

December '18
Issue 5



HORIZON

CHEER. CHERISH. CELEBRATE

A Glimpse of
2018

**Cohere
2018**

EXXAT
Pathshala





From The Editor's Desk...

- Sanit Lune, Editor

Dear Exxatians,

The New Year is just around the corner and there is no better time to reflect on the things that transpired over the last one year. Therefore, in this edition, we look back and see some of the major highlights of the year in the form of stats, write-ups and pictures! This also marks the first anniversary of our newsletter, 'Horizon', which was started around this time last year with the purpose of keeping everyone within the organisation updated with the latest happenings in and around Exxat and to exhibit some of the best in-house talents we have.

The newsletter team is grateful to all the contributors without whom Horizon wouldn't have been possible. We are looking forward to more such contributions! I also want to thank each and every one from the team who have worked hard taking time off their busy schedules to roll out successful editions of Horizon one after another!

Here's to an exciting 2019!

Happy New Year!

Cheers!





Looking back to look ahead

Kunal Vaishnav, Chief Operating Officer

Team, as we wind down 2018 and look forward to an even more exciting next phase of Company's growth in 2019 - I wanted to share a few highlights that have really stuck with me through this year. One thing that is absolutely clear in my mind is that as a company, we have been incredibly blessed with employees that go above and beyond every single day. Teamwork and the principles of R.O.A.R. continue to guide us in everything that we do as an organization. We all move with a single mission: be the best that we can be in what we do, with a smile and a sense of empathy for the community that we live and operate in.

2018 was a big year of change and execution for Exxat. We stayed focused on our top strategic priorities and our commitment to invest in our employees, products and a razor-sharp focus on our clients. We collaborated across our products, hired middle management as well as domain experts that will help us grow for the foreseeable future.

I firmly believe that our products, led by STEPS, PLAN, APPROVE, CCS and ASSESS, continue to be strong and position us well in the marketplace.

Some key highlights on the year that we are about to close the books on:

Sales and Marketing:

- Acquired 150 new clients
- Conducted 110 new demos across multiple domains.
- Delivered 70+ unique campaigns from MailChimp (including CohereX announcement, update on deployment, March 1 mailing, communication to potential leads).
- Conducted 12 new webinars with focus on March 1 mailing, Patient Logging, PA Evaluations, ACOTE standards and more.
- Successfully conducted 12 CohereX on hands training workshops (across PT, PA, OT and Nursing).
- Completed our biggest COHERE conferences till date. We had about 130+ clients across both the conferences attend.
- Formalized Exxat APPROVE service. We have 35+ schools utilizing the new service.
- Participated in the new DCE workshop at GWU and multiple domain specific conference. We have a great deal of momentum in the PT, OT, PA and Nursing world.
- Completed work with Texas consortiums to license PT and PTA MACS form within Exxat.

New Functionality / Product Development

- Deployed 413 new user stories in production across all the products using the monthly deployment process. No small achievement indeed, including UAT from the US team!
- Specifically, for V3 - Jennifer Thomas will be taking over all STEPS V3 prioritization starting April 1, 2019 - where Kanthi will focus on working with V4 more aggressively.
- V4 is on its way. We have created the student module and are looking forward to seeing what 2019 brings us. I am confident that Vaibhav, Mandar and team will knock it out of the park again.

Operations

- Moved all operations from Pune to Baroda (and now spread over 2 floors!). Thanks to the army of folks (a special shout to Mayuri and Smita) who helped the company with the move.
- I am thankful to Pune leadership and the team leads, who have helped with the transition and are now focused on creating V4.
- Delivered a very successful March 1st PT mailing with 25,000+ emails delivered to more than 80+ PT/PTA clients
- Worked on approximately ~18,000 new support tickets with a staff of 27 FTEs in Baroda. Thank you to the Support team for their commitment and to our US team members.
- I am incredibly thankful for the leadership that Anuj, Ashish, Vaibhav Bhatnagar, Pravin and all support team members have shown, during the move from Pune to Baroda. We are forecasting 25 new support positions over Q1, 2019.
- We have introduced onboarding data coordinator and evaluation coordinators to facilitate a smoother data import & coordination process between US and India. Continued employee rotation between US and India. This year, Shubhada, Sanit, Utkarsha, Romit and Avinash had a chance to visit US during the various conferences as well as participate in V4 discussions.

