

TECHTONIC

Vol. 10 | May 2020

CLOVER[™]
INFOTECH



TRANSFORMING **EXPERIENCE**

TRANSFORMERS

Let's Make IT Better

Transformers are people who are dissatisfied with the status quo. They are the change-agents or disruptors who reimagine an efficient and seamless world. At the heart of transformation lies a better experience. That's what we at Clover Infotech will strive to achieve this year – for our customers, employees, partners and most importantly for our own brand.

The engagement models also need to transform with customer embracing digital transformation, cloud and ubiquitous support 24*7.

Let's become the transformers to enable our customers to manage these unprecedented times. It's the best time to showcase our commitment and excellence. It's the time to rise and exhibit our capabilities to transform amidst challenges and enable our customers to grow.

Let's become Transformers - Let's Make IT Better!

TECHTONIC

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Leader's Speak



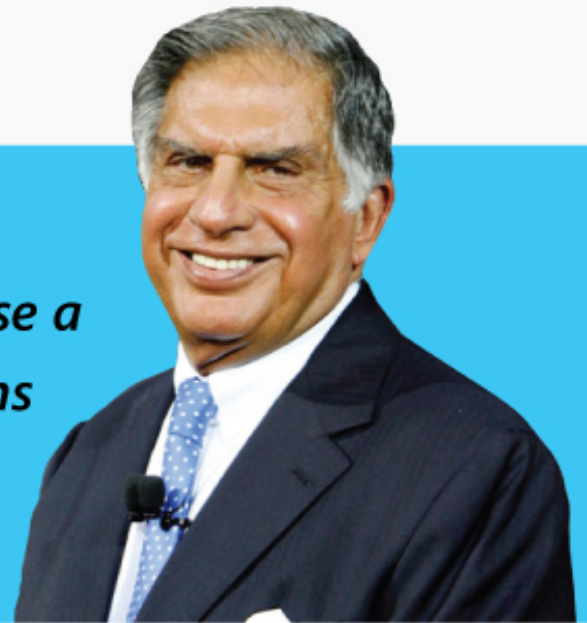
Ratan Naval Tata

Ratan Tata is an inspiration to many. He is not just a business tycoon but a philanthropist, visionary, and most importantly, a generous soul. He has given wings to many dreams. He believed in seeing failures as milestones in the path of success. In this issue of Leader's Speak, we will explore some interesting life facts of this great leader.

Ratan Naval Tata was born on 28th of December, 1937 in Bombay (now Mumbai). He is a member of a prominent family of Indian industrialists and philanthropists. He was educated at Cornell University, Ithaca, New York, where he earned a B.S. (1962) in architecture before returning to work in India. He gained experience in a number of Tata Group businesses and was named Director-in-Charge of 'The National Radio and Electronics Company Limited' (NELCO) in 1971. He became the chairman of Tata Industries a decade later and in 1991 succeeded his uncle, J.R.D. Tata, as chairman of the Tata Group.

“Ups and downs in life are very important to keep us going, because a straight line even in an E.C.G means we are not alive”

Ratan Naval Tata



Upon assuming leadership of the conglomerate, Ratan Tata aggressively sought to expand it, and increasingly focused on globalizing its businesses. In 2000, the group acquired London-based Tetley Tea for \$431.3 million. Further in 2004, it purchased the truck-manufacturing operations of South Korea's Daewoo Motors for \$102 million. And, in 2007, Tata Steel completed the biggest corporate takeover by an Indian company when it acquired the giant Anglo-Dutch steel manufacturer Corus Group for \$11.3 billion.

In 2008, Ratan Tata oversaw Tata Motors' purchase of the elite British car brands 'Jaguar' and 'Land Rover' from the Ford Motor Company. The \$2.3 billion deal marked the largest-ever acquisition by an Indian automotive firm. The following year, he launched his most ambitious project - Tata Nano. Tata Nano, a tiny rear-engine, pod-shaped vehicle was introduced at a starting price of approximately 100,000 Indian rupees. This was launched with the idea to provide a "safe, affordable, all-weather form of transport" to millions of middle- and lower-income consumers both in India and abroad.

He is the recipient of two of the highest civilian awards of India - the Padma Vibhushan in 2008 and Padma Bhushan in 2000 for his business ethics and philanthropy. In December 2012, Ratan Tata retired as chairman of the Tata Group. In his final year as the chairman, he focused on promoting innovation. He introduced a unique annual competition to recognize failure as an integral part of any business strategy. He wanted people to recognize and acknowledge that failures are not only likely but also essential in the pursuit of innovation. He is a true living legend and continues to inspire millions of people across the globe.



