

CELEBRATING

10
Years
ANNIVERSARY
★ ★ ★

The
BOTTOM LINE



Poulomi
Chandra

Shruti
Sinha

Swati
Bhargude

Chaitanya
Bongane

Mansi
Zanje

The Kick-off

As we turn the pages of this special edition, we are not just celebrating ten years of Invimatic, we are celebrating a decade of belief.

Ten years ago, Invimatic was an idea powered by ambition, resilience, and a handful of people who were willing to build something meaningful from the ground up. There were no elaborate systems, no polished processes, and certainly no guarantees. What we had was the courage to start, to experiment, to fail, to learn, and to try again.

As we grew, so did our vision. We evolved from a growing team into a dynamic organization rooted in empowerment, accountability, and empathy. We moved from simply executing tasks to creating impact.

A decade is a milestone, but it is not the destination. It is a reminder of what is possible when commitment meets consistency.

As you go through this magazine, the stories, the memories, the milestones, we invite you to reflect on our own journey. Because this story is not about a company alone. It is about every individual who contributed to making these ten years meaningful.

Table of Contents

1. The Kick-off	02
2. The Invimatic Timeline	04
3. A Conversation with our Leaders	06
4. Reflections from our Clients	10
5. Future Forward	12
6. Expert Talk	13
7. Long Associations	14
8. Value Champions	20
9. Life at Invimatic	29
10. Out of office	40
11. A Note of Gratitude	45

The Invimatic Timeline

A Look Back At How We Got Here

2017

First Enterprise Client

The first partnership that paved the way forward.



2019

Our First Office

We finally had a space to call our own.



2016

The Beginning

Invimatic was founded with a small team and a big idea.



2018

Strategic Client Growth

Expanded our portfolio with key client wins, boosting team confidence and laying the groundwork for what's next.



2020-21

Adapting Through the Pandemic

We moved to remote work almost overnight, and made it work.

2022

Expanding Our Global Footprint

From representing Invimatic at GITEX Global, Dubai to our first international entity incorporation, 2022 marked the beginning of our global presence.



2024

A Year of Milestones

We earned our ISO certification, represented Invimatic at IndiaSoft Delhi, and completed our Second Orbit training program.



Completed 10 years, and continue scaling for the future.

2026

2023

Crossing 100 Employees

Our team grew past 100 people, a milestone worth celebrating.



2025

Giving Back and Growing

Our first CSR initiative, the launch of our R&R program, org-wide AI training, and this very magazine, all in one year.



A Conversation with Our Leaders



Behind Every Milestone, There's a Story

Ten years ago, Invimatic began with an idea, a vision, and the courage to take the first step. What followed was a journey filled with learning, challenges, breakthroughs, and countless memories.

As we celebrate this milestone, our leaders look back on the moments that shaped the company, the lessons that stayed with them, and the values that continue to guide us forward.

Let Us Hear It From Our Leaders



RAGHAVA REDDY
Chief Executive Officer
(CEO)

What challenge taught you the most?

Entrepreneurship has a way of teaching you lessons you never forget.

There was a phase when things were financially very tight. Salaries had to be managed carefully, and every decision felt important. When you're an employee, you know a salary will come at the end of the month. As an entrepreneur, that certainty doesn't exist.

Those were stressful days, but they taught me something valuable, always be prepared for uncertainty. Growth is exciting, but sustainability is what keeps a company alive. That lesson has stayed with me ever since.

"You don't have to know everything. You just have to be willing to learn."



Looking back, what was going through your mind when you decided to start Invimatic?

To be honest, it was not about starting a company. It was more about solving a problem I had been seeing for years. I had spent around 14 years in the software industry, and one thing always bothered me. We expect people to start delivering from day one, but we don't always give them the support they need to succeed.

I met so many talented developers who had the potential to do great things but lacked guidance. That made me think, what if we could build a company that genuinely helps people grow? That's where the idea started. Invimatic was never just about software development; it was about creating an environment where people could learn, improve, and do their best work.

Is there a particular moment from the last ten years that you still remember vividly?

Oh, there are many! But one of the earliest projects always comes to mind.

A customer approached us with a project related to Futures and Options trading. The funny thing is, I didn't know much about that domain at the time. But instead of focusing on what I didn't know, I became curious. I spent time understanding their business, asking questions, and learning how the whole system worked.

We eventually won the project and delivered it successfully. Looking back, that experience taught me a lesson that still holds true today, customers don't expect you to know everything. What they value is your willingness to understand their problem and genuinely care about solving it.

Through all these years, what belief has remained unchanged?

Without a doubt, empowerment.

