is a firm believer in incorporating reliable cyber security measures into cars and their

systems from the very beginning of development. To guarantee that security considerations are incorporated from the onset, they provide services for concept and TARA (Threat and Risk Assessment).

Argus is a valued partner in all stages of car and ECU development programs thanks to its decades of combined knowledge in both the automotive and cyber security engineering fields. To ensure that cyber security risks are reduced and cars are built to withstand potential threats, they offer insightful information and practical solutions.

Manufacturers rely on Argus to provide a thorough evaluation of the projected vehicle's E/E architecture and associated services infrastructure prior to its debut. Before a vehicle is released into the market, Argus performs an architecture study to find any potential vulnerabilities and make sure the vehicle is secure-by-design.

Testing

Argus appears to provide a variety of testing services to make sure that automobiles, the hardware and software that make them up, and the related services are safe and compatible with laws. Code review, fuzz testing, and penetration testing are a few of these testing services. Additionally, Argus gives an Alexa Auto security evaluation, which offers specialized testing to guarantee that automobiles utilizing Alexa Voice Services adhere to Amazon's security standards.

Operations

To assist automotive firms in navigating the path of continuous compliance and securing their software-defined cars, Argus provides a variety of operational support services. These services include of L1-L3 SOC operations, use case and playbook support, vulnerability management, and incident response.

Argus incident response services offer on-call assistance for attacks that are already underway, assisting businesses with event analysis, attack path reconstruction, attack containment, response planning, and incident recovery. Their Security Incident Response Team (SIRT) makes use of unmatched expertise in every area of automotive cyber security to offer businesses the greatest defense against assaults.

Another important feature that Argus provides is vulnerability management as a service. This service entails routine, current scans of the flaws impacting the machinery and parts of an organization.

From conception to completion, Argus monitors, addresses, and reports on any software or vehicle vulnerabilities, assisting in maintaining consumer safety, privacy, and brand reputation.

Argus' use case and playbook support enables businesses to stay ahead of cyber security problems by educating them about the dangers they face, potential indicators of penetration, monitoring techniques, and proper responses. Use case engineering is conducted by Argus, which also identifies important attack vectors, scenarios, and data indications. As a result, businesses have access to a single source for information on risks to consumer safety, security, and privacy as well as to their own operations.

Last but not least, L1-L3 SOC operations from Argus offer businesses a variety of support services to assist them in responding to new cyber security issues. Initial triage, the elimination of false positives, the involvement of subject matter experts, and the escalation to L3 SOC services for the quickest event resolution are some of these services.

Concluding Remarks

The process of maintaining automotive cyber security includes regular monitoring of new and changing threats. Cybersecurity has turned into a crucial component of maintaining consumer safety, privacy, and brand reputation as the automobile sector increasingly relies on software-defined vehicles and linked services.

In general, Argus offers businesses the specialized expertise and tested capacity they require to remain ahead of developing and changing cyber security risks in the automobile industry. Companies can guarantee the security, privacy, and brand reputation of their software-defined cars and connected services with their help.

A R G U S
GO EVERYWHERE



- James Baker

*Chief executive officer &
co-founder of Keynote Search*

Keynote Search

With two successful running offices one in Ottawa and another in Toronto, ON, Canada, Keynote Search is a leading executive search and recruitment firm that help organizations to succeed and lead towards expansion.

James Baker created Keynote Search with the vision to make hiring and recruiting talent for your company as streamlined as possible by allowing you to stay aback with efforts and stress. The extensive candidate search by the skilled team at Keynote Search speaks to hundreds of executives on your behalf and

hunts the most skillful and deserving candidates for your business.

The selection process for the executives candidates goes along through exhaustive interviewing procedures to find the candidate that fits. It includes psychometric assessments to ensure the value addition to your company. Keynote Search is a client-centered firm that prioritizes maximum satisfaction of their clients. The candidates therefore have to go through a predictive questionnaire that helps them identify if they will suit the client's environments and stay for an extended period of time to bring a positive impact on the company.

James Baker

An academically gifted student turned heads when he decided to leave school as well as home at a young age. As Baker wandered from one hotel to another waiting at the tables, the hospitality sector attracted him the most in particular the warm human interaction and welcoming customer services. At the age of 19, James Baker was running a pub which was located below the place he lived at.

Quite mysteriously he got his first shot, when two young businessmen asked him to hire him in their sales department as the first employee. At that time, Baker denied the offer as he was more interested in customer relations rather than sales, but they promised to teach him all about it if he keeps the spirit high by working hard. They kept their promise which eventually led Baker to establish his own platform.

The impact of Keynote Search can be seen on over 300 private companies. The platform also has assisted over more than 100 non-profit organizations. The team at Keynote Search works on six boards that improve the quality of life in our city. Receiving recognition as Ottawa's fastest growing business as well as the leading search firms in Canada, master minds at Keynote Search are making everyday count.

How does Keynote Search benefit you?

Talent requirements are unique for every organization in every industry. By gaining alignment with the stakeholders you can understand the organization on a deep or level.

The core values of the organizations shape the roles and requirements of a company and Keynote Search's platform helps you find the right talent for your firm.

Instead of relying on the updated databases, at Keynote Search every search project is performed from the scratch and shaping it into your personal unique. Out of every industry, the marketing industry has always been the first to adopt unique and innovative strategies to attract the modern generation with the data driven approach.

Similar techniques and strategies are used by Keynote Search to recruit top skilled assets that can take your brand to the next level. Altho this process is not as easy as you may think, proper market research and stakeholder consultations are done to create a deepest organization analysis of the clients in order to cultivate unique strategies that are in line with your business requirements to reach out the qualified candidates.

Keynote Search works by using effective and appropriate channels to market your role and job offerings in such a personalized manner that targets talent in the right fashion.

Post-Placements after every placement

A collaborative space of post placement integration program has been created by the talented team at Keynote search to provide successful long term performance and support of the new executive. Executive coaching has been a powerful measure added to the platform that provides an open space to listen, interpret, and deal with certain problems and issues for both the executives and the other team members.

Such a creative space allows members to surface the issues and dedicate a pragmatic approach to solving them full stops knot search provides 9 structured sessions to create the environment of alignment. These sessions cover major insights and expectations of an organization that allows the members to gain self awareness by understanding different styles and strategy to form harmony.