New Business Aquisition

- Microservices based payment gateway integration for a leading general insurer in India.
- Deployed RPA solution to streamline data flow into the ERP Cloud for an NBFC focused on meeting the financial needs of the Micro, Small and Medium Enterprises (MSMEs) in the country.
- Automated account opening process using an attended bot for one of the most renowned banks in the country.

Clover in the News

Shirpur



पटेल अभियांत्रिकीच्या १५२ विद्यार्थ्यांची निवड

शिरपूर : उत्तर महाराष्ट्र परीक्षेत्रातील अभियांत्रिकीच्या विद्यार्थ्यांसाठी क्लोव्हर, इन्फोटेक आणि आर. सी. पटेल अभियांत्रिकीच्या संयुक्त विद्यमाने फूल कॅम्पस प्लेसमेंटचे आयोजन करण्यात आले. यात पटेल अभियांत्रिकीच्या १५२ विद्यार्थ्यांची निवड झाली असल्याची माहिती प्राचार्य डॉ. जे. बी. पाटील यांनी दिली.

आर. सी. पटेल अभियांत्रिकी महाविद्यालयाच्या विद्यार्थ्यांसाठी तसेच उत्तर महाराष्ट्र विद्यापीठ परीक्षेत्रातील सर्व अभियांत्रिकी महाविद्यालयांच्या पात्र विद्यार्थ्यांसाठी फूल कॅम्पस प्लेसमेंटचे आयोजन करण्यात आले आहे. महाविद्यालयातील पदवी अभ्यासक्रमातील

अंतिम वर्षाच्या सर्व विद्याशाखातील विद्यार्थी या कॅम्पस प्लेसमेंटसाठी पात्र होते. तीनस्तरावर झालेल्या या निवड प्रक्रियेत सुरुवातीला बुद्धिमत्ता चाचणी, तांत्रिक मुलाखत व एच. आर. राउंड झाला. यात आर. सी. पटेल अभियांत्रिकीतील संगणक शाखेचे ४६, मेकॅनिकल शाखेचे ४०, इलेक्ट्रॉनिक्स आणि टेलिकम्युनिकेशन शाखेचे २७, माहिती तंत्रज्ञान शाखेचे २०, इलेक्ट्रिकल शाखेचे १२, सिव्हील शाखेचे ०७ असे एकूण १५२ विद्यार्थ्यांची ट्रेनी इंजिनियर या पदावर निवड झाली. निवड प्रक्रियेच्या यशस्वितेसाठी ट्रेनिंग अँड प्लेसमेंट ऑफिसर मिल्केश जैन, प्रा. एस. एन. परदेशी, प्रा. एल. एस. महाजन,

प्रा. आर. ए. पाटील, प्रा. व्ही. व्ही. पटेल व प्रा. व्ही. एस. रघुवंशी यांनी परिश्रम घेतलेले. विद्यार्थ्यांच्या या यशाबद्दल शिरपूर एज्युकेशन सोसायटीचे अध्यक्ष माजी आ. अमरिशभाई पटेल, कार्याध्यक्ष भूपेशभाई पटेल, उपाध्यक्ष राजगोपाल भंडारी, संचालक तपनभाई पटेल, माजी कुलगुरु डॉ. के. बी. पाटील, प्राचार्य डॉ. जे. बी. पाटील, उपप्राचार्य डॉ. प्रमोद देवरे, ट्रेनिंग अँड प्लेसमेंट ऑफिसर मिल्केश जैन, विभाग प्रमुख प्रा. सुहास शुक्ल, प्रा. डॉ. नितीन पाटील, प्रा. व्ही. एस. पाटील, प्रा. पी. एल. सरोदे, प्रा. जी. व्ही. तपकिरे, जनसंपर्क अधिकारी प्रशांत महाजन यांनी कौतुक केले.

‘फिनोलेक्स’च्या ५२ विद्यार्थ्यांना नोकरी

रत्नागिरी : प्रतिनिधी

रत्नागिरी येथील फिनोलेक्स अॅकॅडमी ऑफ मॅनेजमेंट अँड टेक्नॉलॉजीच्या ५२ विद्यार्थ्यांची क्लोव्हर इन्फोटेक कंपनीमध्ये नोकरीसाठी निवड झाली.

