

Aditude

our identity

Struggling to Maintain

**work life
balance?**

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Who are unsung
**heroes of
Adaequare?**

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Know more about our

Business Leaders

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Follow these
things to
Succeed

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Feel proud by some of the

**social activiteies
done by Adaequarians...**

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Edition **05**

October 2018



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Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort.



Pawan Peechara

Foreword from Pawan Peechara

I am glad that Aditude 2.0 is initiated with renewed spirit. At the outset let's wish and pray for people who withstood the suffering caused by floods in Kerala & Titli cyclone in Andhra Pradesh. Life has to move on and one has to rebuild with what's left.

It's been a great quarter for Adaequare with small but positive growth in its USA business. Taxilla and enComply had a very good first year between July '2017 and June '2018. For a startup we have achieved improbable numbers thanks to GST and my colleagues.

This edition of Aditude 2.0 emphasizes on health. I always think health comes in 2 parts.

1. How one allocates time towards work, family and exercise and
2. How one uses time during sunlight. Try sleeping with children, waking up early and reaching home early enough to spend some quality family time.

Some of my colleagues have USA work hour dependency but others have great chance to try this.

Signing off for now,

Pawan

Most of the jobs these days demand a lot of our time, needless to say the nine to five jobs could be stretched much longer. Having to sit in one position constantly the whole time is gruelling and lay the foundation to a lot of unhealthy complications.

Research has listed a few common diseases among the software engineers beginning from thrombosis, heart disease, cancer, carpal tunnel syndrome, vitamin D deficiency, bacterial infections, anxiety and stress, depression, insomnia, neck and eye strain. These being just a few, the severity of this situation has to be noticed and taken care of.



Health Management While Having

Work Life Balance

Eat healthy

The calories from the junk we tend to indulge in add a lot of weight unknowingly.



Especially due to the lack of constant physical activity eating healthy rather than fulfilling our cravings, is important. Maintain a balanced diet including fruits and organic food that is good for the body and the brain at the same time, enhancing your efficiency to work better and reducing the overall unhealthy calorie intake.

Drink Water

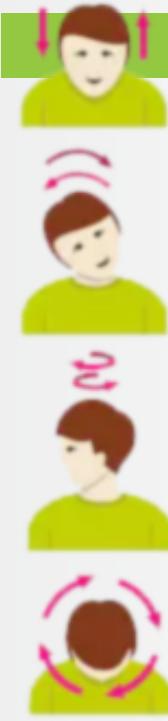
Make it a habit to drink an adequate amount of water at constant intervals. Dehydration might lead to a feeling of dizziness and headaches.



Sleep



Get a good night's sleep before getting to work to keep you boosted through the day.

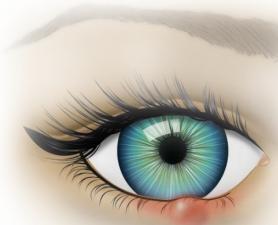


TNS

Tension neck syndrome (TNS) occurs when the shoulders and neck are held in a fixed, awkward position for long periods of time. It is advised to use headsets or the speaker phones while talking over the phone. Small exercises like neck rotations and stretching can help ease the strain.

Eyestrain

Sitting in front of the computer for hours effects the eyes majorly to yield in a headache, lack of focus or sensitivity to light. Maintain a firm distance between the screen and your eyes. Increase the font size if it gets tough to read.



Mental Health

The most important you can do during work is to be self-aware and know exactly what your limits are. To have a clear idea about what exactly you are doing and not get the external factors effect that is the key to inner peace. This avoids mental stress.



Exercise

Constantly move from your cubicle and get trivial things done while walking to increase the body activity. Make working out every day a part of the routine to stay more active throughout the day even while working.



Taking a break and manoeuvring through the office or a nearby park is highly recommended.

Bacteria

Your keyboard, mouse and system are a source of a lot of bacteria. Make sure to clean them regularly. Get out that disinfectant and sanitise before eating.



Vacation

A getaway or a holiday as a treat to yourself and your mind will help get back with more determination.



Finally it is very important to keep your health on check while working as it determines as if your health fails, it can overshadow everything else that's going on in your life. Good health plays an important role in giving your best at work.

