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Horizon

CHEER. CHERISH. CELEBRATE



NEBULA

2018
THE 4TH ANNIVERSARY OF EXXAT

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From The Editor's Desk.

- Sanit Lune, Editor

Today, as you read this, some of you may have your first day, some of you may have completed a year or a couple of years with Exxat. I am sure each one of you has a story to tell - a story of smiles and tears, of laughter and sadness, of joys and sorrows, of successes and failures – but above all, the story is about how we have learnt to grow, overcome obstacles and be a better version of ourselves!

As Exxat completed its fourth year in August, it surely had its own story to tell. A story that started with a line of code, one client and a small basement office. A story that didn't assure overnight success and one that required many amazing individuals coming together to help the company grow from strength to strength and be a better version of itself!

So, in this edition, let's celebrate us, let's celebrate EXXAT!

Management Article

Mayuri Gohil, Employee Relations Manager

Yet another successful year for Exxat as we celebrated our fourth Anniversary on the 5th August 2018 at the J. W. Marriott, Pune. Our annual day is a celebration and a validation of all the hard work and passion that each and every employee pours into making Exxat the success that it is today.

August, overall, has been an eventful month with Aarti, Kunal and Ashish visiting India for strategic planning. Along with them, it was our privilege to have a special visitor, Professor Arvind Bhambri who is a Strategy and Management professor at USC Marshall and Aarti and Kunal's MBA professor. Arvind is a true supporter of Exxat and the purpose of his visit was to understand Exxat's current situation (growth phase that we are in), the developments and changes in the company as we move from a start-up to a midsize company and to provide suggestions to build key strategies for achieving short term and long term goals aligned with the vision of the company. We had an employee's retreat and leadership workshop conducted by Professor Bhambri in Pune and Baroda to empower everyone in the organization from top leads to mid-level management and frontline employees and encourage them to come up with creative solutions and suggestions to the challenges that we are facing in the rapid growth phase of Exxat's development.

As clearly described in the "Evolution and Revolution" Harvard Business Review article shared by Arvind, we as a company are transitioning from the direction phase (phase 2) to delegation phase (phase 3) of the five growth phases of organizational development. We are experiencing all the possible signs and symptoms of a growing company and these are the phases where change is inevitable and every other day we come across a new challenge. How we look at these challenges boils down to the mindset we operate with. To support this growth phase, we must be persistent with our efforts and as the article says, keep in mind that too often it is tempting to choose solutions that we have tried before but that actually makes it impossible for a new phase to emerge. For Exxat to operate smoothly in three different locations, we have made certain changes to our organizational structure and strategies. This is a phase where we will also get the biggest learnings about ourselves and each other in the team particularly with reference to how we respond to the new changes and ROAR to reach even bigger heights!

We are truly thankful for the guidance we received, and will continue to receive, from Arvind. The success that we have achieved so far gives us more impetus to do more with our corporate social responsibility. As we continue to hold hands with Bachpan and Apala Ghar, with great excitement, I would like to share, that on occasion of Teacher's day (5th September 2018), we started our very own Exxat Pathshala, a school after school for the underprivileged children with the aim to help develop their self-confidence, spike their curiosity, provide basic academic education (Math, Science, English) and holistic character development education. Kudos to all the Exxat volunteers who have supported the Pathshala so far!

With such new beginnings and milestones, let's roll up our sleeves, put our best foot forward and ROAR to grow Exxat into a unique and great organization.

Aarti Vaishnav
- CEO



Kunal Vaishnav
- COO



Vaibhav Bora
- CTO



Nebula 2018 Exxat's 4th Year Anniversary

Laveena Mulchandani, Jr. Programmer Analyst & **Reena Sangalikar**, Configuration Analyst

Every year Exxatians look forward to our much-anticipated event - NEBULA. Nebula marks Exxat's anniversary and is celebrated every August. The excitement starts from June- we hear of people going on diets to get in shape for the event. Lunch time conversation in July revolve around outfits and working days are interspersed with performance practices for Nebula.