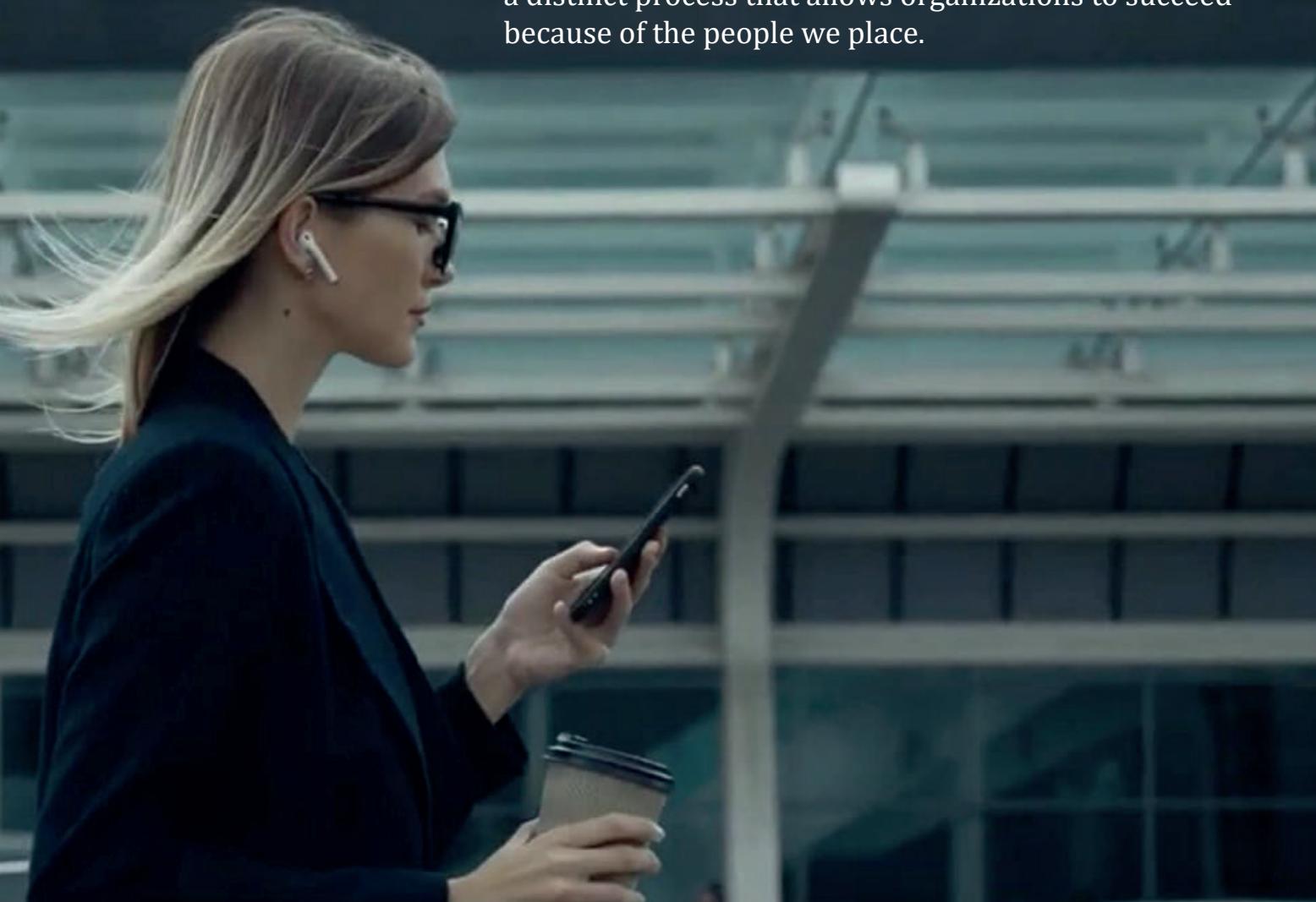
Committed and driven team

Keynote Search takes their pride in being uniquely identified with a business environment that values self-proclaimed grandeur and antiquated

Find. Fit. Perform.

Executive Search & Recruitment

We are an executive search and recruitment firm with a distinct process that allows organizations to succeed because of the people we place.



procedures. Highly committed team members at Keynote Search comprises the skill set to work collaboratively assisting each other to work towards the development of the company. The team members are always ready to add new innovations and adapt procedures that bring harmony not only in their work of selecting worthy qualified candidates, but also to their clients to which they aim to serve with highest dedication.

Conclusion

Keynote works structurally to find a qualified applicant that fits your organization to promote

its betterment. However, the task goes beyond just finding the right applicant. One factor that makes Keynote an ideal choice is the speedier integration of all executive placements with quality practices that are at the forefront of the industry. The platform ensures significant long-term contributions in your company by aiming to offer unbiased assistance and counsel for smooth integration of your new executive.

KS KEYNOTE SEARCH



Arrived Workforce Connections

Learning to thrive in digital world with Jennifer Byrne

Success when talked about theoretically refers to a single end goal that one must accomplish. However, the concept of success does not work like that in the real world. Practically success represents coming together of smaller wins and accomplishments to form a bigger victory that creates an impact in either once personal life situations or for the rest of the world.

Changes in the course of time are single goals that we pursue at the beginning of our careers often grow and evolve into multiple end states that define success for us. Similarly for the CEO of Arrived Workforce Connections, Jennifer Byrne success is not in achievement of a single goal but it is about coming together of smaller accomplishments to aggregate and lead to something bigger.

The advent of Arrived Workforce Connections

Jennifer always wanted to build her own platform where the dynamic of workers can be changed to create a positive and lasting impact with the help of innovation and digital technology. She left Microsoft to pursue her dream of helping people to develop the skills they needed to survive in the world based on technology.

As technology came into practice for the people, the labor force started getting divided based on lightly-skilled and unskilled workers instead of getting divided on the basis of digitally skilled or unskilled. When that change came into the realism Jennifer

focused on streamlining the learning dynamic for workers in order to lead a company with potential to create a bigger impact.

Arrived Workforce Connections

With the aim to build digital solutions that bridge the gap between the work done by the people and the impact of it on a greater audience is the defining strength of Arrived. Business organizations and staffing agencies require specific high-tech tools to recruit and retain talented workers that can add value to their company at such times where the work is predominantly converting into shift based and short term.



- *Jennifer Byrne*
CEO of Arrived Workforce Connections

The tools are curated by Arrived Workforce Connections to meet the needs of workers helping them connect to the available jobs by driving search engines intellectually to match the workers' profile. With the personalized mobile app, Arrived Workforce Connections Brings new opportunities to the workers as per their needs of minimum pay requirements, location, schedule, and type of work they are aiming to enter in.

With the number of opportunities, individuals do not need to worry even if they at any point of their life consider changing their career field. By simply editing and

updating their profiles the gates of opportunities will be open to them.

The connections made for the brands by the brands!

Arrived Workforce Connections allows the staffing agencies and employers to set up their brands on the app of which they take complete responsibility for driving adoption and recruitment of talent across their existing workforce.

The retention of the existing workforce of the company does not get affected as the mobile application schedules dynamic in order to provide control over working hours to the workers in their own hand. Moreover, the workers are also in control of their pay and the type of work they do. Another advantage of the Arrived Workforce Connections platform is that it automates the manual procedures resulting in reduction of management cost while simultaneously increasing efficiency.

The brand's commitment to empowering people to find meaningful and rewarding careers drives the organization with greater impact. Arrived Workforce Connections' mission is to make hiring and empowering the workforce with innovative solutions that keeps the recruitment balanced.

Innovation driven approach

As the CEO of the company, Jennifer Byrne remarks the company as a part of the crowded ecosystem of HR tech solutions. Innovations and bringing out new approaches to face different challenges is necessary to lead them to the path of success.

Jennifer claims the secret to success of their company relies largely on the team's core values and deep focus to provide quality services to the customers with streamlined processing and seamless technology.

Committed team members at arrived workforce connections provide the customers and clients with technology that is uniquely created to work for them. With a data driven approach the confusion of choosing from various platforms for the customers is eliminated ensuring end-to-end transparent solutions with satisfactory results.

The brands privatization to open platforms and API based approach makes them a better choice among

the competition and also allows them to integrate modular approaches to create an ecosystem that works for customers.

Roles and management as a CEO

After serving as the advisory boards chair for a year, in October 2021, Jennifer took over the role of CEO. In the meantime the company transitioned from staffing agency having it inciting digital platform to a tech firm offering all the related services. The brand evolved in its entirety after the joining of Jennifer to explore a broader mission and reflect on the name and the branding of the company.

As the company started interacting with more customers who showed willingness to provide public references for them it signaled the value and quality of services it provided to the market to create an impact. Jennifer states her primary responsibility is to garner sustainable growth for the company's mission by keeping it in alignment to the aspects including technological development, sales, marketing, business development, operations, legal, HR, etc.

Final remarks

Jennifer Byrne spent her entire career discovering new ways to integrate technology in the practices of business to cite innovation and create advanced strategies. With this aim forward with Arrived Workforce Connections, she leads digital transformations of dozens of profiles for major companies and organizations in order to help them in their talent hunt.

With Arrived Workforce Connections workers are truly empowered in this time in the industry with lowest employment rates, to opt their perfect work situations with highest paying opportunities offering wider scope with convenient amenities in order to make them earn a quality lifestyle.

Connect with Arrived Workforce Connections to explore your potential to the fullest by making connections that bring forth value addition to your existing skill set while making you thrive in the economy.





- *Brock Blake*
CEO, Co-Founder of
Lendio

Lendio

Business financing gone advanced with Brock Blake

Founder and chief executive officer of a free online loan marketplace in the US Lendio, Brock Blake has financed more than 100,000 small businesses with over more than \$2 billion loan to help them grow and expand. With the help of the adaptive platform of Landio that leverages machine learning, Brock Blake is focused on creating a revolutionary path for small business

owners by making business loans easily accessible and effective in the long run for their companies. Several honors have been given to the company Lendio, recognition by glass door as one of the top 50 workplaces and a certificate of great place to work by great workplace. Lendio has also been given a place In the list of Fortune's best workplaces providing financial and insurance

services.

Brock Blake

The early life of Brock Blake involved hopping from one venture to another as he started his way from the paper route and moved higher by starting his own soccer camp business. He also ventured across the market of scooters in China purchasing them and selling them locally after which he stepped into the world of business and financing.