Hiring

- Welcomed Ashish as Director of Operations (US), Anuj as Director of Operations (India), Megan (Director of Customer Success - PT/OT), Dorcas (Director of Customer Success - PLAN). As a Company - we will continue to invest in middle management in 2019.
- In 2018, we hired 144 new resources in the India team. Special shout out to the recruiting team (Rachana and Pune team members) as well as the new hire onboarding team (Khushali and team)

As always, I would like to thank our US and India employees for their talent, dedication and another year of excellent execution. I truly believe that through our collective efforts, we can achieve our targets for 2019 and beyond.

- Exxat Strong!



Months of 2018	Highlights
January	<ul style="list-style-type: none"> • 1st: Started operation in a shared premise in Vadodara with 16 employees • Stanford signed up with Exxat. • We signed our 200th client in January 2018 • Voice and accent training starting with 10 employees
April	<ul style="list-style-type: none"> • 8th: Inaugural ceremony of the new Vadodara office premise • Pune office awarded ISO certification in three ISO standards- ISO 22301:2012, ISO 9001:2015, ISO 27001:2013 • Prevention of Sexual harassment (POSH) training • Angular JS technical training conducted • ISO Awareness training
June	<ul style="list-style-type: none"> • 4th: 10 students from GCET joined the Vadodara office
August	<ul style="list-style-type: none"> • 2nd & 3rd: Professor Bhambri's employee retreat in Pune • 5th: Exxat's 4th Annual day held at JW Marriot, Pune • 7th: Professor Bhambri's employee retreat in Vadodara • 10th: Vadodara Office Independence Day celebration • 14th: Pune office Independence Day celebration • 17th: Organised a blood donation camp in Vadodara
September	<ul style="list-style-type: none"> • 5th: Started Exxat Paathshala
October	<ul style="list-style-type: none"> • 10th and 11th: Cohere conferences for PT and OT held in Jacksonville, Florida • 22nd and 23rd: Cohere conference held in Anaheim, California • 23rd: Diwali celebration held at Maharaja Bhog in Pune • 27th & 28th: Professor Bhambri's leadership retreat • 30th: Diwali celebrations held on the 4th floor or office premise in Vadodara with Aarti Vaishnav, Vaibhav Bora and Professor Bhambri • Exxat signs up its 300th client!
December	<ul style="list-style-type: none"> • 17th: Exxat crosses 200th employee mark • 22nd: Christmas celebration held at Aapla ghar • 24th: Vadodara office Christmas celebrations • 25th: Pune office Christmas celebrations

COHERE 2018

Jennifer Thomas, Customer Success Representative | USA,
Sierra Rome, Customer Success Representative | USA and
Sai Potturi, Customer Success Representative | USA



Kunal explaining new features at Cohere



Arti talking about the student profile workflow

Cohere is Exxat's annual user conference, we had so many attendees in 2017 that for 2018 we had two one for PT/OT in Jacksonville FL "Cohere 2018 PT-OT" and one for PA/Nursing in Anaheim CA "Cohere 2018 PA-Nursing". Both Cohere 2018's were significant events for Exxat staff and clients. We had two days of learning and sharing of ideas. And these events also offered lots of opportunities for attendees to lighten up and socialize in ways that are not strictly speaking education.

Everyone at both conferences loved the new pink logo, we gave out water bottles and tote bags with the new pink logo. This year for the first time we encouraged clients to sit together at tables by skill level (novice, intermediate, advanced). This idea was to help facilitate the spread of ideas and share common experiences. For the first time we also held up time cards at the back of the room to let the speakers know how much time was left to keep on schedule, it mostly worked.