I have always believed that people can achieve incredible things when they are trusted and given the right opportunities. The second is empathy. Whether it's a customer, a colleague, or a team member, understanding their perspective changes everything.

If there is one thing that has remained constant throughout my journey, it's these two values. They have influenced every major decision I have made, and I believe they'll continue to guide Invimatic in the years ahead.

Has your idea of success changed over the years?

Not really.

I have never looked at success purely in terms of money or business growth. For me, success has always been about creating value and making a positive difference in people's lives.

What has changed is my perspective. Earlier, I looked at success more individually. Today, I see it differently. When our employees grow, when customers achieve their goals because of something we have built, and when the company moves forward together, that feels like success to me. Their success becomes part of my success.

What kind of legacy would you like Invimatic to leave behind?

I would like people to remember Invimatic as a company they could rely on.

In the software industry, there are many companies with talented people and good technology. What truly makes a difference is consistency. Can you deliver quality outcomes again and again? Can customers trust you to do what you promised?

That's why we often talk about our philosophy: **"Humans to Innovate, Machines to Repeat."** Innovation comes from people, but consistency comes from systems. Over the years, we have realized that long-term success isn't built on individual heroics. It's built on strong processes, shared knowledge, and a culture that helps everyone succeed.

The Beliefs Behind Invimatic

- Trust People to Grow
- Understand Before You Solve
- Build Systems, Not Heroics

Culture Always Drives Execution

Prashant Kurapati on scaling with discipline, choosing the long view, and why the greatest thing a company can build is its people. A decade of growth is never a straight line. It is a series of hard-won lessons, invisible turning points, and quiet commitments that only reveal their full weight in hindsight.

As he looks back with candour and clarity, on the phases that tested the organization, the choices that shaped it, and the beliefs that will carry it forward.

“Great companies are not just built on systems, they are built on people. And ultimately, culture always drives execution.”



Toughest Phase Of Growth

Scaling faster than systems led to inconsistency. Strengthening processes, communication, and accountability while managing clients was challenging.

What Should Never Change

Putting customers first, especially during challenges, through accountability and honest communication.

Biggest Insight On Teams

Strong teams are built on mindset, not just processes. Ownership and clarity make everything work.

A Defining Decision

Prioritizing long-term client relationships over short-term gains shaped culture, reputation, and trust.

PRASHANT KURAPATI

Co-founder & Chief Delivery Officer (CDO)



We are building a future where ideas don't wait. With the power of AI, we aim to turn every promising concept into a working MVP within just 30 days. Our focus is to create a strong, agentic team, proactive, intelligent, and outcome-driven, capable of accelerating innovation at scale. This is more than speed; it's about redefining how we build, collaborate, and deliver value. Together, we will lead with agility, think with AI, and consistently transform ideas into real, impactful products.

Our USPs

Delivery with Discipline

10+ Years of Scaling

Customer-First Mindset

What Stands Out Today

A growing ownership mindset, people taking responsibility, caring about outcomes, and acting with integrity.

Leading **Boldly.** Building **Meaningfully.**

Jhanvi Reddy believes technology should drive growth, solve real problems, and evolve with the business. Her journey with Invimatic is rooted in purpose, shaped by people, and driven by long-term impact.



■ The thought before starting

Invimatic started to bridge the gap between what businesses needed & what technology partners were delivering. It was about enabling growth, solving real problems, and creating long-term impact.

■ Biggest challenge in 10 years

Earning trust in a competitive market and building credibility from scratch. The biggest shift was moving from being seen as a vendor to being valued as a strategic partner.

■ Moment we were taken seriously

Not a single moment, but a series of shifts, when clients came back for advice, and conversations evolved from "can you deliver this?" to "what do you think we should do?"

■ How success in sales & marketing has changed

From being number-driven to building a trusted brand, creating clarity, consistent communication, & meaningful engagement. Sales and marketing now work together for long-term relationships.

■ Value that remains unchanged

Our belief in accountability and empathy. We treat every project, client, and challenge as our own, this mindset defines our culture and how we work.



JHANVI REDDY
Founder & Chief Marketing
Officer (CMO)



Technology should not just exist, it should enable growth, solve real problems, and evolve with the business.



■ What excites me most

The scale of possibility ahead. With AI & technology reshaping businesses, we're building smarter, impactful solutions and a stronger global presence, growing in depth, not just size.

■ Anything else to share?

The journey hasn't been linear, but the people have made it meaningful. Our team's belief, adaptability, and ownership are the strongest foundation of Invimatic.