- Sharath Kumar Kalamata



Black Knight Inc., formerly known as Black Knight Financial Services, is an American corporation and is the leading provider of integrated technology, services and data solutions for the U.S. mortgage and finance industries. They have helped in automating many of the business processes across the entire loan lifecycle. Their goal is to link data and advanced machine learning techniques by using algorithms to automatically uncover hidden insights, revealing endless possibilities to help business growth.

Black Knight Unsung Heroes

Black knight were struggling to transform data from various county sources to standard format. Adaequare took this challenge and helped Black knight in getting data in standard format, from then it was a journey in rough waters. The data format from source keeps on changing, and number of sources for each county varies from 20 to 120. To add to this problem, client provides other source files when the transformation is in progress or during the review stage. There was not only the technical implementation challenge, Adaequare also had to come across a major challenge of unstable team at least for initial 6 months.

Adaequare with its expertise in the ETL projects and good process knowledge, succeeded in overcoming these challenges with focussed efforts. In the first six months, Adaequare was able to deliver transformations for 74 counties. Adaequare had delivered 75% more county transformations in last 6 months, when compared to initial 6 months. As on today, Adaequare successfully delivered 193 counties and 40 counties are in progress.

The drastic jump in the rate at which county transformations being delivered is attributed to intense domain and technical training, creating reusable programs, standardization of the process & continuous improvement based on the completed transformations. Now, a most 25% of transformations are being approved in very first

instance without any feedback. This project has successfully completed one year and Black Knight client is very much satisfied with the services provided by Adaequare.

Oct – Dec, 17

Team Size	13
New Joinees	01
Counties Approved	28
% Increase from previous Quarter	--

Jan – Mar, 18

Team Size	14
New Joinees	03
Counties Approved	46
% Increase from previous Quarter	160

Apr – Jun, 18

Team Size	16
New Joinees	05
Counties Approved	54
% Increase from previous Quarter	117

Jul – Sep, 18

Team Size	15
New Joinees	0
Counties Approved	65
% Increase from previous Quarter	120

Adaequare achieved this major feat with handful of freshers lead by Madhavi Penumalli and Santosh Nagarajan under the guidance of Sri Manjunath & Srinivas Bokkam. Also, outside support from Sai Prasad Tangirala in building Web scraping and Comparison tool will only help team to accelerate

the transformation rate. Right from the beginning, the team was literally running on treadmill for 24X7 to meet the client SLA. As we read this article the unsung heroes of Adaequare are working hard to deliver more county transformations and reach 1000 counties in next two years.

-Bharath



Management **SPEAK**



Personal //

What is your motto or personal mantra?

Do whatever you are supposed to do, results will come

What do you do when you're not at work?

I would prefer Long Drives, Playing with kids and visiting Temples with the family

What is your biggest achievement to date – personal and professional?

Seeing people around happy and being a direct or indirect reason for it.

If you are //

If you were on an island and could only bring three things, what would you bring?

I would prefer to take Match box, Nice pillow & Swim suit.

If you could choose anyone, who would you pick as your mentor?

Naveen Mamidi

If you were not in IT world, then which industry would you prefer to work and why?

Teaching Profession as it helps to learn, explore and share the knowledge

Professional //

What do you like most about your job?

Diversified Portfolio, Learning and contribution both in Technical and Domain Level of empowerment and corresponding responsibilities

Tell me about your best and worst days at work?

Successful release day is the best day for me. Trying to convince contradicting stakeholders is the worst day.

What are the challenges of your position and how do you overcome them?

Considering from the Product side having a boundary of release is challenging. Considering from the Service side timely delivery is challenging. These challenges I overcome by effective Stake holder's engagement

Would you refer someone to work here? If so why and what would you explain him ?

Yes, educating them with the various portfolios we have (Product, Support, Services), the opportunities, learning and experience they can get here.



Manjunath Parvathaneni

Chief Architect

Udyog Software (I) Pvt. Ltd.,

Personal //

How do you manage your personal and professional life?

I am bad at managing this and need to work on it. But the good part is I get good support from my family.

How would you describe your day job to a child?

I would express saying I do a Handyman job or act as a Troubleshooter

What do you do frequently to get stress relief or relaxation?

I am fortunate enough to forget things quickly, so I usually don't get stressed. If I feel stressed during work, then I would prefer to spend some time with friends and colleagues, probably their problem might be bigger than mine. If I am at home, watching TV is the best stress reliever for me.

Professional //

How do you feel being a part of this organization?