कोकणातील सर्व इंजिनियरिंग तसेच कॉम्प्युटर सायन्स कॉलेजच्या विद्यार्थ्यांसाठी २३ ते २५ सप्टेंबर या कालावधीमध्ये फिनोलेक्स अॅकॅडमी येथे आयोजित करण्यात आला. यामध्ये फिनोलेक्स अॅकॅडमीसह कोकणातील इतर कॉलेजचे एकूण ४०० पेक्षा जास्त विद्यार्थी सहभागी झाले होते. कोकण



रत्नागिरी : नोकरीसाठी झालेल्या निवडीनंतर विद्यार्थ्यांचे अभिनंदन करण्यात आले.

विभागात हा एकमेव कॅम्पस रिक्रुटमेंट ड्राइव्ह होता की ज्यामध्ये ४०० पेक्षा जास्त विद्यार्थी सहभागी झाले होते.

निवड प्रक्रियेसाठी कंपनीचे अधिकारी फिनोलेक्स अॅकॅडमीमध्ये आले होते. एकूण ६४ विद्यार्थ्यांपैकी

Ratnagiri

ट्रेनिंग अँड प्लेसमेंट विभागामार्फत विद्यार्थ्यांना नियमितपणे ऑन्टीट्यूड टेस्ट, ग्रुप चर्चा आणि इंटरव्ह्यूचे ट्रेनिंग नियमितपणे दिले जाते.

या यशाबद्दल फिनोलेक्स अॅकॅडमीच्या अध्यक्षा अरुणा कटार प्राचार्य डॉ. कौशल प्रसाद आणि अॅकॅडमीच्या सर्व शिक्षक व शिक्षके कर्मचाऱ्यांनी सर्वांचे अभिनंदन केले. प्लेसमेंट टीमने यासाठी परिश्रम घेतले.

Tech Trends

Autonomous Vehicles

The last few years have been favorable for the autonomous vehicle technology. Developing a driverless car has been a shared dream for Google, Apple, Tesla, Uber, and Lyft. According to a report called Autonomous Vehicle Outlook, by Allied Market Research, the global autonomous vehicle market is projected to reach \$556.67 billion by 2026 with annual growth of 39.4 percent from 2019 to 2026. Growth of connected infrastructure shift from ownership to mobility-as-a-service (MaaS), and supportive government regulations would be the major drivers.



Reskilling Human Workforce

The pace at which machines are learning and upscaling, the human workforce's digital capabilities will be a must-have skill in the future. The present human workforce is dealing with a disruptive digital transformation where cloud, analytics and digital are essential for groundwork but are no longer the crown jewels of "Disruptive Technologies." Hence, the next-gen workforce needs to be trained in Augmented Reality, Virtual Reality, Internet of Things, Blockchain, and Artificial Intelligence, among other future trends in technology that are bound to make an appearance in the future vision of technology.



Cyber Defense Centers (CDCs)

Cyber defense centers have come to be known as Security Operation Centers (SOCs) of the future. In a CDC, there is a clear separation of duties, and at the same time an effective interaction between the "Red Team" and "Blue Team". The Red team provides with the better understanding of possible data exploitation and the prevention of future breaches. It performs penetration testing as an outsider, also known as external party assessment. By simulating cyber-attacks and network security threats, the Red Team ensures that the company has strong defense system in place to ward off any future cyber-attack. What makes both the teams different is that once the Red Team imitates a cyber-attack, the Blue Team is there to find ways to defend, change and re-group defense mechanism to make incident response much stronger. In this way, all threads converge into the detection, analysis and mitigation of cyber-attacks.





Culture Bytes

SPAIN

Hola! Como Estas?

In this issue of culture bytes, we will tell you some interesting facts about this beautiful and relaxed country – Spain!

Spain is famous around the world for Flamenco music and dance, fantastic beaches, and lots of sunshine. But what people sometimes forget is that Spain has been one of the cultural centers of Europe for thousands of years.



Spain is well known for its lively festivals and its popular drink, Sangria. One of its best known cultural traditions is the 'Siesta'. Workers and students often go home around lunch time to spend a few hours resting or socializing before returning to their work or studies. The Siesta originally started as a means of avoiding the strong midday heat and it has remained a popular tradition in Spain. Larger cities such as Barcelona and Madrid have mainly moved on to a full working day, but "la siesta" still remains prominent in smaller towns around the country.

Business Etiquette:

Greetings - A Spanish name is made up of two first names and two surnames, composed of their father's first surname and their mother's first surname. Use Señor (Sr.) or Señora (Sra.) as you would Mr. or Mrs.

Dress code - Business dress is stylish, yet conservative. Dress as you would in the rest of Europe. Elegant accessories are important for both men and women.

Business Meetings - Spaniards used to be renowned for their relaxed attitude towards punctuality and timekeeping, however this is not the case now. You should definitely arrive on time to make a good impression and you can expect them to do the same (although they probably won't be as stressed about punctuality).