In 2006, Blake founded FundingUtah, which was renamed FundingUniverse in the later years before Lendio was founded. He himself encountered the struggles of financing in small businesses through his experience. As the world entered the global financial crisis in 2008 it was immensely difficult for the small businesses to seek capital from the US banks.

The vision behind establishing his own financing and funding platform was to provide small business owners ease to finance their startups and small businesses without struggling to fill out long applications and linger around the bank every now and then.

With the help of Lendio's platform, small business owners can fill out online loan applications by browsing several loan products with the network of more than 75 lenders. With Lendio, financing is done quickly and easily. Blake has invented a pitching event called CrowdPitch in the style of this new era's speed dating system allowing small businesses to pitch their deals at the best price.

Services

Many young entrepreneurs or business startups fail to gather enough collateral that can be used to get business loans from the banks. Where business requires funding at every step of the journey for starting up on a new project, carrying out expanding operations, or recovering from the financial loss, business loans come as a life saver that teach the entrepreneurs to work out the plan and keep moving forward.

With this aim in mind Lendio helps early startups and small businesses to manage the cash flow by

providing them the funding and loans. According to your budget and business requirement you can choose from a multiple of loan products that are given as follows.

- **Short-term loans**
- **Business line of credit**
- **Cash advance**
- **Equipment financing**
- **Startup business loans**
- **SBA loans**
- **Business Acquisition loan**
- **Accounts receivable financing**

With Lendio a lending marketplace you can compare options to ensure that alone matches your budget and business requirements in a perfect way. Such comparable loan options allow an entrepreneur to not get burdened by the loans and pay them out easily. Such a platform works in the favor of the borrower as they are free to go through the interest rates, loan terms, size, and speed of capital of multiple options to ensure the maximum satisfaction from the choice they make.

Maximum benefits for your small business

With ready to serve capital with the landers at lend your the procedures of financing alone get streamlined. When you are considering financing for your small business you must know about the types of financing for small businesses and choose wisely the one that can actually benefit your business in the long-term.

Debt financing, bootstrapping, crowdfunding, and venture capitalist are your four options to leverage out cash for your early startup situations. Where debt financing sounds similar to traditional small business loans it offers a wider scope and secured funding. Fundings like business line of credit, SBA loan, short term loan, cash advance, business credit card, commercial mortgage, equipment financing, etc are covered under debt financing.

For the people who have personal savings or some type of lineage that they can use to start their entrepreneurial grind from the start as the traditional way is known as bootstrapping. With advancements in technology crowdfunding seems an interesting concept for entrepreneurs to harness



funds through online platforms. Venture capitalists is another form to finance your business, if your goal is to expand it and make it acquired by the team of thorny nerds.

Concept for the new business model

While working at FundingUniverse, Brock Blake saw that almost 98% of the business ventures were getting nothing out of the connections with VC and angel financing over which his cofounder, Trent and he paired to come up with the idea of Lendio. With Lendio they gathered a team of secured lenders to build connections with borrowers resulting in a streamlined management of loans with transparent networking.

As the platform mode forward several optimisation and testings were done to create a supportive environment for the new business models. Skilled and talented team members started incorporating as the building of Lendio expanded to serve and push new business Ventures and company goals.

Strong collaborative team

Lendio nurtures passionate and creative minds that help SMBs grow and expand their reach at a global level. Adaptive loan marketplace of Lendio saves your time and efforts, as the process goes down to a single application that can be filled in 15 minutes

for which you avail 75+ vendors.

Skills team of experts is always on board to guide you throughout the application process and help you understand the advantages and disadvantages of different types of loans and deals you envision to enter.

Path of success for Lendio

Brock Blake directs the reason behind his company's success to the creative brains of their team who

are devoted to the job they perform. The greatest accomplishment of land York watches serving 100,000 small business owners with more than \$2 billion capital to support their big ideas, has been made possible by them all.

Lendio is constantly evolving and expanding with innovative ideas to make funding and financing for the small business owners not a burdensome, but an easier process. The PPP loans or pay check protection program launched by the organization recently is one such example that provided emergency relief funds during the adverse effects of global coronavirus pandemic.

Final Words

Lendio's team is highly focused not only on building up the dreams and adventures of other passionate and thriving new entrepreneurs, but also by serving for the good through charitable programs. To support low income entrepreneurs micro loans are provided by the team to help them scale up. Charitable initiative has also been taken to end the gender gap and encourage female entrepreneurs.

lendio



- *Raghav Kapoor*
Co-founder & CEO of Smartkarma

Smartkarma

Learning to thrive in digital world with Jennifer Byrne

A financial technology business called Smartkarma has created a cloud-based platform to upend the conventional research market. As a top supplier of independent investment research, the company is revolutionizing how investors access and use research by making it more open, simple to use, and affordable.

We recently got the chance to speak with Raghav Kapoor, the CEO

and co-founder of Smartkarma, to find out more about the business and its goals.

About SmartKarma

Kapoor talked about Smartkarma's goal of developing a marketplace where independent analysts may share their findings with investors directly without the use of middlemen throughout the conversation. Investors have access to a broad range of independent research through this platform, encompassing numerous markets, countries, and asset classes.

According to Kapoor, huge financial institutions dominate the traditional research sector and generate expensive, frequently biased research that is primarily available to institutional investors. By offering a more diversified and transparent ecosystem of research providers that meet the demands of all investors, Smartkarma seeks to democratize the research sector.

Instead of relying on institutional clients to pay for their research, Smartkarma's distinctive business model enables analysts to monetize their work by sharing it directly with investors who respect their knowledge. As a result, analysts have greater control over their content and income sources, while investors have access to a wider variety of research that is catered to their particular needs.

Mission and Vision

Kapoor emphasized that Smartkarma's goal is to give independent analysts an alternative venue to disseminate their research, not to displace established research providers. He clarified that the company's objective is to level the playing field for all investors by offering a more affordable and effective means to get timely, high-quality research.

In addition to its cutting-edge technology, Smartkarma has built a community of analysts who can work together and exchange findings. This pushes analysts to conduct more useful and accurate research and promotes a culture of knowledge sharing.

Smartkarma is a cutting-edge platform for investment research that is revolutionizing how the sector views, appreciates, and motivates research. The company's basic principles, which include entrepreneurship, teamwork, craftsmanship, and honesty, serve as the foundation for how they conduct business.

Areas of Focus

Smartkarma places a high importance on

entrepreneurship and promotes trying and learning from errors. Smartkarma may continue to innovate in their industry and expand their business by taking these lessons to heart. This kind of thinking has enabled the business to challenge established investment research models and provide the market cutting-edge alternatives.

Another essential aspect for Smartkarma is cooperation. The business understands how crucial it is to share information and ideas in order to develop a better product for its customers. The platform encourages cooperation among its staff, Insight Providers, and subscribers so that they can all contribute to a larger amount. This strategy has enabled Smartkarma to offer top-notch research that is adapted to fit the particular requirements of their clientele.

Smartkarma is a company that places a high importance on craftsmanship. The business takes pleasure in all that it does, and it makes sure that all of its work, goods, and services are of the best caliber. Smartkarma is able to provide their clients with research that is thorough, insightful, and beneficial thanks to their attention to detail.

Integrity is a basic principle that is essential to the culture of Smartkarma. The business supports people owning their work, taking responsibility for their choices, and celebrating their achievements. They encourage an inclusive, courteous, and diverse workplace that values honesty, openness, and decency. Smartkarma has acquired the trust and steadfast support of their customers, staff, and business partners by upholding a culture of integrity.

Industrial impact

Professional investors, private investors, corporate investor relations, corporate customized, and research providers are just a few of the clientele that Smartkarma offers a variety of solutions to. The platform of the organization is accessible in a number of nations, including Japan, the United States, China, Korea, Australia, Singapore, India,

Hong Kong, Thailand, and Indonesia.

Due to its widespread presence, Smartkarma can offer insightful research on a variety of topics.

Consumer, industrial, healthcare, TMT and internet, finance, energy, and utilities are just a few of the industries that the platform covers. Furthermore, Smartkarma provides verticals in areas including equity bottom-up, event-driven, IPOs and placement, thematic and strategic, macro, FX and rates, and technical analysis. Due to these verticals, Smartkarma is able to offer a thorough research solution that addresses a variety of investing techniques.