This year we celebrated the 4th Anniversary at JW Marriott in Pune. It was a day long affair and the presence of our guest of honor, Professor Arvind Bhambri from University of Southern California made it more special.

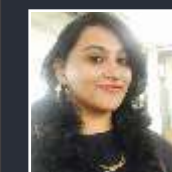
On the day, most of us quickly headed to our beloved photo booth to take group photos with crazy props. The official event was commenced by our hosts, Rashmi Modak and Sanit Lune followed by a beautifully compiled milestone video that depicted the journey of Exxat over the last four

years.

Speeches by Aarti Vaishnav, Vaibhav Bora, Kunal Vaishnav, Samata Bora and Mandar Deo highlighted how the organization has grown and evolved by diversifying its product and services and gave us a lot to look forward to in the coming year. Young Exxatians, Anushka Vaishnav and Aarav Bora spoke about Exxat's influence on their lives. Aarav Bora also sang a beautiful song dedicated to his baby sister while our colleagues- Romit Soley, Utkarsha Saswadkar, Laveena Mulchandani, Aarefa Bhurka and Preeti Chaturvedi delivered an engaging narration of their personal and professional experiences at Exxat. The much-awaited award ceremony was held after lunch and the enthusiastic performance kept the energy high.

Nebula is a very special event because, together, we celebrate our success with our entire team and our families.

Know your Colleagues



Saranya Raghavan

Where would you like to travel in the NEXT 5 years?
Paris la cite de l'amour

What is your hidden talent?
I can do Tanjore Painting which is a classical south Indian painting style

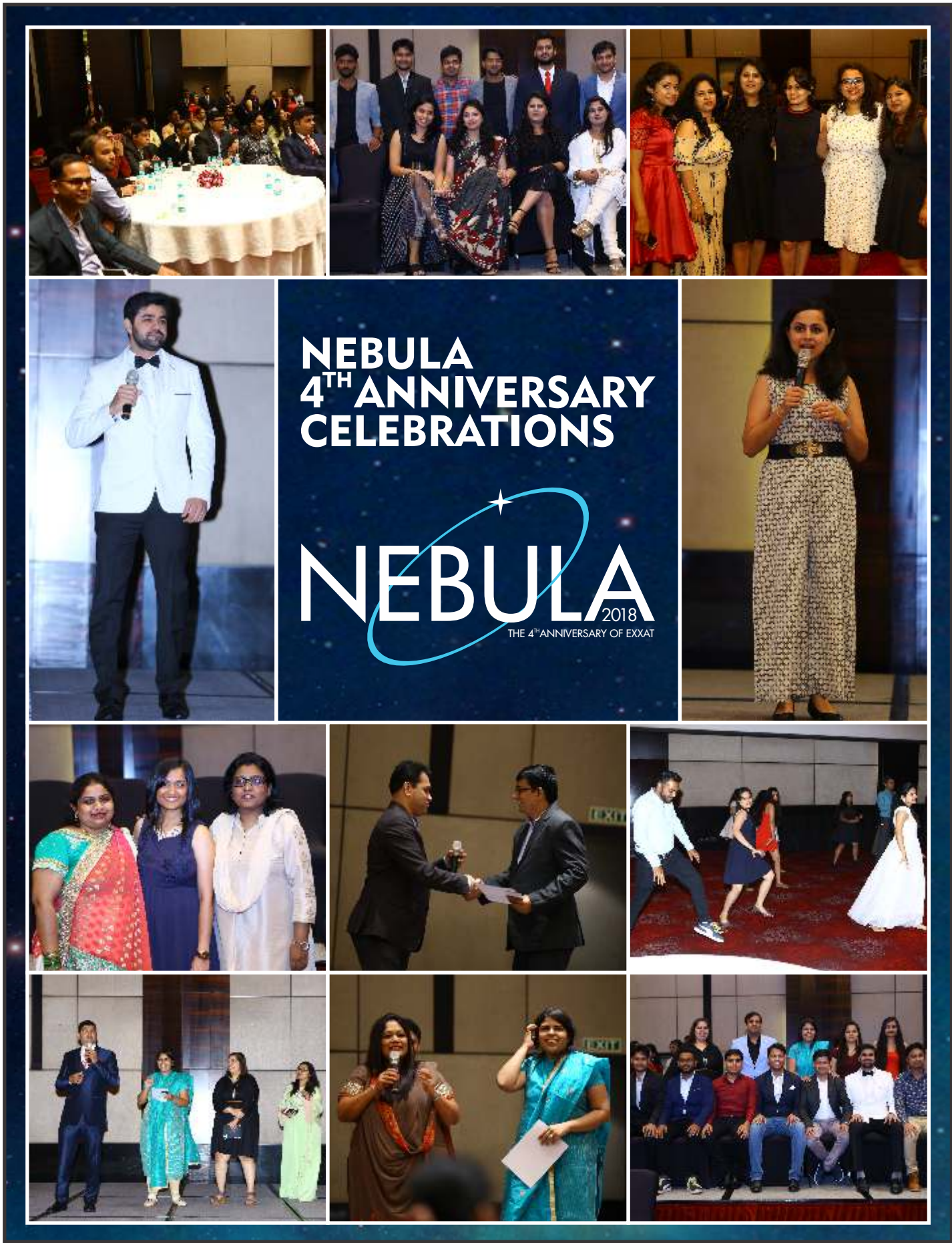
Who inspires you the most?
Dr. J. Jayalalitha, the late Chief Minister of Tamil Nadu