We are building a future where technology creates real business impact. It's about deeper partnerships, smarter solutions, and a culture that grows with purpose. Invimatic's next decade is about evolving with the world, while staying true to who we are.

Our Purpose

● Solve Real Problems

● Build Lasting Relationships

● Create Meaningful Impact

Reflections from Our Clients



The true measure of a decade's work is not reflected in numbers or timelines, it lives in the experiences of the people who chose to work with us and continue to place their trust in us.

Over the past ten years, we have had the privilege of collaborating with founders building their first products, businesses navigating growth, and engineering teams scaling at speed. Every collaboration came with its own goals, challenges, and opportunities, yet one thing remained constant: our commitment to showing up, delivering meaningful work, and earning trust every step of the way.

These testimonials are more than words, they are a reflection of the relationships we have built and the journey we have shared together.



Ajay Singh

CTO & Co-Founder @Airrived



Our journey with Invimatic began through a referral from another company that had already been working with them and spoke highly of their DevOps expertise.

At that time, we were looking for a reliable partner who could quickly understand our cloud infrastructure and support us in scaling our platform efficiently. From the beginning, the Invimatic team ramped up quickly and took strong ownership of our DevOps responsibilities. Their involvement had a significant positive impact on our business by improving the reliability of our infrastructure, streamlining deployment processes, and enabling our engineering team to focus more on core product development rather than operational overhead. This support helped us move faster and scale our platform more effectively. Our overall experience with Invimatic has been very positive.

The team is responsive, technically strong, and understands the speed and agility that startups require. They are proactive, adaptable, and comfortable working in fast-moving environments where priorities evolve quickly. For startups like ours that need to move fast while maintaining stable infrastructure, Invimatic has proven to be a dependable partner that adds real value to the business.



Floris W. Chaumat

Founder & CEO, Tradora



Our journey with Invimatic started through a recommendation from Lyamen Savy. She had worked with the team earlier and spoke very highly of their work at Blabber. Trusting her recommendation turned out to be one of the better decisions we made while building our MVP.

Although our product has not launched yet, we are very happy with the quality of work delivered so far. The team has shown great dedication and a strong focus on execution throughout the process.

Working with Invimatic has been a smooth and positive experience. Everything has gone well, and honestly, there is nothing to complain about. The team has been supportive, professional, and easy to work with, which made the entire collaboration very comfortable for us.



Manoj Nair

Founder & CEO, Kantan Solution



I have had the pleasure of working with Invimatic for nearly a decade. Over the last 9–10 years, they have been a cornerstone of our software development efforts. The team is incredibly passionate, taking full ownership of every project with a clear intent to deliver high-quality code on schedule.

What sets them apart is their commitment to innovation; they consistently implement modern tools and techniques to keep our products ahead of the curve. Furthermore, their management is deeply involved, ensuring quality is maintained through transparent communication and regular updates. This is easily the most successful offshore partnership I have experienced, and I look forward to our continued collaboration.

Future Forward

The Next Decade Won't Be Built Like The Last One

For ten years, Invimatic has grown by helping customers solve complex business challenges through technology. But as we step into our next chapter, one thing has become clear: the future won't reward companies that simply do more of the same.

Artificial Intelligence has fundamentally changed the rules.

Just a few years ago, growth was often measured in team size, headcount, and delivery capacity. Like many companies, we had ambitious plans and believed we knew what the next phase of growth would look like. Then something happened that forced us to rethink everything.

A customer built a solution powered by AI that could perform the work of an entire team.

It was a powerful reminder that technology is no longer just supporting businesses, it is **redefining them**.

For us, this wasn't a setback. It was a wake-up call.

“Rather than asking how AI would impact us, we started asking a different question: **How do we build the future alongside it?**

The answer led us to a simple realization. **The future belongs to people who can adapt, learn, and create value faster than ever before.**

For Invimatic, success will no longer be measured by how many people we have. It will be measured by the value we create, the problems we solve, and the impact we make. The first ten years were about building a company. The next ten years are about building the future.



- That's why we believe traditional job boundaries will continue to disappear. The future professional will not be limited by a single role or title. They will understand the problem, **leverage AI effectively, and take ownership** of delivering outcomes from start to finish.
- Technology will handle repetitive tasks. Human **creativity, judgment, and innovation** will become even more valuable.
- As we look ahead, three opportunities stand out. The first is helping businesses build products faster through AI-powered engineering. The second is ensuring AI systems are reliable, secure, and trustworthy. The third is helping organizations deploy and manage AI solutions in ways that protect their data and create long-term value.
- Together, these opportunities represent more than new services. They represent a new way of working.
- But through all this change, one thing remains constant: **our customers**. Technology evolves. Markets change. Trends come and go. Yet sustainable growth has always come from one place, creating value for customers. When customers succeed, businesses grow. It is as simple as that.