In both locations, we had guest speakers from our clients, including Michael from USC PT and Holly from NAU for the PT Cohere and Alison from PACE and Amy from Drexel for PA and Nursing. They shared their experiences and gave other users tips and ideas.

We also had Vanessa Johnson from Universal background checks give a presentation at both conferences. This is a new collaboration for Exxat before students had to get a background check from another company and upload it to Exxat as part of a compliance requirement for their program. Now

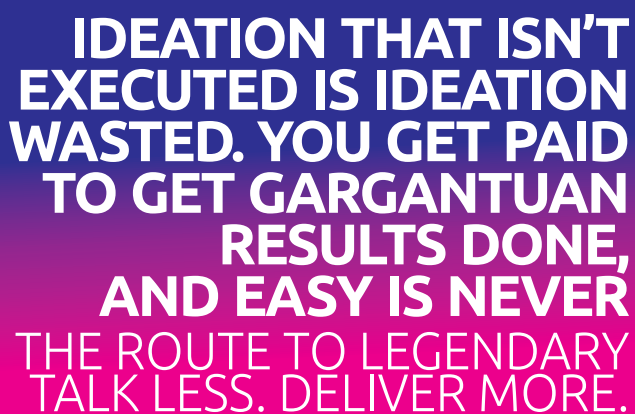
they can use the Exxat platform as a pass-through service to request a background check and pay the fee, and their program can view the results. This will allow the students to use fewer websites and increase Exxat's value proposition to our clients, getting us closer to our goal of a one-stop shop for all their educational needs. Many clients were interested in this service. Clients also enjoyed dedicated education tracks focused on their specific products and solutions and got opportunities to build a network across schools and domains.

Aarti and Kunal demoed a few screens from V4 and guests were REALLY excited! Ashish reviewed the many ways that clients can learn more about the system (Introducing the Help Center) and did a live Chat Demo!) Many of the clients at both the conferences had great things to say about the Support Team.

Years before we had one-on-one meetings with interested clients at both locations. This is very important for our clients and us, as we don't always get as much face to face time as we would like, to understand their workflows.

In both Jacksonville and Anaheim, we had amazing client dinners. These are by far the best events of the conferences. It was a time for the clients and staff to talk about their lives off the clock and share about their families. We had so much fun my face was hurt from laughing. Kunal went from table to table doing shots! Aarti was laughing. And all the staff had to stand up and tell about our most Exxat moment ever.

It was a great year of Conferences for all.



**IDEATION THAT ISN'T
EXECUTED IS IDEATION
WASTED. YOU GET PAID
TO GET GARGANTUAN
RESULTS DONE,
AND EASY IS NEVER
THE ROUTE TO LEGENDARY
TALK LESS. DELIVER MORE.**

A Peek into the Life of a Director of Clinical Education

Megan Freeland,
Director of Customer Success | USA

I'm going to be honest with you – when I first accepted a job as Director of Clinical Education (DCE) in a physical therapy program, I couldn't imagine how it could be a full time job! How could matching students with clinics possibly take 40 hours per week all year round?

While Exxatians know just how much data, how many documents, the number of e-mails, assignments, tasks and contacts DCEs juggle every day, there's even more that goes into successfully managing a clinical education program.

Getting a clinic to accept a student is no small feat. If only it were as straightforward as picking up the phone or sending a quick e-mail to inquire! In physical therapy, we rely on clinical instructors who are willing to work with our students for free, giving back to their profession by giving their time to mentor the next generation. As therapists, they do not want the process of working with a student to impact the care they provide to their patients and have a number of questions about balancing patient care and teaching responsibilities.

Clinicians will often ask about the student's educational progress. Many have begun to accept only 3rd year students feeling that first and second year students require too much supervision

or too much time away from patient care to teach the student skills. This makes finding placements for our earlier students extremely difficult. At current, I have 38 clinical sites willing to accept a first-year student and 147 willing to accept a 3rd year!