Along with a variety of strategies, Smartkarma also provides all insights (real-time), growth, M&A, multi-strategy, and value. With the use of these tactics, individuals can tailor their research options to suit their particular investing goals.

In conclusion, Smartkarma is a cutting-edge platform for investment research that is revolutionizing the way the market for investment research sees, appreciates, and promotes research. Their approach to doing business is guided by the company's basic values of entrepreneurship, collaboration, craftsmanship, and honesty, and their solutions are tailored to meet the needs of a diverse clientele in a number of sectors. Smartkarma is a dependable partner for clients wishing to make knowledgeable investment selections thanks to its extensive research offering, which includes a variety of industries, business verticals, and investment techniques.

Strengths

The strength of Smartkarma is in its capacity to offer top-notch, unbiased financial research that is tailored to the requirements of its clients. The organization can provide a degree of flexibility, speed, and cost-effectiveness that is unmatched because of its cutting-edge business strategy and technological foundation.

The distinctive business strategy of Smartkarma,

which is founded on the idea of “ unbundling ” research, is one of its main advantages. In contrast to being restricted to a single provider, clients can now access a variety of research providers and specialists. This strategy gives clients more control over the research they get while also enabling Smartkarma to provide a considerably wider range of insights and viewpoints than conventional research suppliers.

Another significant advantage is the technical platform of Smartkarma. Clients may quickly access and filter the information they require thanks to the platform’s user-friendly design. Smartkarma can quickly increase its service offerings and coverage thanks to the platform’s strong scalability.

Another key asset of Smartkarma is its staff of knowledgeable experts. The company’s insight providers have years of experience conducting research and are leaders in their fields. As a result, Smartkarma is able to offer its clients fast, pertinent insights that are based on actual experience.

The dedication of Smartkarma to innovation and collaboration is a key strength. The business aggressively seeks input from its customers and partners and is always looking for new ways to enhance its platform and services. By consistently pushing the boundaries of what is possible, Smartkarma is able to stay at the forefront of the investment research sector.

Final word

In general, Smartkarma’s goal is to revolutionize the research sector by building a more open and transparent ecosystem that is advantageous to both investors and analysts. By enabling investors to make more educated investment decisions and giving analysts a more adaptable and lucrative way to disseminate their research, the company’s platform offers a distinctive value proposition. The traditional research industry is ready to be disrupted by Smartkarma’s novel business model and dedication to openness, which will benefit all parties.





- *Changming Liu*
CEO & CO-Founder of
Stellar Cyber

Stellar Cyber



"Next-generation security operations for a safer tomorrow"

A comprehensive platform for threat detection, investigation, and response is offered by Stellar Cyber, a business that specializes in next-generation security operations. Their platform, which focused on automation and user-friendliness, interfaces with various security solutions and was created to assist security teams in efficiently sorting through the noise and concentrating on the dangers that matter most. In this interview, we chatted with Changming Liu, the CEO, and co-founder of Stellar Cyber, to learn more about their platform and future goals.

According to Stellar Cyber's spokespersons, the company's founders understood the need for a solution that could integrate various protection technologies and aid security teams in better managing the growing number of threats.

How does the platform work?

Various security solutions are integrated with the platform, including firewalls, IDS/IPS, endpoint security, and SIEMs. Artificial intelligence and machine learning analyze these technologies' data, which then detects suspicious behavior automatically.

The platform provides all the context and information required for security teams to promptly analyze an incident and take proper action once a danger has been identified. The platform also automates numerous time-consuming procedures associated with threat response, like quarantine and remediation.

According to Liu, their platform is exceptional in that it can interface with various security solutions and strongly emphasizes automation and user-friendliness. Additionally, they stressed how the

platform had been developed to assist security professionals in efficiently sifting through the clutter and concentrating on the risks that matter.

Their pricing strategy is another important differentiation. Stellar Cyber provides a subscription-based pricing strategy with no additional costs or hidden fees since they think security should be affordable for businesses of all sizes.

Customers who value the platform's simplicity of use and automation tools have provided the business with great feedback. Many others have also mentioned how the platform has improved how they manage their security operations and enabled them to react to attacks more swiftly.

Services

Stellar Cyber provides services to ensure its clients' success, including enablement, onboarding, support, and success services.

- Stellar Cyber enjoys its customers' accomplishments and works hard to ensure they can achieve their security and business goals. Stellar Cyber is accessible around-the-clock to offer support and assistance whenever necessary, unlike other software vendors who could get too busy to receive calls after the contract is closed.
- Stellar Cyber provides enablement services to Managed Security Service Providers (MSSPs) that assist SOC teams in efficiently using the platform and sales teams in efficiently promoting the platform. The enablement services assist MSSPs in making the most of the platform and offering their clients the best possible service.
- Stellar Cyber provides enablement services for

enterprise security teams so that administrators and analysts can use the platform as productively and effectively as feasible. Training, consultation, and support are all included in the services, which are tailored to meet each client's individual needs.

- The onboarding services offered by Stellar Cyber are intended to make it as easy and quick as possible for new clients to start using the platform. The customer's security environment is thoroughly evaluated as part of the onboarding process, and then a personalized implementation plan catered to their particular requirements is created.
- Customers can access Stellar Cyber's support services around-the-clock to get the help they need to operate the platform efficiently. The support team comprises seasoned security specialists who can offer knowledgeable counsel and direction as needed.
- The success services offered by Stellar Cyber are also intended to assist clients in achieving their security and business goals. Regular check-ins with clients to assess their progress are part of the success services, as are continuous training and support to ensure that customers can benefit fully from the platform.

To conclude, Stellar Cyber's services are created to assist clients in achieving their security and professional objectives. Whenever assistance is required, their devoted support and services team is on hand around-the-clock to offer knowledgeable counsel. Customers may feel secure knowing they have a partner in Stellar Cyber who cares about their success and is dedicated to assisting them in achieving their goals.

Industries

This security operations firm assists numerous sectors in managing their security operations and addressing attacks more swiftly. They serve various clients, including those in the financial services, government, higher education, and manufacturing sectors.

Stellar Cyber assists businesses in the manufacturing sector in securing their sensitive data and

intellectual property. Manufacturing businesses may more easily recognize and address security problems with their help since they offer a full threat detection, investigation, and response platform.

Stellar Cyber offers a platform in the higher education sector that is especially suited to the requirements of educational institutions. Their platform can assist universities and colleges in safeguarding confidential student information and research and intellectual property data.

Last but not least, Stellar Cyber offers a platform to businesses in the financial services sector that can aid in protecting them from cyber risks and financial fraud. Their technology can assist firms in promptly identifying and responding to security issues because it interfaces with a wide range of financial industry products.

Future Plans

According to Liu, the business always develops new features and improves its platform. They expressed their excitement about their future integration with cloud-based security technology. As more businesses migrate their workloads to the cloud, they want to ensure their platform can offer the same level of security and transparency in these settings.

To improve the security of their platform and better safeguard their consumers, the officials also disclosed that they are looking into ways to use cutting-edge technology like blockchain and quantum computing.

Final Note

Finally, Stellar Cyber is a pioneer in security operations, offering a cutting-edge platform that its users highly regard. Stellar Cyber is well-positioned to assist enterprises of all sizes in better managing their security operations and reacting to threats because of its focus on automation, ease of use, and interaction with a wide range of security products. We are interested in learning more about the organization's innovative plans for the future.





- *Timothy D. Myers*
Chief Executive Officer
of Arconic corporation

Arconic corporation

Arconic is a top supplier of architectural products that advance a range of industries as well as aluminum sheet, plate, and extrusions. Arconic manufactures high-quality products with a focus on lightweight metals engineering and manufacturing for the aerospace, automotive, commercial transportation, industrial, packaging, and building and construction industries.

Arconic recently conducted an interview to talk about their cutting-edge goods and services.

Products and solutions

Arconic emphasized their aerospace solutions, which include high-strength aluminum alloys suitable for aircraft structures and components, during the interview. Additionally, they provide cutting-edge materials and technology for aerospace that help lighten planes and increase fuel efficiency.

Arconic provides a selection of lightweight aluminum solutions for the automotive industry that help increase fuel economy and lower

pollutants. Additionally, they provide cutting-edge technology like aluminum-lithium alloys, which are even stronger and lighter than conventional aluminum alloys.