The next decade will not belong to the biggest companies. It will belong to the most adaptable, the most innovative, and the most customer-focused.

Expert Talk

"Financial well-being is not built overnight, it's built through consistent and informed decisions"

To empower our Invimates on their financial journey, we bring you expert insights and smart money tips:

investment



tax

Sajiri Saha

Chartered Accountant and a trusted financial partner in Invimatic's journey

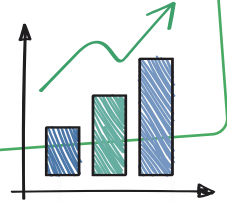
income

Savings

Grow your income, not just your lifestyle

As income rises, lifestyle upgrades feel natural but unchecked expenses can limit wealth creation. The goal is to grow earnings while maintaining financial discipline.

- » Increase savings and investments with every salary hike
- » Avoid unnecessary lifestyle inflation
- » Focus on skill development
- » Plan your career growth strategically



Start early and stay consistent

A small start today beats a big start tomorrow. The longer your money stays invested, the harder it works for you, time is the real asset.

- » 50-20-20-10 rule - 50% on essentials, 20% investments, 20% savings, 10% lifestyle
- » Start a SIP monthly investment even ₹500 counts
- » Split investments: 70% equity funds, 30% debt funds
- » Don't pause your SIP when market falls, staying invested is exactly what protects your returns in the long run.

Manage risk avoid debt & diversify wisely

Debt can silently drain your wealth. Pay it off smartly and make sure your money is spread across different types of investments not just one.

- » Always pay your credit card bill in full never just the minimum
- » Pay off high-interest loans first (personal loans, credit cards)
- » Don't keep everything in fixed deposits, they barely beat inflation
- » Spread across equity, index, and debt funds for balance

Plan ahead and stay disciplined

Good intentions don't build wealth, consistent action does. Set up systems so that saving and investing happen automatically, without willpower.

- » Plan your taxes early, use EPF, ELSS, PPF, and insurance
- » Don't touch your EPF, it's your retirement fund, let it grow
- » Every month: invest first, then track, then review
- » Automate savings so you never spend what you meant to save

Secure your financial foundation

Before chasing big returns, make sure you are protected. A safety net means you won't have to break your investments when life throws surprises.

- » Maintain 3-6 months of expenses in easily accessible instruments like: Savings accounts and Liquid mutual funds.
- » Own health insurance complements your employer's coverage.
- » If people depend on you, consider term life insurance.

Long Association



Some journeys are special because of how long they last and how much they grow along the way. As Invimatic celebrates its **10th work anniversary**, we would like to take a moment to appreciate our Invimates who have been part of this journey for many years.

From the early days of figuring things out together to building stronger processes and bigger ideas, their journey has been filled with learning, teamwork, and growth.

Let us hear from them, as they share their journeys in their own words, looking back at where they started, the experiences that shaped them, and what being part of Invimatic means to them today.

Yash Turmekar

System Analyst, 5 Years

Five years ago, I stepped into the organization as a Software Engineer with curiosity, a bit of nervous energy, and a strong willingness to learn. My journey began with an automation project where I built my foundation, understanding systems, improving my problem-solving skills, and learning the discipline that good engineering requires. Over time, my journey has evolved from writing code to shaping how code is written. Today, as a System Analyst, I work closely with leadership to define processes, align technology with business needs, and help our systems adapt to an AI-driven future. It has been a journey of growth, challenges, and continuous learning.

“

What truly shaped my path was the trust my managers placed in me early on. Being given responsibility for a large client project built on MVC architecture pushed me beyond my comfort zone and taught me ownership, accountability, and the importance of delivering quality work.

”



A man wearing a blue and white striped polo shirt, a dark blue cap, and sunglasses, standing outdoors with a body of water and a coastline in the background.

Vivek Patane

System Analyst, 6 Years

My journey with Invimatic has been truly rewarding and enriching. Working alongside such a talented and collaborative team has been a wonderful experience. Every responsibility and opportunity has helped me strengthen my skills and expand my knowledge. The spirit of teamwork makes problem-solving and learning both engaging and enjoyable.

I am especially grateful to Prashant for his guidance and mentorship, which have played an important role in my professional growth. I truly value being part of Invimatic and look forward to continuing this journey while contributing to the organization's success.

“

Over the years, I have had the opportunity to learn new things and grow both professionally and personally. The positive culture and supportive environment here make the workplace motivating and inspiring.