There are several financial factors at play as well. More and more frequently, therapists are working "per diem" meaning they are paid per patient treated. Taking time out of seeing patients to teach a student can have an impact on that therapist's income. It can also decrease the amount of money the business is making. Because of this, other professions have started paying clinical sites for accepting students. Most physical therapy schools are still trying to avoid paying for placements. My institution lost 12 clinics last year because we weren't willing to pay.

Once the student is in the clinic, then it is the DCE's job to mentor. Not just the student, but everyone! Students who need help realizing that clinic doesn't end the moment they walk out the door, that they should be reviewing new material learned and preparing for the day ahead each evening. Clinical Instructors who are taking a student for the first time and appreciate pointers and tips on how to teach effectively. We mentor Center Coordinators on building an effective student program. And so very much of our time is spent with all three on the best way to communicate and work together.

The DCE is in constant contact. I visit every student in person on every clinical experience – nearly 200 visits each year. When students are struggling, the DCE goes to the clinic to observe, help students reflect and build new skills. It is also the DCE who may decide that a student needs to leave clinic, return to the classroom, review and re-learn with the DCE before returning.

Finding quality placements for our students continues to become more and more difficult and the number of students enrolled in programs is growing each year. All this in addition to making sure students have their documents uploaded, contracts are current, assessments logged and all the other tasks you know too well. DCEs are constantly networking, updating, monitoring, mentoring, negotiating and teaching in the classroom too.

So, yes, being a DCE is very much a full time job and, in truth, Exxat makes it possible. Efficiency in managing data, automation and consistency in communication and the ability to see the big picture and operate with the future in mind have changed the way I approach my job and I am looking very much forward to bringing this viewpoint to my new role!



Know your Colleagues

Priyank Barnwal
DevOps Analyst- Pune team



1. How do you spend your free time?

I like spending my free time in two ways: First by doing what my hobbies are like playing badminton or meeting friends. Otherwise I spend time leisurely listening to music and relaxing.

2. Where would you like to travel in the NEXT 5 years?

Leh-Ladakh and I've always wanted to visit Europe and see their culture, too.

3. What is your hidden talent?

I am a very go-to person. I can be a good listener and a great confidant.

4. Who inspires you the most?

My Father and Mahendra Singh Dhoni inspires me the most because his life is what teaches us that life is more than just following the conventional method of life. It's about doing what you love, no matter what family background you belong to.

5. If today was your last day on Earth, what would you do?

I would definitely spend every minute of it with my loved ones doing the most usual things we all together usually do.

6. One word that describes you?

A Keeper.

7. If you could live anywhere in the world, where would it be? And why?

I would love visiting many countries, but I always wish to live in India. Living here feels like home and nothing is greater than that feeling of peace.

8. If you could host a talk show, who would be your first guest?

Mahendra Singh Dhoni.

9. What is the meaning of your name?

A lap Full of Love and A very dear husband (as per Google)

10. What would you do if you had the power to be invisible?

Try to utilise it for the betterment of the country against those where people are otherwise afraid of raising their voices.

11. Which super power would you like to have and why? (exclude being invisible)

The power of grasping unlimited knowledge

12. How would you react/What would you do if you wake up one day only to see yourself as the opposite gender?

Would be happy to finally understand what a woman actually means.



1. How do you spend your free time?

Reading as many fictitious stories as I can 😊

2. Where would you like to travel in the NEXT 5 years?

Japan. Love the place and really want to see the cherry blossoms 😊

3. What is your hidden talent?

I don't think I have one of these 😊. But if I had to say something I would say I am a big fan of adventure sports.

4. Who inspires you the most?

Father. He's someone who's managed to reach where he has from nothing 😊

5. If today was your last day on Earth, what would you do?

Just sit and chill with a cup of tea waiting for the end, preferably I would have fallen asleep before that.

6. One word that describes you?

Unbelievable.