It's a wonderful experience, I worked almost in every subsidiary of the organization like Udyog, ASEPL, Excellor, Taxilla. Involved in services, product development, and now doing Presales & marketing too. Currently 20% of my time goes in travelling and meeting customers. It's good to be in different domains and having good learnings.

What three words would you use to describe your role?

App Envisager Heading technical presales Assisting implementation teams

How do you help your team grow professionally?

I always lead by example. I identify the strengths of individual team member and put them in their core competency area for their growth. I also identify individual weaknesses and help them in overcoming them.



Krishna Veerathu
Senior Vice President
& Chief Delivery Officer,
Adaequare Inc

What advice would you give to recent new entrants?

I would suggest to always look up 2 positions above you. Work towards improvement to achieve it.

If you are //

Pretend if you're our CEO.

What three concerns about the firm's future keep you up at night?

Enhancing the potential of the employees in the organization Building next (third) layer of leaders to take load from top two layers. Currently, we have multiple subsidiaries working independently. If there is synergy which can come together and attack.

If you could switch jobs with someone in the current company, who would it be?

I am very happy with my job, I used to assume HR would be the better job but here in Adaequare I realized it's not that simple as I expected.

If you could change one thing about working here, what would it be?

Having our own office premises.

Employee Testimonial



Vinith Juvvadi - QA team lead

- » I'm proud & happy to say that I will soon be celebrating my 9th anniversary working at Adaequare! I truly enjoy coming to work in such a family, friendly atmosphere. While I do appreciate all the company "perks", it's Adaequare's culture of care and commitment to its employees and customers that tops my list. Adaequare's culture reinforced from the top down starts with the Senior Management team; a group of people who are refreshingly down to earth, approachable and caring. Our customers often tell that Adaequare employees are such happy people - evidence that Adaequare is one of the nicest places to work. It's inspiring to work for a company who wants to do right by their customers and employees.
- » Flexibility to manage my work hours truly improved my quality of life by allowing me to meet my family's needs as well as my own desire to

continue my professional career. Flex time, atmosphere, and additional learning... The laid back atmosphere is great over here. It's always good to know that there is a reward for continuing to learn and this is what made me to be part of Adaequare's family for so long. Adaequare is growing, but slowly. The company's senior leaders have truly internalized the goals and objectives they have laid out for their folks. People feel appreciated and are recognized for their dedication and hard work. There is certainly a rare energy from the top down that is contagious and a synergy that crosses the company laterally. With this kind of atmosphere, i didn't felt a need to encourage other offers during the period.

- » If you are looking to solve the challenges beyond the traditional boxes and this would be great place to be.

Success Secrets



Attitude is a little thing that makes a big difference. -Winston Churchill

PART
1

Attitude is everything
If you have this you can get anything.

People may hear your words, but they feel your attitude
- John C Maxwell

Attitude is like a price tag, it shows how valuable you are.

A bad attitude is like a flat tire. If you do not change it you'll never go anywhere.

- ✓ Have WOW factor : Give your best in whatever you do & enjoy – whether it is related to work, eating, playing etc..
- ✓ Sowing and Reaping
 - ◆ Mind is like a garden, you are gardener, self talk is more important
 - ◆ Law of attraction - what you focus on grows in life/expands
 - ◆ Focus on your Strengths and not weaknesses - The most successful people in any field in the world have kept their focus on their strengths and not their weaknesses. And that's why they achieved success
 - ◆ Choose your associates
- ✓ Self Belief on your abilities
 - ◆ Lover – start loving yourself if you are not doing, it improves self esteem & self-confidence.
 - ◆ Build your assets for development – it is like depositing money in your bank account – one day it will get converted to Cash
 - ◆ Success/Failure Leaves tracks , it is okay to fail but learn from your failures

- ✓ What you give is what you get
- ✓ GIGO – Good[Garbage] In Good [Garbage] Out
- ✓ If you want to grow in life stretch your self , come out of your comfort zone - trust your self, listen your inner self.
- ✓ Nothing comes free in life, you have to work hard and earn .
- ✓ Use apps judiciously - some apps in mobile phone drain your battery .

- ✓ Recharge your body/mind
- ✓ Some thoughts will make you feel weak, reduces your self confidence and drain your energy.
- ✓ Keep yourself away from energy drainers
- ✓ Branding – create branding for yourself in whatever you do
- ✓ Theory of Law of attraction - what you focus on grows in life/expands
- ✓ Exercise or meditate for at least 20 minutes a day

Can Hyderabad become roof top Solar Champion?