Arconic's architectural products, such as Reynobond aluminum composite material, are used in the architecture and construction industry to make contemporary and cutting-edge building facades. They also provide a selection of strong yet lightweight roofing, siding, and ceiling components.

Recent developments and innovations

Arconic is dedicated to driving innovation and expanding the capabilities of lightweight metals. Recent innovations from this company include an aluminum-lithium alloy for the aerospace sector that is up to 10% lighter than conventional aluminum alloys and Micromill technology, which enables the manufacturing of high-strength aluminum alloys with remarkable formability. Arconic is still at the forefront of innovation and commercial development.

In addition to producing unique architectural solutions that advance a variety of industries, including aerospace, automotive, commercial transportation, industrial, packaging, and architecture and construction, Arconic is a world leader in the manufacturing of aluminum sheet, plate, and extruded products. The business is dedicated to reducing its impact on the environment and maximizing the value it provides to its stakeholders, who include shareholders, employees, clients, suppliers, and the communities in which they operate.

ESG Principles

Integrity, inclusion, diversity, and social equity are the cornerstones of Arconic's corporate culture, which reflects the company's dedication to ESG principles and sustainability. In order to ensure that all parties involved are carrying out their activities responsibly, the company works hard to conduct all elements of its business in an ethical and transparent manner.

Strength areas

Producing high-quality aluminum sheet, plate, and extruded materials for the aerospace sector is one of Arconic's key competencies. The business,

a world leader in this area, provides a variety of cutting-edge aerospace materials and technologies that aid in reducing aircraft weight and enhancing fuel efficiency. High-strength aluminum alloys from Arconic are excellent for use in aircraft structures and parts, and their novel aluminum-lithium alloy is even lighter and more durable than conventional aluminum alloys.

Arconic provides a selection of lightweight aluminum components for the automotive industry that aid in enhancing fuel economy and cutting pollutants. They are at the vanguard of the automotive industry's historic shift to aluminum-intensive vehicles, enabling safer, lighter, and more fuel-efficient automobiles and trucks with their aluminum sheet and extrusions. Lightweight components for the automotive industry are also made with the help of the cutting-edge aluminum-lithium alloys from Arconic.

Brazing sheet solutions from Arconic are another area of strength for the business. They created the aluminum brazing sheet, and they currently dominate the North American market. Their unique multi-layer sheet solutions offer greater efficiency regardless of application and are a design enabler for sophisticated thermal management systems. Automotive, HVAC, and refrigeration are just a few of the industries that use the company's brazing sheet solutions.

Additionally, Arconic is a significant provider to the markets for industrial solutions and commercial transportation. They offer customers all over the world a wide range of sheet, plate, and extruded goods through their network of rolling and extrusions facilities. Their products are used in a variety of industries, including construction, industrial machinery, packaging, and transportation.

Arconic's architectural goods, which include Reynobond aluminum composite material, are among its most inventive markets. Their architectural solutions are used to design cutting-edge and contemporary building facades, and they also provide a variety of lightweight and strong roofing, siding, and ceiling products. Modern skylines from New York City to Shanghai were made possible by Arconic's solutions. They are a market leader in North America for architectural

framing and have a strong presence in Europe.

Sustainability

Arconic's dedication to sustainability and ESG principles is evident in every facet of company business. One of the organization's ambitious sustainability targets is to reduce greenhouse gas emissions by 50% by 2030. They also give top emphasis to protecting both the environment and the health and safety of their employees, and they have implemented a number of programs and efforts to reduce their harmful effects on the environment.

The Micromill technology developed by Arconic is a shining illustration of their dedication to sustainability. With the use of this technique, high-strength aluminum alloys with remarkable formability may be created, reducing waste and increasing the goods' ability to be recycled.

Additionally up to 10% lighter than conventional aluminum alloys, the company's aluminum-lithium alloy for the aerospace industry aids in lowering fuel consumption and pollutants.

Arconic's dedication to sustainability is shown in its offerings, which are made to assist clients in overcoming difficult engineering difficulties and achieving their sustainability objectives. For applications in the aerospace, automotive, construction, and other sectors, the company's cutting-edge materials and technologies are renowned for their strength, durability, efficiency, and recyclability.

In conclusion, Arconic is a world leader in the creation of aluminum sheet, plate, and extruded products, as well as in the creation of cutting-edge architectural solutions that advance a variety of industries.

Business Divisions

Rolling Products, Building & Construction Systems, and Extrusions are three of Arconic's business divisions that are committed to providing clients with cutting-edge solutions that improve the sustainability of their businesses and the markets they service. For the aerospace, automotive, commercial transportation, brazing, and industrial applications, the Rolled Products division provides a variety of extremely distinctive

aluminum sheet, plate, and extruded products.

The business leads the industry in both aluminum sheet for the North American automotive market and aluminum sheet and plate for the aerospace sector. Arconic is also leading the historic transition of the automobile industry to aluminum-intensive cars. Their aluminum sheet and extrusions make it possible for automobiles and trucks to be lighter, safer, and more fuel-efficient. aluminum and aluminum-lithium components are being used in aerospace to create the aircraft of the future because they are lighter, stronger, and more durable.

With a dominant position in Europe, the Building & Construction Systems category dominates the North American market for architectural frame. From New York City to Shanghai, arconic developments have given rise to contemporary skylines. Their products aid in the realisation of imaginative architectural concepts for more contemporary, attractive, secure, and sustainable architecture. The business provides a variety of cutting-edge building goods and technologies to assist project teams, architects, and builders in realising their vision for contemporary, high-performing structures. Their solutions, which range from self-cleaning facades to blast-proof and hurricane-resistant entrances, are created to fulfil the particular requirements of the building sector while simultaneously achieving environmental objectives.

The Extrusions segment offers a broad range of sheet, plate, and extruded goods to clients all over the world. They are a significant supplier to the market for industrial and commercial transportation solutions, providing cutting-edge solutions that assist clients in lowering their environmental impact and achieving their sustainability objectives. Their unique multi-layer sheet solutions offer greater efficiency regardless of application and are a design enabler for sophisticated thermal management systems.

Environmental Impact

Arconic helps its customers handle the problems of climate change and lessen their environmental impact by creating products that are lighter, stronger, and more effective. In comparison to items made from other materials, the company's



Lighter, Stronger and Bigger Than Ever

Arconic helps build the future of aviation with advanced aluminum-lithium.

products utilize less energy and create less greenhouse emissions, which demonstrates its dedication to sustainability. Arconic places a strong emphasis on sustainability, which is shown in its manufacturing procedures, which are created with little waste, energy efficiency, and emission control in mind.

Arconic is dedicated to sustainability as well as being a good corporate citizen and upholding its values in order to reduce its environmental impact and increase the value it provides to its principal stakeholders, such as its shareholders, employees, customers, suppliers, and the communities in which it operates.

The company's culture is characterized by integrity and welcomes inclusiveness, diversity, and social equality. They actively support initiatives that enhance the environment, the communities they serve, and the health and safety of their workers. They actively interact with all of their stakeholders to ensure that they conduct

all elements of their business ethically and transparently as they work with their customers to manufacture lightweight, robust, and recyclable products.

Final words

In summary, Arconic's dedication to sustainability is demonstrated in its cutting-edge products and production techniques that support clients in overcoming difficult engineering difficulties and realizing their sustainability objectives. The three business divisions of the organization are committed to providing solutions that improve the sustainability of their clients and the markets they serve. Arconic is helping its clients confront the problems of climate change and lessen their environmental impact by creating the next generation of aluminum solutions.



ARCONIC



- *David Drai*
CEO & Co-founder of *anodot Ltd*

anodot Ltd

The digital era we are living in businesses from small scale local shops to the big fortune companies are stored in the data online. Massive amounts of data production if noted down on physical form can be hard to keep up the track with. But analyzing data with artificial intelligence is the new capability of the internet that intensifies the procedure with maximum speed and accuracy. Anodot Ltd is one such platform providing industrial leading services across the globe to support your business with the power of AI.

Anodot Ltd

AI powered softwares of the Anodot Ltd accurated to analyze the data from any source and deliver valuable insights automatically. This analyzed data can be used to track various brand strategies

and their implementations and how they are influencing product developments improving team performance by allowing the company to understand what works for them and what does not.