”

Mangesh Sanap

Sr. System Analyst, 6 Years

I joined Invimatic as a fresher when the team was just 30–35 people a small group with big ambitions. I started working on a simple desktop PC, with no special setup, just a lot of curiosity and uncertainty about what the future would bring.

Within a few days, I was assigned to the EPP and MEP projects. The codebase was completely new to me, and I remember feeling nervous about whether I would be able to manage it. With the guidance and support of Prashant Kurapati and Dhawal Mehta, I gradually learned, gained confidence. Later, getting the opportunity to travel to the USA and visit our client's office felt surreal.

“

What made the journey even more special were the shared lunches and the strong sense of team bonding that made Invimatic feel like family. From being unsure on my first day to representing the company overseas, this 6 plus years of journey has been more than just a job it's been a reminder of how far I have come

”



Ravikumar Asapu

Senior Technical Project Manager, 9 Years

My overall journey with Invimatic has been positive, marked by continuous learning, growing responsibilities, and a strong sense of belonging. Over time, I have worked on diverse projects, collaborated with team members, and contributed to deliverables that created value for clients. These experiences have helped me strengthen my problem-solving skills and build confidence in handling challenges. Overall, my association has been meaningful, helping me to develop, take ownership, and make meaningful contributions over time.

“

The team environment is supportive and collaborative, with managers and colleagues who are approachable and helpful, making it easier to learn and solve problems together. I appreciate the trust placed in me and the opportunity to take on meaningful responsibilities.

”

Sweekar Kulkarni

Senior System Analyst, 5 Years

From the very beginning, my journey with Invimatic has been very positive. I especially appreciate how Raghava always takes a moment to ask about my well-being and family, and Poulomi from HR has always been supportive and approachable.

I am also grateful to Prashant for his constant support and mentorship. Under his guidance, I have learned new things, grown professionally, and gained confidence while working with clients. His leadership creates a comfortable environment where we can focus on doing our best work.

Some of my most memorable moments include company picnics, cricket matches, and fun UNO games with fellow Invimates, which created great memories and strengthened our bonds.

“

I have experienced a culture of kindness and cooperation at Invimatic. Even though I mostly work from home, every visit to the office feels warm and welcoming. I look forward to many more milestones ahead.



A portrait of Swati Bhargude, a woman with dark hair, wearing a yellow sari with a white pattern, smiling and gesturing with her right hand. The background is a warm, orange-toned wall with a garland of yellow and orange flowers.

Swati Bhargude

Senior UI/UX Designer, 8 Years

From the early startup days to where we are today, I have had the privilege of growing alongside the team as a UI/UX designer by working closely with the founding team and leaders. I have seen the struggles, risks, sleepless nights, and breakthroughs that shaped our journey.

Over the years, I have seen Invimatic grow not just in size but also in strength, culture, and vision. We are a team that trusts, supports, and celebrates every win together. Every challenge was faced together, and every success was shared as one team.

“

What truly makes this journey special is the people. I am grateful to the mentors who have trust and constant encouragement throughout these eight years of journey. Their vision and support have been truly meaningful

”

A portrait of Poulomi Chandra, a woman with dark hair, wearing a light pink kurta, sitting and smiling. The background is a warm, orange-toned wall with a garland of yellow and orange flowers.

Poulomi Chandra

HR Manager, 9 Years

I was employee number 4 at Invimatic. I still remember walking into a small workspace with just three other people. There were no formal onboarding processes or handbooks then, but it felt like the beginning of something meaningful. In the early days, most things were handled through simple conversations rather than formal systems. Whenever someone joined or a challenge came up, we would sit together and figure things out. Those discussions helped build trust and gradually shaped the processes we have today. Today, I stand on the other side of the table, helping others begin their own Day 1 at Invimatic.

“

That first day at Invimatic wasn't just about starting a job it felt like becoming part of something that was still taking shape. What makes the journey special is that I was not just implementing HR practices, I was part of shaping them as the company evolved.

”



Akash Swami

Technical Architect, 8 Years

I joined Invimatic as a fresher, and being part of the organization for more than eight years has been a truly meaningful journey. When I started, everything was new to me, and I was eager to learn and understand the professional world. Over the years, I have had the opportunity to grow, take on responsibilities, and work on diverse and challenging projects that helped me build my skills and confidence. Looking back, this journey has been more than just a career; it has been a continuous learning experience.