Hyderabad has a potential of **1,730** Megawatt power generation through rooftop solar panels, Hyderabad can become a solar champion in India, thereby reduce air pollution by cutting on coal-based power.

According to the study of Greenpeace India and Gujarat Energy Research and Management Institute (GERMI), Stated that 1,730 Megawatt power generation through rooftop solar panels if achieved, Hyderabad can reduce its power demand by almost 15 percent.

"A big share of this (1,730 aMW), nearly 70 percent, can come from the residential sector, For residents, solar makes for a solid investment, and would cut down on electricity bills considerably," said the report Rooftop Revolution: Unleashing Hyderabad's Rooftop Potential.

The study scanned the area in Greater Hyderabad Municipal Corporation (GHMC) and estimates an average of 2.70 MW per sq. km. can easily be generated through installing rooftop solar panels.

"The city is blessed with quite a few major landmarks that have sizable potential for rooftop solar power generation," the report said.

Some of the major regions with huge solar rooftop potential according to the study includes, buildings of Osmania University (over 5,100 kilowatt), Begumpet, and Rajiv Gandhi International Airports (over 700 kilowatt),

the city's railway stations (3,187 kilowatt), metro stations (679 kilowatt), all bus depots (nearly 3,000 kilowatt).

According to records, Hyderabad has the highest



annual Particulate Matter (PM) levels of Telangana's 11 districts and cities.

"Switching to solar will not only help Hyderabad reduce air pollution by bringing down its dependence on coal as a source of power, but also help policy makers to the India's overall rooftop solar goal of 40 Gigawatt by 2022," said Pujarini Sen, Climate and Energy Campaigner, Greenpeace India.

According to Akhilesh Magal, Head, Advisory, Renewable Energy, Environment and Energy Efficiency, GERMI while Telangana already has a rooftop solar policy what's required is a goal to help determine a market size. As of December 2017, only six out of 29 states and seven Union Territories are complying with the Central government's Renewable Energy Purchase Obligation (RPO) targets.

Telangana has 1,868.17 MW of renewable energy installed, which is just 40 percent of the target, lagging behind

Kerala, Tamil Nadu, Karnataka, and Andhra Pradesh.

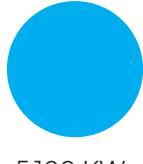
Solar plants in Hyderabad can generate 4 kWh or more per day per kW of solar plant capacity. Rooftop Solar power at Rs. 4.5-5/kWh or less is much cheaper than diesel power at Rs. 18/kWh or more. For some consumers solar may even be cheaper than grid power.

- **Sujith Bonam**

A Step towards better India

- » Greenpeace India and Gujarat Energy Research and Management Institute conducted a study in areas under 18 circles of GHMC
- » It is observed that despite the existing policies in Telangana, deployment of rooftop solar photovoltaic is poor

Landmark Power Generation Potential

	5,100 KW Osmania University Structures		700 KW Begumpet and RGIA		3,187 KW Railway Stations		679 KW HMRL Stations		3,000 KW Bus Depots
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Sahaaya Committee



Few employees in the organization came up with a thought of building a committee which will stand as a platform for each and every employee in the organization to give a helping hand to the society. In the Month of July a dream of building this committee was communicated to the management, who inturn supported the idea and a mail with the same regards had been circulated within the organization asking for volunteers, to take a step forward to form a committee. On July 18th 2018 with help of 12 people this committee was formed and named it as "**SAHAAYA COMMITTEE**" with a slogan/Moto of 'Raise yourself by lifting others'.

Every individual will have a thought to help the needy but fails to figure out how they can

SAHAAYA'S ACTIVITIES

1st Activity

Sahaaya committee with the immediate action have heard the struggle of our employee's mother who is suffering from Cancer, Sahaaya committee took a step forward and decided to stand as a financial support for her Mother's treatment, committee had collected funds from different resources and helped her for the treatment.



2nd Activity

Sahaaya committee came up with a thought of extending a helping hand to the poor homeless people, with the support of the management and employees Sahaaya committee had



conducted Tambola game within the organization which helped us to raise funds. We helped 10 homeless and needy people with raincoats. A video of this activity was made and played during the occasion of Independence Day celebrations to all the employees.