7. If you could live anywhere in the world, where would it be? And why?

Mumbai, there's no place like home. And if I can live there then it would mean I could go anywhere I

wanted for a change of scenery for a few days with ease.

8. If you could host a talk show, who would be your first guest?

I'm not the type that even watches talk shows...

9. What is the meaning of your name?

Krishnamohan - Technically speaking that's like krishnakrishna as Mohan refers to Lord Krishna as well.

10. What would you do if you had the power to be invisible?

I wouldn't know what to do with it. I feel that's not that useful a power, except for killing people and well I'm not interested in that.

11. Which super power would you like to have and why? (exclude being invisible)

The power to freely control energy. I could sleep however long I want without having to wake up for food. 😊

12. How would you react/What would you do if you wake up one day only to see yourself as the opposite gender?

Go back to sleep ... :P



Maya Shintre,
Pathshala Coordinator | Vadodara



Maya with our Pathshala students

Aarti firmly believes that whatever she earns is not only hers. She must do something for the society and provide especially to the needy. She got inspired by an institute called BACHPAN and shared her ideas with me. Being a tuition teacher, I am associated with the teaching profession for a very long time. Aarti compelled me to start Pathshala for underprivileged children at our office in Vadodara, with the sincere intention of helping them get a good atmosphere, healthy food and good thoughts to inspire them to try and achieve a better life.

We started PATSHALA on the 5th of September 2018 in our office premises with 20 children. Everyone at Exxat Vadodara thus got a chance to experience the happiness and satisfaction of giving and in return learn so much more than what we teach. In our intention to give them more and more, we also engaged in other activities that would create a sense of aspiration.

So, on the 8th of September, we invited Dr. Sayli Karambelkar, a dentist, to deliver a lecture on oral hygiene and how to take care of the teeth. This was followed by a visit by Ms Juini Datta on the 28th of September. Ms Datta is a social worker who educates street children and has adopted 24 children herself. She not only gave an inspirational talk to the children, but also provided us with insights on the path ahead. We also celebrated Navaratri and Diwali with them by distributing sweets, gifts and joy. We have Exxat volunteers who have taken various workshops for the children, and we hope to continue this initiative and become even better.

While teaching these children, I realised that poverty is a curse not just for the underprivileged but also for us. But together every step taken can make a difference.

*Janki with our
Pathshala students*





Diwali

Rashmi Modak,
Learning Facilitator | Pune



Pune team in Mohini's custom made frame



Pune team outside Maharaja Bhog



Vadodara team posing with photo tags

Family, food, friends and a whole lot of fun is the essence of Diwali, the festival of lights. Preparations for Diwali start a couple of days before the actual festival. Deep cleaning homes is mandatory after which family members get together to make delicious sweets and savoury snacks.

Elaborate lunches and dinner are planned with extended families and friends during Diwali. Schools and offices host Diwali parties. Homes, offices and shops are adorned with rangolis, fairy lights, lanterns and oil lamps.

Diwali is celebrated over five days and each day has a deep spiritual significance. Lighting oil lamps and lanterns are central to each one of these days. Lights symbolise knowledge and consciousness. Diwali is thus observed to mark the conquest of

light over darkness, good over evil and knowledge over ignorance.

At Exxat, Pune, we celebrated Diwali on 23rd October 2018. A lunch was hosted at 'Maharaja Bhog'. Everyone arrived in beautiful traditional garb. Roshan Mali stood out amongst all- dressed in a bright red ethnic kurta, a long red 'tikka' on his forehead and golden hoops adorning his ears.

The event started with a photo session. A whole lot of group photos were taken in a stunning bright yellow frame custom made by Mohini Shakya for the occasion. After everyone arrived, we played eight rounds of dumb charades and sat down for a hearty vegetarian lunch. The spread was delicious consisting of nine different curries, a variety of breads and sweets.