“

What made this journey special was the environment that encouraged learning and ownership. I was always motivated to explore new ideas, take initiative, and continuously improve myself. The trust placed in me and the support from leadership and colleagues played a big role in shaping my professional growth

”

Pranay Jain

Associate Project Manager, 5 Years

Five years at Invimatic passed so quickly that I didn't even realize it. It has been one of the most beautiful journeys I have ever had.

“

I learned everything at Invimatic. From the time our leaders helped me understand the concepts of GET, POST, and PUT, till today, the entire journey has been truly wonderful. Invimatic is the best place to learn. What I like the most about Invimatic is that they trust us and give us responsibilities, which really helps in learning and growing.

Thank you, everyone, for this beautiful journey.





Rahul Saha

System Analyst, 5 Years

I joined Invimatic during COVID, at a time when the entire company was working remotely. My first day wasn't about walking into an office, but about logging into a new journey. Even through virtual meetings and screens, I could sense the team's energy, ambition, and sense of ownership. Despite the distance, everyone was welcoming and supportive, which made the transition much smoother.

Over the years, I have seen Invimatic grow in scale, maturity, and impact, and I have grown alongside it.

“

What makes me proud is that while systems and processes have strengthened, the core spirit of ownership and resilience remains unchanged. Being part of this journey feels less like employment and more like building something meaningful together

”

Prathamesh Bhanadare

Senior Technical Architect, 9 Years

With 13 years of industry experience, I began my journey working primarily with .NET and Microsoft SQL Server as backend technologies. Technology has never been a barrier for me as, I am always open to learning and adapting to new tools.

In the early days at Invimatic, it wasn't about working on just one project. We stepped in wherever needed, wearing multiple hats and solving problems together. That's when I first worked with Java and Android and even tested experimental voice-based web applications. With no defined processes, we learned by experimenting, fixing issues, & adapting quickly. That environment strengthened our confidence and problem solving skills.

“

I decided to join Invimatic to take on new challenges and work in an environment where I could prove myself. Overall, it has been an adventurous journey filled with late nights, challenges, learning, and the satisfaction of growing together as a team. It was also an opportunity to work again with our CTO, Raghav Reddy, whose guidance I have valued over the years.

”



Value Champions



As we celebrate 10 years of our journey, we take a moment to appreciate the people who truly bring our culture to life. Those who go beyond their roles, support one another, and strive for excellence every day. This section is dedicated to their dedication, their teamwork, and the difference they make. It also reminds us that every milestone we reach is made possible because of people like them.



Empowerment Excellence Award

True empowerment comes from urgency and curiosity. It's driven by the desire to grow, turning challenges into learning and independence. It's not about waiting for direction, but having the confidence to carve your own path that is self-empowerment.

Omkar More

Senior Software Engineer

Since joining the RevScale project, Omkar has taken full ownership of end-to-end development. Although he was initially expected to focus only on the React side of the AI features, from day one he showed a strong interest in working across React, AI, and Python, technologies new to him, which he has handled exceptionally well.

His efforts led to the successful delivery of the AI Classification feature with minimal challenges and positive feedback from the customer. Beyond AI-related tasks, Omkar has also shown equal dedication to core development. We are confident assigning him one of the most complex code refactoring tasks for data sync jobs, which he executed effectively.

Additionally, his ability to explain concepts and guide teammates when they face difficulties has been remarkable. For example, he has supported his teammate, who was already experienced with Python + Hasura backend, by helping her overcome blockers and driving the team forward.



Aakash Trivedi

Application Support Analyst

With prior experience focused on L1 support within DSI, Aakash joined the NWP project where expectations were more technical. During an early incident, he recognized that standard L1 troubleshooting was insufficient. Instead of escalating and stepping back, he continued investigating reviewing logs, understanding system integrations, and validating configurations with minimal guidance.

This became a turning point, driving him to self-learn and strengthen his skills to meet L2 expectations. Today, he independently manages similar L2-level incidents with confidence. His diagnostic ability, clear

communication, and ownership of resolutions have earned strong client trust. He is now seen as a dependable and knowledgeable point of contact, contributing to greater system stability.



Nikhil Kolapkar

QA Analyst

When Playwright automation was introduced, many in the team hesitated as it was new and unfamiliar. But Nikhil chose to take initiative.

Driven by curiosity, he explored Playwright on his own, learning through tutorials, documentation, and experimentation. What once seemed complex soon became something he could confidently handle.

Beyond learning for himself, he began guiding his teammates, sharing best practices, resolving doubts, and introducing tools that improved team efficiency. He also introduced them to other automation tools that could improve efficiency.

Without being asked to lead, he naturally became the team's go-to person. His curiosity, initiative, and willingness to support others truly reflect the spirit of self-empowerment.