Anodot allows the organization to use the exceptional power of AI in their favor by optimizing their businesses. The AI driven platform of Anodot lets users monitor their businesses solution by identifying revenue critical incidence in real time. Anodot offers affordable solutions by enabling businesses to maximize their resources and cost usage across Azure, AWS, Kuberneter, and GCP.

Skilled and experienced AI developers came together in 2014 to found the

platform of Anodot. The goal behind the company was to take analytics and business monitoring to the next level. Companies that struggle in scaling the metrics pose an urgent requirement of real time monitoring solutions for data collection. Anodot provides services that empower businesses with advanced technology and cutting-edge cloud cost management offering streamlined experience and cost saving opportunities.

David Drai

A thought leader, influencer, successful entrepreneur, and a visionary, David Drai brings the energy and spirit forward for the leading company Anodot Ltd. Incorporating AI to monitor the business performance and providing performance based statistics, forecasts, and alerts in real time, David Drai has created a strong and impactful platform. The platform provides faster services for detection of the company's policies with resolution that drives revenue.

David believes that the amount of data that is untapped is due to the reason that current analytics tools do not meet the requirements of the market and therefore, companies are collecting data using artificial intelligence. Intelligence provides advanced algorithms to allow computers to learn independently and uniquely according to the unique business requirement.

Bringing the team forward David leads Anodot as a customer-oriented firm helping them leverage that technology in their benefits by expanding their companies to the worldwide level. Providing visibility and direction to the team David forwards all the credit of the company's success on the motivation and dedication of their teammates to fulfill the mission of the company.

Quality services of Anodot Ltd

Payments

Smartly curated software of Anodot accelerates the detection of payment issues by monitoring of the data and optimizing approval rates. It provides 100% correlation of your payment data with continuous insights of the life cycle of payments so you get spot on alerts when payments fail.

Subscription

To monitor granular revenue data across the enterprise Anodot platform allows you to identify problems and opportunities resulting in better understanding of changes in subscription revenue.

Cloud costs

Anodot lets your platform get connected to the various clouds like AWS, Azure, and Google Cloud so that you can easily monitor the multicloud and Kubernetes spend in real time with proper management if required. You get full freedom to monitor your cloud metrics in addition to your revenue and business metric so SaaS customers, features, engineering teams, and more can be easily integrated with your innovative strategies.

Ad Campaigns

Optimize your ad campaigns for targeting, conversion, bidding, placements, creative, and scale with Anodot platform which allows you to monitor granular digital ad metrics by identifying their correlation to each other. Resolve ad and auction performance incidents with the fast and adaptive AI software of Anodot.

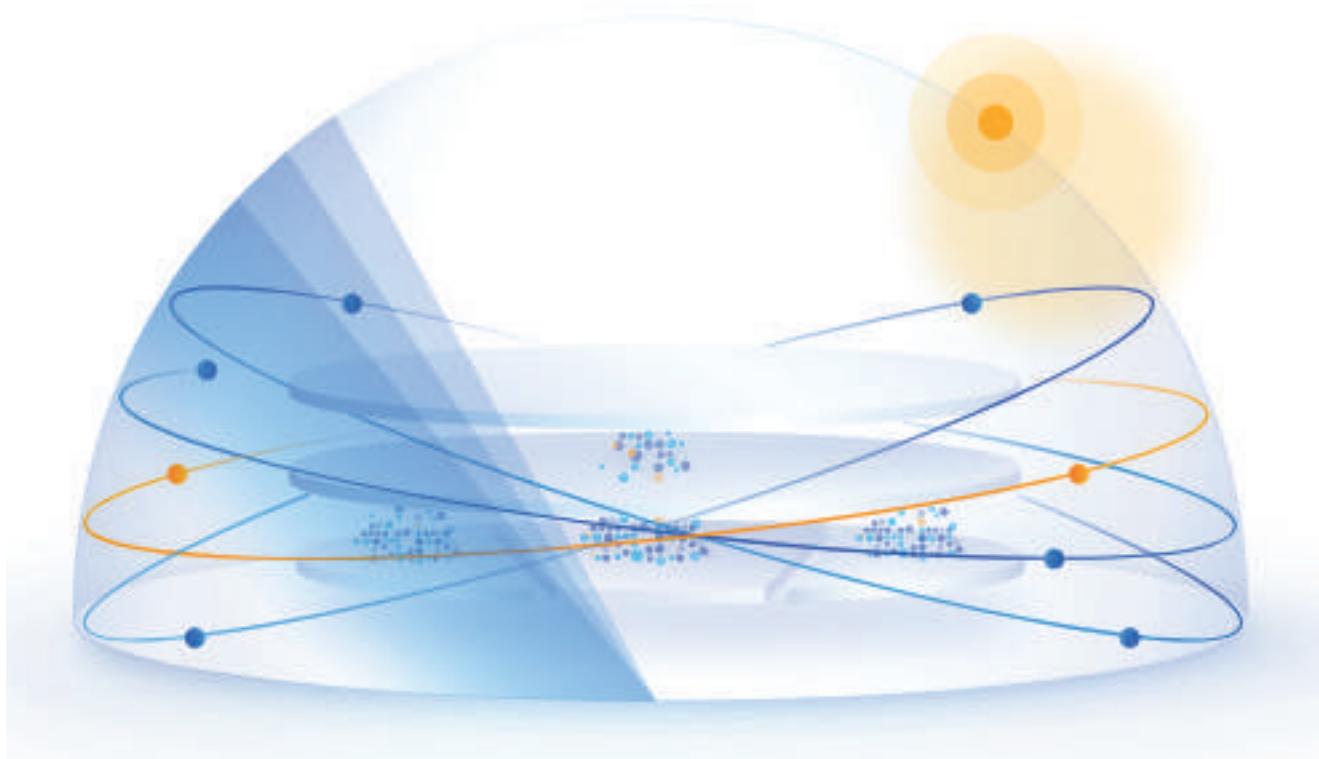
Digital Experience

Anodot offers the digital experience monitoring feature which allows you to fix uncertain digital experience incidents before giving a bad impression of your brand to the customers and other businesses.

Core values behind the success of the company Anodot Ltd thrives on the core values that make it stronger and powerful to stand against the competition and beat it. The foundations of the core values of the team at Anodot Ltd includes how they treat their customers, how they empower the work environment and employees to take collaborative interest towards success to keep the company agile and resilient.

- The business success is marked by their belief that employees bring the best out of a company. With a warm and welcoming approach to be the anomaly and celebrate unique contributions of every person and individual that has to offer, Anodot celebrates their people.
- A supportive and nurturing environment promotes new ideas

No more blind spots. No more “dark data.”



and drives innovation that focuses on finding unique solutions that can be impactful and life changing results.

- A collaborative team encourages everyone from the highest to lowest job titles to come forward and share ideas that can promote the company towards betterment. A strict policy of no ego rule with everyone is followed by the Anodot team that allows them to have respect in partnerships for successful operations.
- The capsule sized team working in the organization leads the most agile, fast, and improved task management.