Exxat, Vadodara organised an event filled, three course Diwali dinner on 30th October 2018 on the 4th floor of the office premise. As a part of Diwali spirit, everyone was dressed in traditional clothes. The Vadodara event also started off with a photo session. A variety of playful tags and a photo frame were designed exclusively for this session. This was followed by two Bollywood themed activities after which Minal's six-year-old son captivated everyone's attention during his inspiring dance performance. Since it was also the end of the month, the Vadodara team cut a cake to celebrate all October birthdays. The icing on the cake, however, was the fact that our CEO, Aarti Vaishnav, our CTO, Vaibhav Bora and Professor Arvind Bhambri were also a part of the Vadodara Diwali celebration.



Halloween- It's origin and significance

Nikhil Bhambri,
Student intern| USA

Halloween is an annual holiday celebrated on October 31st. It is widely celebrated in the United States, by both young and old people alike. Despite having somewhat religious origins, the holiday has evolved into a secular tradition, celebrated by people from all walks of life. Its origins lie in the ancient Celtic festival of Samhain, the time in which the Celts believed the evil rose from the dead. Today, Halloween boasts some unique rituals, which include trick or treating, haunted houses and having parties.

The main colours featured on Halloween are orange, and black. Orange represents the colour of harvest, and black represents the color of death. These two contrasting colors used on the same event symbolize how life is short lived and that death might be right around the corner.

There are various characters and creatures connected with death and evil which are featured in Halloween. The skeleton and skulls have long been universal symbols representing mortality, illness, danger and death. Halloween symbolizes humanities' fear of dying and is a reminder of our mortality. Ghosts, have their origin in ancient traditions, in the belief that spirits of the newly deceased will intermingle with the living. Witches in ancient Europe were consulted by Pagans as healers. However, upon the arrival of Christianity, the Church considered women of power and knowledge as a threat to the Church, hence associating them with devil worship. Overtime, folklore was created to portray witches in negative light, such as them

casting spells, and creating brews to serve the devil.

During Halloween, people decorate their homes with various props symbolizing the dead. Dressing in costumes is the main distinguishing feature of Halloween. People of all ages dress up in unique costumes, both created by themselves, or of characters from a film, video game or another source of popular entertainment.

Trick or treating is the next main activity of Halloween. People, mostly young children, dressed in costumes, walk from home to home knocking on the doors while saying "Trick-or-treat." This phrase means that if the knockers do not get a treat, they will pull a mischievous prank. In the USA, it is the tradition to give out candy as the treat. Oftentimes, a group of friends will gather, and in a group walk down the street knocking on all the different doors.

One of the other unique Halloween traditions, is the haunted house. This first became a cultural icon, when Walt Disney built a Haunted Mansion at Disneyland in 1969. Some individuals transform their homes into haunted houses.

Halloween is most fun when celebrated in a group. Many people have Halloween parties when guests come dressed up in their costumes, followed by trick or treating as a group and dinner. There are also bigger, more public events during Halloween such as large scale haunted houses and music festivals.





Know your Colleagues

Vipul Patel

Senior Medical Data Analyst- Vadodara team

1. How do you spend your free time?

With my family, playing badminton, reading books, TEDx videos.

2. Where would you like to travel in the NEXT 5 years?

A road trip to London through Adventures Overland

3. What is your hidden talent?

State level badminton player.

4. Who inspires you the most?

Sadhguru (Jaggi Vasudev) + All inspirational videos from TEDx.

5. If today was your last day on Earth, what would you do?

I will spend the whole day with all my loved ones.

6. One word that describes you?

Innovative.

7. If you could live anywhere in the world, where would it be? And why?

I still have to find that place.

8. If you could host a talk show, who would be your first guest?

Warren Buffett.

9. What is the meaning of your name?

Large, Extensive or Plenty.

10. What would you do if you had the power to be invisible?

Traveling to faraway places, without having to worry about the tickets and the money needed.

11. Which super power would you like to have and why? (exclude being invisible)

Power to heal, to ease the pain of people suffering from serious illnesses.

12. How would you react/What would you do if you wake up one day only to see yourself as the opposite gender?

Pinch myself.