If you could live anywhere in the world, where would it be? And why?
Chennai – Tamil Nadu, India because of the Idli sambar and Dosa. OHHYes! You are reading it right!! I'm a Foodie:D

What would you do if you had the power to be invisible?
Travel free all over the world

What is the meaning of your name?
It means yielding help or protection to...





Tête-à-Tête with Employee of the Year

Employee of the Year Award Winners - Management Pick

Pravin Daware, Manager (Products)



How did you feel when your name was announced as the employee of the year?

P - I was totally thrilled to hear my name being announced. I was not expecting it at all.

What were your thought and feeling once you received this award?

P - I was speechless! Receiving the award from Aarti was a huge moment for me. I will never forget that day.

What is the one attribute of yours that contributed to this achievement?

P - I think my loyalty towards the company has been the main reason.

Any success at Exxat is deep success. Who do you give credit to for your success?

P - My parents and the almighty.

When did you start work with Exxat?

P - August 1st, 2014.

Tell us about your educational background.

P - Master's in Computer Applications.

What was your first position at Exxat?

P - Developer

How many positions have you held in Exxat?

P - 3

What were these positions?

P

1) Developer

2) Support Lead

3) Product Manager

How have these positions allowed to grow?

P - The role of a Developer taught me how to think creatively and in Support I learnt how to handle problems effectively. Based on the growth provided by these two roles, I am exploring the newly assigned role of Product Manager.

What do you like most about the work you do?

P - My work constantly pushes me to try something new and keep finding solutions to the problems. This is something I enjoy the most!

What do you like most about your work environment?

P - The happy work environment that we have cultivated.

What advice will you give somebody for their first day at work?

P - Give your 100% and you will get double in return!

The most memorable moment/experience/memory in Exxat.

P - When I heard about my US visit by Aarti.

Tête-à-Tête with Employee of the Year

Employee of the Year Award Winners - People's Choice

Ankit Kabra, Configuration Analyst



How did you feel when your name was announced as the employee of the year?

A- I felt nostalgic and It made me remember each incident where people guided & corrected me.

What were your thought and feeling once you received this award?

A- I was thinking that I have improved in the right direction & I need to continue to do that.

What is the one attribute of yours that contributed to this achievement?

A- Always ready to learn new things, explore new domains & try to achieve best in them.