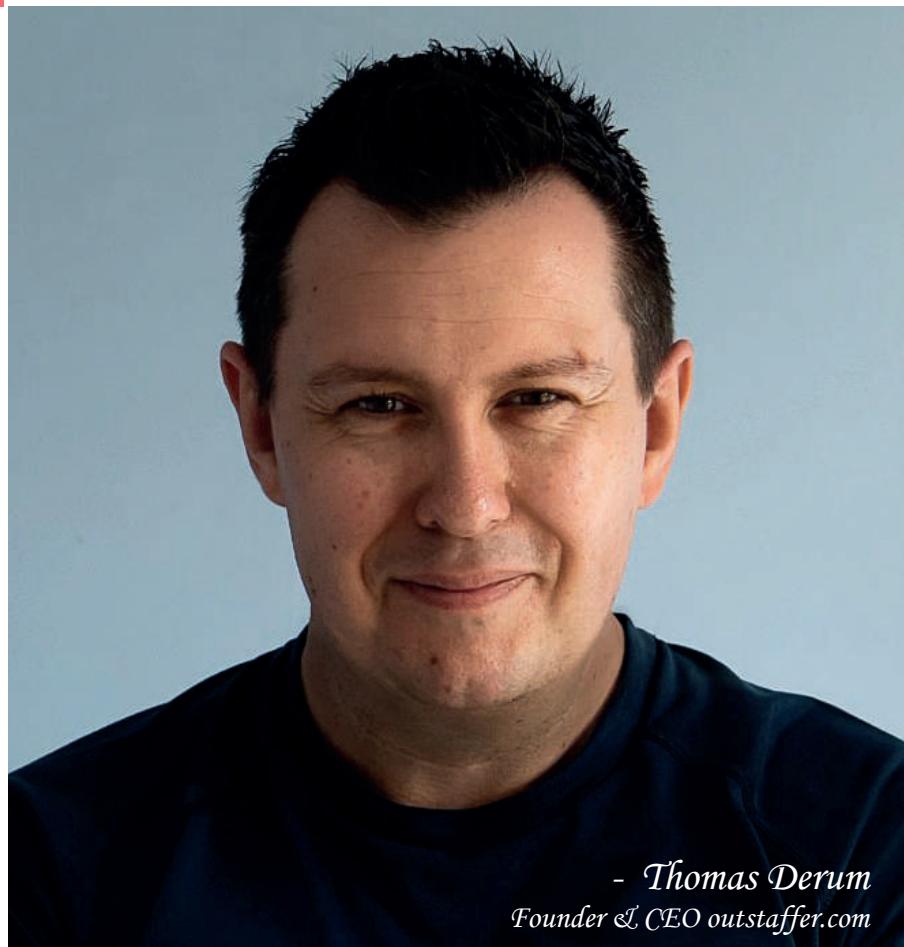
Final Remarks

AI guided systems of Anodot provide data analysis of your business and allows cleaning, analyzing, explaining, and visualizing your data in an organized manner automatically without

the requirements of human or physical force and effort. The working of AI integrated systems are different from the traditional softwares and their working processes as AI streamlines the input and speeds up the entire procedure of Data collection.

Standard software requires manual data inputs that not only takes a huge amount of time but also exploits the human forces and prevents them from working to their potential level. With integrity AI softwares of Anodot, customisation can be done to program the software to work in favor of your company and generate greater revenue by manipulating techniques and strategies for implementation.

anodot



- *Thomas Derum*
Founder & CEO outstaffer.com

outstaffer.com

Managing fibers with Cheri Beranek of Clearfield

We recently had the chance to interview with Outerstaff, a global staffing firm that focuses on finding the best employees worldwide.

We were pleased by their dedication to assisting organizations in creating the greatest teams possible by utilizing their extensive talent pool and innovative hiring practices.

Outerstaff underlined throughout the interview that they can swiftly and effectively discover the suitable employees. They are able to screen and interview individuals from all over the world thanks to a staff of skilled recruiters and a variety of technology tools at their disposal. This implies that organizations can access a vast talent pool and identify the most qualified people for their particular requirements.

Outerstaff also made a point of emphasizing their dedication to offering first-rate customer service. They are aware that sourcing candidates is only one aspect of recruitment; working closely with clients is another. They can offer customized solutions that satisfy a client's particular needs by taking the time to comprehend their needs and preferences.

How does it work?

We heard about Outstaffer.com's efficient hiring procedure during our interview with them. This approach comprises tapping into their sizable worldwide talent pool of more than 250,000 pre-screened and interviewed individuals.

Businesses first inform Outstaffer.com of the qualifications they want in candidates. The Outstaffer.com team then invests time in comprehending the task specifications and coordinating their efforts with the client's expectations. They are prepared to discover the best applicant for the position, regardless of niche or in-demand talents.

Following the definition of the requirements, Outstaffer.com's recruitment team searches for, evaluates, and connects businesses with the top job prospects. To make the hiring process clear for businesses, the team includes comprehensive candidate profiles and video interview records.

Businesses can select the best fit from the shortlisted candidates after conducting live online interviews with the candidates. The remainder of the hiring and onboarding procedures are then handled by the team at Outstaffer.com, who make sure that the new team member is capable, willing, and prepared to work.

The fact that businesses can save up to 50% on recruitment agency fees is one of the unique aspects of Outstaffer.com's hiring process. Outstaffer.com is a great option for companies looking to bolster their workforce with top talent thanks to their cost-effective strategy and dedication to quickly and efficiently finding the best candidates.

Areas of expertise

A recruitment firm with great experience in finding and partnering with outstanding personnel across a variety of industries is outstaffer.com. Outstaffer.com provides the expertise and knowledge to identify the top individuals to satisfy their clients' demands in every field, from accounting and finance to technology and everything in between.

Accounting & Finance

Outstaffer.com can assist organizations in finding the best candidate for the position, whether they are searching for a certified accountant or a financial analyst. Outstaffer.com has a thorough understanding of the accounting and finance sector and can assist employers in finding candidates who have the qualifications and expertise needed to be successful in this area.

Business Support

Outstaffer.com can aid businesses in finding the assistance they need to operate their operations efficiently, from executive assistants to administrative assistants. Outstaffer.com can rapidly and effectively find people with the knowledge and experience required to deliver top-notch support thanks to their vast network of candidates.

Contact Center

Outstaffer.com can assist companies in finding qualified personnel to staff their contact centers since it recognizes the value of providing superior customer service. Businesses that require assistance with incoming or outbound calls can find people on Outstaffer.com that are capable of providing first-rate customer care.

Financial Services & Lending

Outstaffer.com can assist companies in the financial services and lending sector in finding top people with the knowledge and background required to succeed in this intricate and rapidly changing market. Businesses can find the best people on Outstaffer.com for assistance with loan processing, underwriting, or compliance.

HR & recruiting

Outstaffer.com is a leader in the HR & recruiting industry and can assist companies in locating

qualified employees for the creation of their own HR teams. Outstaffer.com can assist companies in finding employees with the qualifications needed to support their HR operations, from recruiters to HR administrators.

Legal

Businesses can use Outstaffer.com to locate the qualified people they need in the highly competent and experienced professionals that the legal sector needs. Outstaffer.com can assist organizations in finding employees with the qualifications needed to succeed in this competitive industry, from paralegals to attorneys.

Online retail

Because of the e-commerce sector's exponential growth, organizations require elite personnel to flourish in this sector. From e-commerce managers to customer service agents, Outstaffer.com can assist organizations in finding the best personnel to lead their online retail operations.

Real estate

Outstaffer.com can assist organizations in finding the best people to succeed in the real estate industry, whether they need assistance with property management, leasing, or sales. Outstaffer.com can connect organizations with top personnel that has the knowledge and experience required to succeed in this market thanks to their in-depth understanding of the real estate sector.

Technology

Companies need excellent people to stay on the cutting edge as the technology sector is always evolving. From software developers to project managers, Outstaffer.com can assist businesses in finding the best personnel to suit their technology demands.

Outstaffer.com can assist organizations in finding the greatest individuals to match their demands, regardless of the industry they are in or the nature of their particular requirements. Outstaffer.com is a fantastic option for organizations looking to strengthen their workforce with top talent thanks to their knowledge and dedication to identifying the best candidates swiftly and efficiently.

Benefits of working with Outerstaff

It can be difficult to find great talent when your options are solely local applicants. But with Outstaffer.com, you can access the skills you require for your business by utilizing their global talent pool of over 250,000 skilled employees from around the world.

Their skilled recruiters and efficient hiring procedure guarantee that you are quickly placed, saving you both time and money. Additionally, you can use Outstaffer.com to benefit from the price variations across labor markets, enabling you to meet your payroll budget without compromising employee quality.

Outstaffer.com also gets rid of the difficulty and legal issues associated with recruiting personnel abroad. The WorkFromAnywhere technology your employees require to succeed is handled by their local legal companies, who also act as the Employer of Record.

What's best? Their price is incredibly straightforward and honest, with no markups or hidden costs. Each employee will just require a single flat recurring subscription, making it simple to budget for and plan for your staffing needs.

Don't let where you live restrict the people you can hire. Regardless of where they live, you can hire the best candidate for the job with Outstaffer.com.

Conclusion

Overall, our interview with Outerstaff left us feeling quite positive. It is very astonishing how committed they are to finding the best staff and offering first-rate customer service. We strongly advise contacting Outerstaff to see how they can assist you in creating the best team on earth if you're trying to improve your workforce by employing global talent.





- *Nikesh Parekh*
CEO of Suplari Inc

Suplari Inc

"TRANSFORMING DATA INTO ACTIONABLE INSIGHTS FOR OPERATIONAL EXCELLENCE"

The challenge to drive operational performance in every company is to learn how to gather data and structure it well so that maximum advantage can be taken out of it. The most basic use of data is to understand and optimize your services according to your customers' preference is to boost profit and revenue in return.