Corporate Gifting - Gifts are sometimes offered at the end of a successful negotiation or to say thank you for a favor. Gifts should not be too expensive, so that they cannot be perceived as a bribe and usually take the form of food, drinks, or books.

Documentation and Business Cards - As a matter of courtesy, always ensure that any paperwork you provide in a business meeting is available in both English and Spanish. It is also advisable to have information on business cards printed in both languages.



The Other Side

A Music Lover's Diary!



Pratik Kale
Delivery Team

Let's explore 'The Other Side' (hobbies and interests) of our colleagues. Wouldn't it be interesting to know about the hobbies they engage in and their learnings from it? Let's hear from **Pratik Kale – Software Engineer – Delivery Team**, about his love for music and playing Dhol – Tasha.

When did you start playing Dhol – Tasha?

I have been playing since the last 10 yrs.

What made you fall in love with music?

The sound of bass music.

Who is your favourite musician or singer?

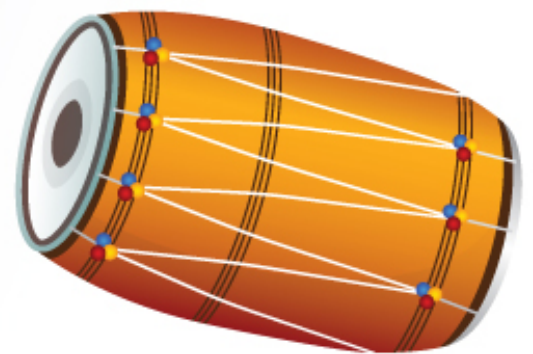
My favourite musicians are Ajay and Atul.

What drew you towards playing musical instruments?

Bass music made me fall in love with music and I always wanted to play musical instruments. Growing up, I enjoyed playing the dhol, and later when I moved to Mumbai, I joined the Dhol Tasha Group to play with the set of like-minded people, who enjoy music as much as I do.

How does music inspire you in life?

Music is where I find my refuge when I get overwhelmed by life. When I am playing or listening to music, a part of my soul heals and feels at ease.



Know Your Colleague



Karan Rathod
Sr. Executive,
Talent Acquisition



Your mantra to be a successful professional?

- Do your best, rest will be taken care of!
- When life gets hard, learn to become stronger!

How do you maintain work-life balance?

- Know and nurture your network.
- Do what you love.

Your "go-to" gadget?

My Cell Phone.

Favorite holiday destination?

- **Sheesh Mahal** in **Amber Fort, Jaipur**, also known as the '**Mirror Palace**', is a magnificent piece of architecture built with beautiful precious stones, glass and handmade paintings.

- Also, I would like to visit Lord's stadium to cheer for India while Virat Kohli bats.

Your favorite song / movie? And what was the takeaway?

Sultan – I like this movie because it teaches us to be adaptable and learn new things if they help us in growing, reinventing and discovering our own selves. In the movie, the protagonist was compelled by circumstances to fight in a new style, which was very different from his previous styles. So, he had to unlearn, then relearn, which took a lot of dedication and commitment.

People you idolize?

Every person we meet has the ability to teach us. However, if I must pick one, then it would be – Virat Kohli. The way he has transformed himself is commendable. With his leadership skills, batting techniques and energy on the field, he has taken Indian cricket to the next level.

Your most memorable moment at Clover Infotech?

There are so many memorable moments I have had at Clover Infotech. However, if I have to highlight one, it would be:

When our placement drives got "mentions" and a lot of appreciation in the regional and national print media



Cloverites in Action



REPUBLIC DAY 2020 CONTEST WINNERS

Contest Winner – Individual:

Prasad Kulkarni for his Poem
'Jantantra'



Contest Winner – Group:

Academy Team: Prajka Chaskar, Kadambari Mahajan, Roshni Patil



Republic Day

Republic Day celebrations are always special. This year, we asked our people to represent what being free means to them in their own unique ways through pictures.

Women's Day

At Clover Infotech, Women's Day celebrations are always unique. To celebrate the zeal, passion and awesomeness of our female colleagues, we had organized for an informative session on financial planning and fun shopping stalls.



Holi

Since Holi is the festival of colours, we asked our employees to create art through colorful hand printing.



You Matter

You Matter gives a chance to young Cloverites to interact with the leaders, hear their thoughts and understand their vision.



Fun Friday

Once every month, a Friday filled with games, food and laughter is organized for our Clover Academy.





TECHTONIC

Thank you for reading Techtonic!

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For feedback and suggestions, please write to us at:

techtonic@cloverinfotech.com