Any success at Exxat is deep success. Who do you give credit to for your success?

A- Each member of Exxat is a contributor, especially Samata Bora & Avinash Pawar guided & showed me the right path whenever needed.

When did you start work with Exxat?

A- 13th January 2015

Tell us about your educational background.

A- I have done B.E. (electronics & Telecommunication)

Currently pursuing M.E. (Computer Networks)

What was your first position at Exxat?

A- Administrator

How many positions have you held in Exxat?

A- 7

What were these positions?

1. Administrator

2. Accountant

3. HR

4. IT Support & Network administrator

5. QA

6. Evaluation Configuration

7. CORE Configuration

How have these positions allowed to grow?

A- Each position has taught me different realms of life

What do you like most about the work you do?

A- I find better ways of doing things everyday

What do you like most about your work environment?

A- All the people on floor are more than colleagues

What advice will you give somebody for their first day at work?

A- Be expressive, present our ideas in an efficient way & respect each and everyone

Awards



AWARD	WINNERS
Employee of the year (Management Choice)	Pravin Daware
Employee of the year (People's Choice)	Ankit Kabra
Best Team Lead	Avinash Pawar
India Team Champion	Utkarsha Saswadkar
ROAR Exemplifier	Laveena Mulchandani
Relationship	Priyanka Daware
Opportunity	Nishigandha Rajhans
Advancement	Zeal Shah
Responsibility	Sameer Bhaise
Rockstar Rookie	Mohini Shakya
Best Host (Pune)	Shweta Parekh
Best Host (Baroda)	Mayuri Gohil
Out of the box thinker	Saurabh Lal
Most Dependable	Saumil Shah, Shubhada Fuge
Most Promising	Ankit Kapatel, Rupesh Mali
Best Practices	Zankhna Chudasama, Aditi Bhardwaj
Pat on the Back	Nishant Wankhede, Suvarna Shinde, Saranya Raghavan, Himanshu Patel, Manali Mayekar, Krishnamohan Manmohan, Kunal Bhavsar, Chirag Patel, Khushali Bhatt, Sanit Lune, Siddhi Oak, Madhura Prabhu
Pat on the back	Newsletter Team
Referral Award	Sanit Lune
BARODA AWARDS	
Rockstar Rookie	Dhananjay Tate
Pat On the Back	Rachana Seth, Raghuvir Khuman, Monali Patel, Joel Rathod, Anant Pithadiya, Sagar Bhoite, Meenakshi Gupta
US AWARDS	
Ms. Versatile	Viral Patel
Mr. Helpful	Beck Rothke
One Woman Army	Ramya Murali
Silent Warrior	Sierra Rome

Achievement

Tech-Talk

Shrey Rahi, Jr. Programmer Analyst | **Rahi Gandhi**, Programmer Analyst | **Murtuza Ambawala**, Jr. Programmer Analyst

In a smartphone powered world, user authentication has become a phenomenon of utmost importance. Nowadays, the smartphones are not just used for communication purpose, but also for various services like e-wallets, mobile banking, and others that require strict security measures. So far authentication mechanisms like passwords, patterns, and fingerprint scanner do not consider the limited capabilities of user interface of mobile devices and this can be a treat to sensitive data. Therefore, once credentials get compromised, that device becomes vulnerable. So, Rahi Gandhi, Jugal Doshi, and I proposed a new gesture-based authentication system.

Every user moves the device differently while using it. By recording a particular pattern or gesture, a device can uniquely identify that particular user. Our project aims to learn these unique patterns of a user, recorded by using an inbuilt sensor accelerometer. A machine learning algorithm tries to identify a user by matching the current gesture with the pre-processed data and it unlocks the smartphone on successful verification.