While the data is only the information in clusters, data analytics can help organize that data into sorted form, enabling you to get a

rational source out of that data that you can use to grow your business. If you find it easy to form a group of mathematicians or IT guys to create an in-house team for running your analytics, then hats off, otherwise external consultants is the ideal solution.

Similar to data analytics and management, if you know where to spend your money into your business activities where you can actually monetize and double them, then it will be easier for you to prevent extravagance and overspending. In addition to your accountants, finance managers and consultancy team can help you in supervising

the proper way to spend the bucks.

If you are looking to consult some masterminds in order to understand the numbers of your company better to scale up and expand the reach then, Suplari is that supervising company you need to contact. Nikesh Parekh, co-founder and CEO of Suplari, explains the platform to be the financial firewall for your company helping you reduce cost and manage cash flow.

Suplari– Your Financial firewall

Co-founded by Nikesh Parekh, Suplari is a spend agility company that aims to provide complete assessment of your cash flow in order for you to identify and predict the changes helping you cash out the value adding opportunities. Suplari comes forward to promote enhanced visibility and operational functioning for your enterprise when dealing with suppliers.

Established on a smart AI tool that incorporates leverage machine learning to achieve advanced actions and operations for data treatment and reduction in financial cost, the aim of the behind Suplari is to optimize costs while assuring compliance and reducing the risks of fraud and theft.

In the mid 2021 Suplari became a part of Microsoft to promote a data driven future while promoting the growth of AI. Together the companies are leading with strong commitment to data ingestion and networking to deliver an immediate rate of investments and make your company's long term goals turn into reality.

Services

With smart AI, Suplari understands the business environment and metrics that work intuitively for your interface in order to start delivering quality results and ROI within weeks. The services offered by the organization include data integration, categorization, insight customisation, and normalization of company's supplier data.

The machine learning technology deep cleanse the cache and other useless information out of the system. The AI gives you valuable insights of the datasets and allows you

to understand how you are spending your money so you can change the structure and reconstruct the expenditure system.

Integration of analytics

Suplari was created as a data normalization platform which was integrated as a data science platform when inside an analytics came together to provide a workflow that is collaborative and drives accountability. The analytics feature came as a huge requirement for companies and business leaders especially during the time of the global pandemic.

Suplari enabled the big businesses to get solutions as quickly as possible to keep running without any turbulence. It offers expenditure visibility with the help of collaborative data across the enterprise resulting in proactive finding areas where opportunities to save money can be found.

Challenges that occurred

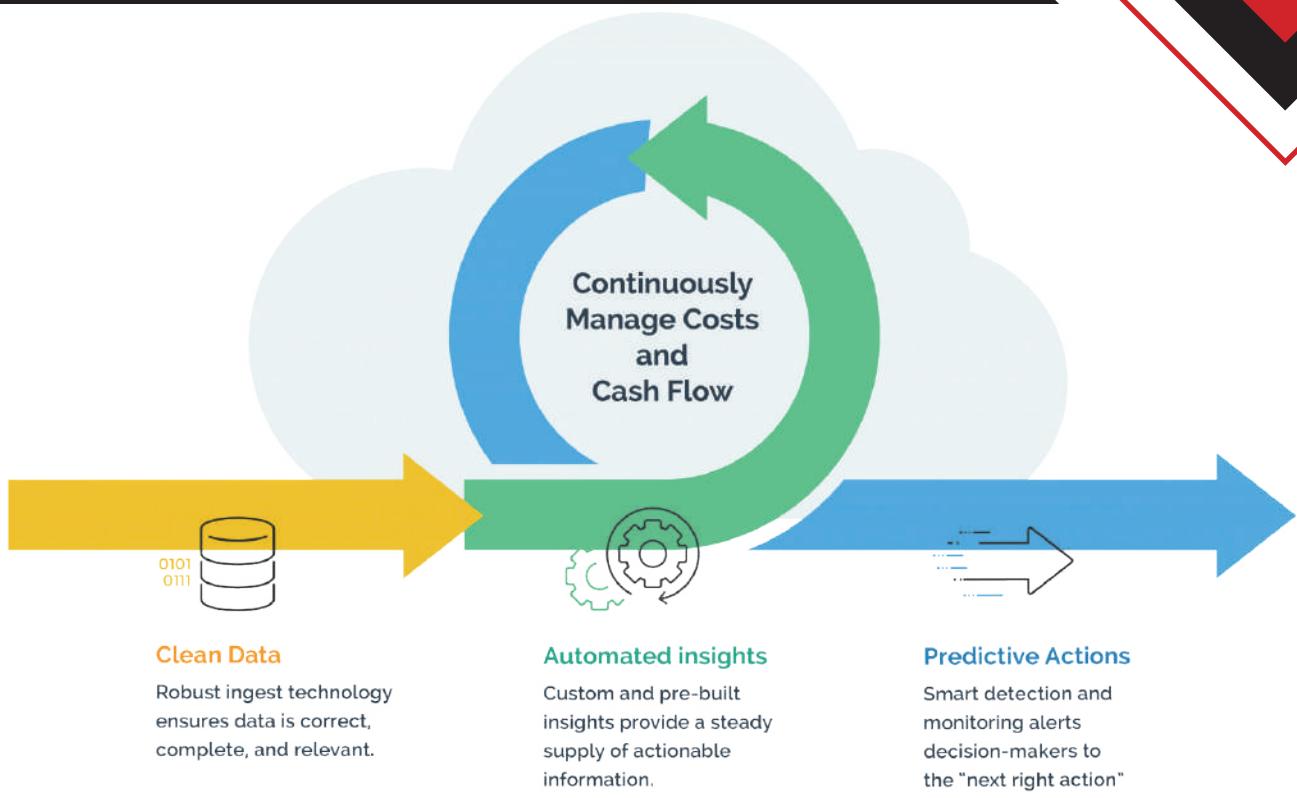
To create a platform that is customer focused and highly intuitive for the business and its growth the challenges to scale it and satisfy the clients with the services they want were always the driven part of the business. The challenges impacted Suplari reach the level where it is now.

Developing different data sets the product strategy of Suplari has always evolved which currently also focuses on different use cases to build complementary insights for the respective use cases. Purchases, expenses, and travels are the main datasets the company is focusing to build on right now.

How can you use Suplari to your advantage?

Understanding the cash flow is important for all the businesses. Positive or negative, cash flow is a crucial factor that affects your business in many ways. Where positive cashflow is another word for a successful business model, the negative cash flow if not properly strategized to minimize its effect can lead to bankruptcy.

The ebb and flow of cash flow is completely normal and is regulated due to many factors, but for some reason if you are experiencing a negative cash flow for a certain period of time



now, then you are either using acquisitions or new equipment to expand your business. Your struggles with collectibles are simply drowning your business into a failing hell. Gaining a complete insight of your cash flow statements go above and beyond than just counting the numbers.

With supportive databases and a team of intellects that are highly committed to their services, Suplari can drive your company's cash flow with minimum effort and stress from your side. The powerful AI learning machine helps gather and organize the data into sortable pieces, offering you a gainful insight to master decision making regarding money.

You may have a plenty of money or cash reserve right now, but rash spending will only deploy the reserve leading them to burn completely. Suplari AI will help you discover the influences of the cash flow providing you real-time analytics and information on where the changes in expenditure are needed to be made.

Concluding Remarks

Your cash inventories will certainly suffer if even after having a plethora of cash reserves you are unable to collect overdue invoices or suffer to sustain the accounts receivable. Negative cash flow can also be the result of the clients payment issues. Either they pay late or do not pay at all, it ultimately has a negative impact on your business. When you are late in paying your liabilities on time, you can struggle to get your hands on the business loan in future as well.

Understanding cash flow is made easier with the uniquely designed AI of Suplari, which enables a valuable assessment to reduce the uncertainty in the cash flow to prevent your company's liquidity and financial performance from getting hindered. You get organized balance sheets, income statements, and transactions all in check with the AI tool to minimize your resources and efforts while keeping the cash flow in and out smoothly.



**A FUTURISTIC &
SPORTY SUV**
THAT'S CRAFTED FOR
PERFORMANCE.



NEXA





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