Vrushali Sonavane

Project Manager

Over the past four years in Project Management, she has built strong capabilities in processes, business understanding, client handling, and team coordination.



Despite coming from a non-technical background, she showed remarkable initiative during a critical phase of the Task Management, Finance, and Helpdesk modules. When the backend team was working under tight deadlines, she proactively stepped in to take responsibility of frontend tasks despite having no prior experience, quickly learning the required tools and delivering functional components.

Her curiosity, willingness to learn, and ability to step beyond her role not only accelerated project delivery but also empowered both herself and the team.



Accountability Excellence Award

It's about owning things end-to-end. True accountability means taking full responsibility, not shifting blame. It's about stepping up, learning, and handling outcomes with integrity.

Shubham Chaughule

Senior Software Engineer

Shubham is truly a silent rockstar who consistently demonstrates accountability. Starting as a React developer, he has built strong expertise in Remix React within the RevScale project. He takes responsibility for outcomes end-to-end, ensuring that challenges are addressed without shifting blame. A clear example of this was with the Shopify OAuth application, originally left in between by a .NET developer who moved on.

Instead of requiring us to assign another .NET resource, Shubham, though new to .NET, took charge, resolved the issues, and delivered it smoothly. This experience strengthened his confidence and enabled him to single-handedly implement another OAuth application for Klaviyo in the same project, an effort he carried through with the same sense of accountability.



Yash Turmbekar

System Analyst

Yash consistently demonstrates true accountability by stepping up during critical and high-pressure situations. His strong ownership and leadership are clearly reflected in client feedback and daily collaboration. He contributes to shaping the development approach and focuses on practical, long-term solutions rather than quick fixes.

The client values his commitment to delivering high-quality code and his proactive mindset. During major changes, Yash not only implements solutions but also cleans up unused code to improve stability and maintainability. He is recognized as a strong technical leader and dependable delivery resource.

Whether facing tight deadlines or production crises, he remains dedicated and committed to ensuring successful outcomes.



Mangesh Sanap

Senior System Analyst

A customer reported a critical production issue. During initial analysis, it was identified that the issue was related to another team. However, instead of redirecting the customer or waiting until the next working day, Mangesh took charge of the situation. He connected with the customer over a call, worked through the issue step by step, collaborated where needed, and helped identify the root cause. The issue was resolved during the same call, avoiding further delay and customer impact.



What stands out is his end-to-end responsibility mindset. Whether it is resolving production issues, coordinating across support levels, or ensuring the team delivers quality support, Mangesh consistently takes responsibility and drives resolution rather than passing issues along.

His ability to balance technical understanding, team leadership, and client accountability makes him a dependable pillar for the team. Mangesh's proactive approach and commitment to seeing things through reflect the true spirit of accountability.

Empathy Excellence Award



It is about looking beyond actions to understand intent. Instead of reacting instinctively, it means pausing to see others' perspectives and responding with understanding, not judgment. It's about creating a space where people feel seen, heard, and supported, Truly stepping into others' shoes.

Apeksha Arde

Software Engineer

Apeksha has consistently demonstrated empathy in her work with the RevScale project. Beyond just resolving issues, she has shown genuine care for the client's concerns and urgency.

For example, Jared (RevScale owner) often reached out at odd hours with production issues that were impacting his business operations. Instead of treating these as routine tasks, she always acknowledged the pressure Jared was under and made herself available immediately, ensuring he felt supported. She communicated patiently, reassured him while fixes were in progress, and followed up even after resolution to confirm that things were working smoothly on his end.

Her empathy is also reflected in the way she anticipates the client's needs. She understands that for Jared, timely fixes directly impact customer trust in RevScale. By putting herself in his position, she has gone beyond technical delivery to provide emotional assurance and build trust. This is evident from the repeated words of appreciation shared by Jared, who now sees her as a reliable partner rather than just a developer on the project.

Despite being part of the project for less than a year, Apeksha has created a strong sense of confidence and comfort for the client, not only through her technical skills but more importantly through her empathetic approach.



Astha Vyas

Associate Project Manager



Astha demonstrates empathy through a genuine understanding of client challenges. This sense of empathy is clearly reflected in client feedback:

"We were struggling a bit with the developer on some code quality issues on RISE project a while back. Astha jumped in and tested as much as possible, saving my time and frustration. I have no idea how many issues she found and what she had to do to get the code over for my review, but based on the struggles, I am pretty sure it wasn't a small effort. For CAPSOL she makes sure understands each CARD so my conversations and ultimately support from Quasar goes much smoother when we are facing issues or deadline challenges which I attribute to Astha's excellent ability to pull the right resources in timely, without me harping on or complaining about the problem/project challenge."