This was our final year project and we got an opportunity to present our project at a platform like NASSCOM (The National Association of Software and Services Companies) and other esteemed institutions of the country after getting shortlisted from 113 teams across various engineering colleges of Gujarat. In memory of Dewang Mehta, NASSCOM has been organizing Dewang Mehta IT awards since last 13 years. The projects were evaluated based on originality, scalability, social impact, and presentation skills. The final round of the



award was a great experience. This journey has been a rollercoaster ride. At one point of time, we were about to give up on the project because of a chain of unsuccessful attempts. As it stands now, we are taking a step further by publishing a research paper and filing a patent.

A big thanks to Exxat for providing us the platform to make the presentation and for some last-minute changes. Everyone has been very supportive since the start and we hope to make positive changes in the company through our work.

Know your Colleagues



Subhakanta Dey

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

I would like to travel unexplored places of our country wherever they are.

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

Parents as they inspire me the most.

How do you spend your free time?

I spend my free time by helping others, surfing web, Watching Movies, Playing Games, Gardening, Etc...

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

At my village because I can feel the utmost peace & the love for my native.

What is the meaning of your name?

Person full of love

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

I will try to know all the problems faced by another gender and what I can do to improve that.

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

A power which can allow me to walk and fly in the universe so that I can see the other living worlds

Uncovering the Real Problem by Asking 'WHY' - Professor Arvind Bhambri

Rashmi Modak, Learning Facilitator

As Exxat continues to grow exponentially, it was Aarti's vision to involve everyone to develop a sustainable growth strategy for Exxat with Professor Bhambri's guidance. Teams in Pune and Baroda were extremely fortunate to spend time with Professor Arvind Bhambri. He was Aarti and Kunal Vaishnav's professor while they were pursuing their MBA at Marshall School of Business. He has been Exxat's strategy advisor since its inception. He is extremely invested in Exxat and his inputs have been invaluable to the progress of Exxat.

Before our sessions with Professor Bhambri, it was recommended that we read three articles 'Evolution Revolution', 'Making yourself indispensable to your organization' and 'Organizational Alignment- 7S model'. The articles are an easy read and provided the right foundation for the two-day sessions.

In Pune and Baroda, our first session was held on Thursday, 2nd August 2018 and Monday, 6th August 2018 respectively for about an hour. The first session was an ice breaker. It allowed us to start thinking about issues we face daily and Professor Bhambri gradually directed us on how to start thinking solutions instead. He also highlighted that for an organization to be successful, any change in its external and internal environment needs to be addressed and the organization needs to evolve to accommodate any change effectively and keep growing.

The second session, held the following day, was a highly anticipated one for two reasons. It was organized offsite- at Holiday Inn in Pune and Grand Mercure in Baroda and because we were sure there

was a lot to look forward to. The session was indeed a memorable one. Professor Bhambri introduced the purpose of the session- to involve everyone in developing a sustainable growth strategy for Exxat as it progresses exponentially. We were then split in groups of 7-8 people after which the management team left. In groups, we were asked to list concerns at work and then pick three that most of us agreed upon. Every group then put their top three concerns on a post-it chart and we were all asked to vote individually for the ones that resonated with us the most. Concerns with the most votes were picked and in the same groups, we were asked to take one or two of these up and work on it.

Professor Bhambri then guided us step by step on how to resolve these concerns. We were asked to get to the root cause of each issue by discussing 'why' this is a concern- five times. Each 'why' allowed us to dig deeper and find the real problem. This enabled us to get to the bottom of every concern. Once the real problem was identified, we were asked to propose two solutions and then agree on a recommendation. The recommendation needed to be turned into a time bound action plan. We presented this to the management team. The management team addressed the root causes and took notes of proposed action plans and allotted people to execute plans to combat the root causes.

These sessions gave us a valuable insight into how a rapidly growing global business can continue to thrive, it empowered us to find solutions and taught us that solutions come from everyone!



Professor Arvind Bhambri's profile

Professor Arvind Bhambri is an engineer with a doctorate in strategy from the Harvard Business School. He specializes in strategic change, competitive strategy, global business development and leadership. He has been a strategy consultant with renowned companies such as GE, IBM, Johnson and Johnson. He is currently a professor at University of Southern California's Marshall School of Business.