3rd Activity

In the Month of September, we collected rice, pulses, clothes, books and other daily utility materials and extended our support to needy people around us including office support staff by distributing the collected goods during the auspicious week of Dussehra Festival.



FUTURE ACTIVITIES

It's all about having a thought and never giving up on that thought. If you know someone, who is struggling and looking for a helping hand, you are always welcome to share it with us. **SAHAAYA IS OPEN FOR EVERYONE WHO IS LOOKING OUT FOR A HELPING HAND!**

THANK YOU

Thanks to the Management for this wonderful Initiative and support and Special thanks to all the employees without whom this would be impossible.

Photography



Asset
QA

B2B



Black
Knight



Photography



DevOps

enTransact



Innova
MLS



Photography



PreCheck



Taxilla

Photography



Taxilla
Functional
Team

Taxilla
Apps
Development



enGST-
SME

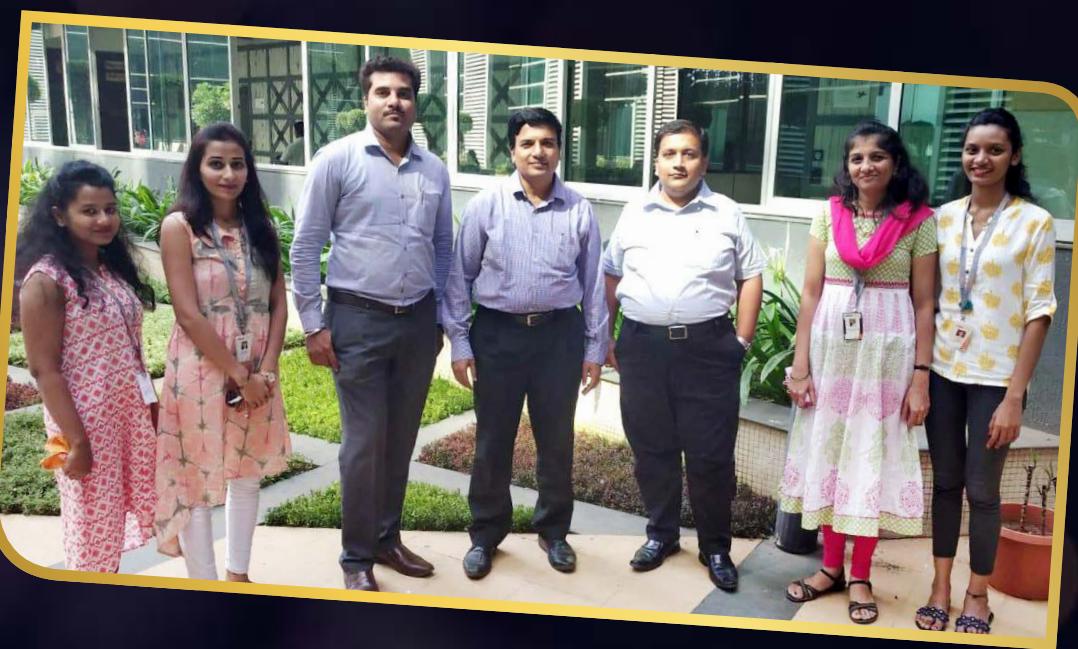


Photography



Core
Logic

Marketing
&
ISS Team



Udyog ERP
Team

More Team Group Photos are coming in next edition...

MAGAZINE COMMITTEE



A while ago, the idea of revamping the "ADITUDE" came up, the call for nominations was sent across the entire organization. A group of self-driven, enthusiastic individuals wanted to be a part of this committee determined to commit themselves to work upon the content, look and various countenances related to "Aditude". The teamwork is done by Bharath Chandar Reddy Muppidi, Vinay Patil, Rahul Kumar, Bala Sharath Reddy Gade, Suman Agrawal, Sarath Kumar Kalamata, Sandhya Vocha, Lakshmi Kanth Bennabathula, Reshma Sultana Pathani, Sujith Reddy Bonam, & Deepika Agarwal.

The committee took out time apart from their regular work they do, to interact with employees in the company, research about the articles published, to brainstorm for the design of the magazine and a lot of things unsaid.

As they say there are no shortcuts to anyplace worth going, a persistent effort and perseverance was displayed by all the members to bring to you this quarter's Aditude.

We sincerely hope you enjoyed reading the magazine as much as we did while creating it. Cheers to many more ADITUDES to come