**BE
OTHERWORLDLY
GOOD AT
WHAT YOU DO.
AND SUSTAIN IT.**



1. How do you spend your free time?

Explore new sites like forest, river bank, hills
Reading books exploring internet for new stuff
Tea with friends.

2. Where would you like to travel in the NEXT 5 years?

Leh Ladakh by road on bike.

3. What is your hidden talent?

It's still hidden 😊

4. Who inspires you the most?

My mother and father.

5. If today was your last day on Earth, what would you do?

Enjoy remaining moments with family and friends.

6. One word that describes you?

Yogi Baba (Saint).

7. If you could live anywhere in the world, where would it be? And why?

Rishikesh, it has all those, which I want.

8. If you could host a talk show, who would be your first guest?

Me, myself ...as don't know anyone willing to listen me as speaker 😊

9. What is the meaning of your name?

Many ≈ Uncountable

10. What would you do if you had the power to be invisible?

Extend the services to needy people as messenger of God.

11. Which super power would you like to have and why? (exclude being invisible)

Ashta siddhi and Nau nidhi.

12. How would you react/What would you do if you wake up one day only to see yourself as the opposite gender?

Lots of shopping, what else 😊

It's a sign of high honor
to become the best in the
world at what you do.
Work Matters.
You invest most of
your life in it.
BE GENIUS AT IT.

A month in India

Beck Rothke,
Customer Success Representative |USA

There are no foreign lands. It is the traveller only who is foreign. - **Robert Louis Stevenson**

When Aarti first proposed the idea of me spending an extended period of time living and working in India with the new teams in Vadodara, I was excited to have such an opportunity. The plan was, go to India, work with as many teams as I could and share knowledge.

I was very excited to go to India. I have worked at Exxat for 3 years and have gotten to know the India team well over meetings and phone calls. That said, something I learned from meeting Pravin and Rakesh at a Cohere conference, and many wonderful teammates during the Exxat Cares trip, working with someone in the same room is a powerful and productive experience. People you meet in real life become a part of you.

As is well known, the US Team works from home. We talk to each other regularly but we do not work in a shared office and only see each other a few times a year in person. Working from home is very convenient, of course, and we can span the time zones this way, but it's a bit lonely. In addition, I have never spent a month with anyone from the US team, except for Jen, my wife, a former US Team member. So I was really looking forward to being able to work closely with the India team for an extended period.

As soon as I arrived at the office I was met with many warm "Hellos". I could tell it was going to be a great month because everyone was so welcoming. I'm happy to say that after a brief tour, I got right to work meeting the support team, which had been my main mission. Over the course of the month, I would meet with many of the teams that support our clients and make our product what it is, the

best software supporting clinical educators in the US.

Meeting with support was great because we got to talk about how best to help our clients. We also discussed improved communications, client dynamics and understanding who the typical client is. I really enjoyed every moment I got to spend with support. It was meaningful to be able to share space and a time-zone for a month. We ate together, discussed tickets together, drank tea together. Yes, the support team, formal and informal moments meant so much to me.



I also loved being able to spend with the Version 4 Team. I have worked with Madhura before, of course because she helped to redesign the M1M last year and made a huge positive impact on that process, but then to be able to talk with the rest of the team one on one or in small groups about PT education and share ideas on product design was a true highlight. This team also is super fun to eat with and on my final day they took me to lunch someplace awesome.

Other teams I enjoyed working with were the Evaluation Team, where I got a sense of how best to help clients get a better start on setting up custom evaluations, and the data team where I got to know more about the data upload process. Considering how many clients I have (and will) onboard, it was good to learn more about that.

It was a great month. I got a good feel for the office, I got to see some of the local attractions, the food was amazing (and not too spicy). Most of all, I was welcomed, and part of the team.

Thank you, Vadodara Office for your Hospitality!

2018 has been an
illustrious year and we
look forward to yet
another exciting year of
ROARING
success.



exxat.com