Testimonials:

REENA SANGALIKAR, PUNE

“ I learnt how to be collaborative and develop a 'let's-work-out-a-solution' attitude from this session- it has also helped me to apply this to my personal life. ”

POOJA GUJARE, PUNE

“The session was really informative, interesting, interactive and enlightening. We learnt from each other that there are several aspects at work that can be improved. We normally think about it but don't act on it. I feel it has given us a platform to openly discuss our concerns and bring forth suggestions to improve our work life. Thank you for a wonderful session! ”

RAGHUVIR KHUMAN, BARODA

“ I realised that creativity is not always about creating applications and writing code for big modules. It's also about finding processes to do small and medium level things more effectively. ”

DHWANI SHAH, BARODA

“ I learnt how to respond everyday challenges and demands to help me become a better person. I have been looking for positive strategies and ways to adapt them to different contexts ever since. The workshop also taught me to always wear a thinking cap and to use these skills to advance my learning and engagement at every level. ”

Know your Colleagues



Anant Pithadiya

- What is the meaning of your name?
Infinite
- If today was your last day on Earth, what would you do?
Will contact my close friends and would spend some quality time
- If you could live anywhere in the world, where would it be? And why?
USA, it is my dream
- Who inspires you the most?
My Brother
- How do you spend your free time?
Watching movies
- If you could host a talk show, who would be your first guest?
Atif Aslam

Independence Day Celebrations

Kaushani Sen, Technical Writer



On 10th and 14th of August, Exxat held pre-Independence Day celebration at Baroda and Pune office respectively. One could see all the office desks filled with tricolour, and most of the Exxatians were dressed in Saffron, White, and Green attire resembling the glory of Indian flag. To add to the charm of pre-Independence Day celebration, one of our fellow Exxatian- Mohini Shakya helped adorn everyone's hand and face with paint.

In Baroda office, a TGIF activity was held where Exxatians were asked to sketch a memoir of their favourite freedom fighter and his/her contribution towards Independence of India. For Pune office, a small activity was conducted after lunch wherein Exxatians were divided into small groups and everyone was asked to envision India after 30 years. It was astonishing to see the variety of ideas, for some they saw India after 30 years to be free of any religious prejudices

and gender discrimination. Some pondered upon a future possibility where there's no reservation, zero tolerance for terrorism, India as a corruption free country, also an ask for strong cyber security. The underlying crux of both these activities helped us to understand how as fellow citizens we all think in a similar direction for our country.

For many, the idea of patriotism has a deeper, wider meaning. Wearing tricolour clothes or forwarding WhatsApp messages are not indicators of what makes one a true patriot! Patriotism is an emotion, a sentiment, that can be expressed by simply doing something for one's country. It can be as small as volunteering in an NGO, keeping your city or neighbourhood clean, promoting literacy, paying your taxes on time, and the list goes on... So, what did you do this Independence Day?



Organization of Blood Donation Camp at Exxat, Vadodara

Dhananjay Tate, Domain Co-ordinator- Nursing

Exxat Systems Pvt. Ltd, the new kid on Vadodara's fledgling IT scene, organized a blood donation camp on 8/17/2018 at its Mujmahuda office. This camp, in association with Indu Blood Bank, was held to commemorate the 72nd Independence Day of the country.

This event received a boisterous response, not only from Exxat employees, but also from people from the vicinity of the office. In total, 31 people donated blood for this noble initiative.

Exxat, originally based in US and having its development office in Pune, has recently launched its operations in Vadodara in January 2018, and has been associated with philanthropic activities in both cities, spending more than Rs. One lac per annum on social initiatives. In Pune, Exxat Cares is associated with an orphanage called Apla Ghar, and in Vadodara, it will partner with Bachpan-an organisation that helps educate underprivileged children.



Glimpses of the Nebula, 2018