Balaji Usnale

Senior Application Support Engineer

Balaji truly demonstrates what it means to understand and support others beyond just completing tasks. When handling end customer interactions and client calls, Balaji doesn't simply follow scripts or provide generic responses. He takes time to genuinely comprehend each customer's unique situation, their frustrations, urgency, and business impact. He creates conversations where customers feel genuinely heard and supported, not just processed. His communication reflects real understanding rather than transactional exchanges.

When team members face technical challenges or feel overwhelmed, Balaji doesn't make them feel inadequate or rush them through solutions. He recognizes that everyone has different capabilities and struggles, and responding with patience rather than judgment. His approach creates a safe environment where teammates feel comfortable seeking help without fear of criticism.



Celebrating Standout Moments

Sachin Raipure

Senior QA Engineer

Empowerment is about having the courage to step up, stay curious, and take action even when things feel new and uncertain. This is the journey Sachin has shown since joining our team. Being new, he could have taken a backseat, but instead chose to

Empowerment

step up during the 25.2 regression testing cycle, where nearly 2,800 test cases had to be executed.

Sachin quickly adapted to processes and tools, asked the right questions, and filled his knowledge gaps. What stood out was his willingness to take responsibility and contribute confidently, even in unfamiliar areas. His proactive approach helped the team maintain speed and accuracy, ensuring smooth and timely completion. Through this effort, Sachin proved that empowerment is about building confidence and turning challenges into growth opportunities.



Vijay Sonulkar

Senior QA Engineer

While working on a complex feature, coordination with the NextWorld team was required. Although gathering complete details was the product owner's responsibility, key information was initially missing, creating a risk of delays and incomplete implementation.

Vijay proactively stepped beyond his assigned role and took ownership of the situation. He directly connected with the NextWorld team, clarified functional and technical requirements, and ensured the necessary configurations were completed on their end. He then guided the development and QA teams in effectively applying these details within MEP, enabling proper testing and smooth execution.

By removing dependencies and addressing blockers early, Vijay ensured the feature was delivered successfully and functioned as expected, demonstrating strong accountability and initiative.



Vinayak Komati

Software Engineer



Vinayak has consistently displayed curiosity and the courage to step up whenever faced with unfamiliar challenges. During a recent development cycle, he took ownership of complex backend tasks that were initially outside his comfort zone. Instead of hesitating, he proactively learned, experimented, and collaborated with teammates to implement the solution successfully.



What stands out is his ability to turn challenges into growth opportunities. When bugs or client issues were raised, Vinayak confidently took charge, even while still understanding parts of the application logic. He quickly got up to speed, resolved the issues, and presented clear solutions. His proactive approach reduced latency and improved the overall user experience for the client.

His actions not only strengthened the technical output of our project but also empowered the team to look beyond challenges and build solutions with confidence.

Deepika Verma

Application Support Analyst

Deepika's story is a truly inspiring example of empowerment in action. When she first joined the project, she had clear improvement areas and was not the most confident or experienced with the product. The learning curve was steep, and there were moments of uncertainty. However, what made her journey remarkable was her positive mindset and determination to grow. She never allowed her starting point to limit her potential.

Instead of waiting for constant hand-holding or direction, she took full ownership of her development. She welcomed feedback with an open mind and consciously worked on applying it in her daily tasks. She stepped out of her comfort zone and gradually began handling tickets independently, learning through real challenges and practical exposure. With every issue she resolved, her confidence grew stronger not just through training, but through consistent action.

Over time, her progress became clearly visible. UK customers specifically praised her responsiveness, clarity, and commitment to delivering quality work. She evolved from someone who required guidance to someone the team can confidently rely on. Her transformation reflects true empowerment driven by initiative, resilience, accountability, and a strong desire to continuously improve and step up whenever needed.



Aman Yadav

Executive Talent Acquisition

Aman exemplifies true self-empowerment through his urgency, curiosity, and decisive action. When a critical client requirement was shared at the eleventh hour, he took complete ownership of the situation. Without waiting for detailed guidance, he quickly understood the expectations, sourced and screened a suitable candidate the same day, and ensured a successful selection process.

His swift action and commitment allowed us to submit a strong profile on time, ultimately securing the candidate's selection. This not only strengthened client confidence but also highlighted his ability to perform effectively under pressure. ent of the Empowerment Award.

Aman's responsiveness, determination, and solution-oriented mindset truly reflect empowerment. His readiness to step up in challenging situations makes him a deserving recipient of the Empowerment Award.



Accountability

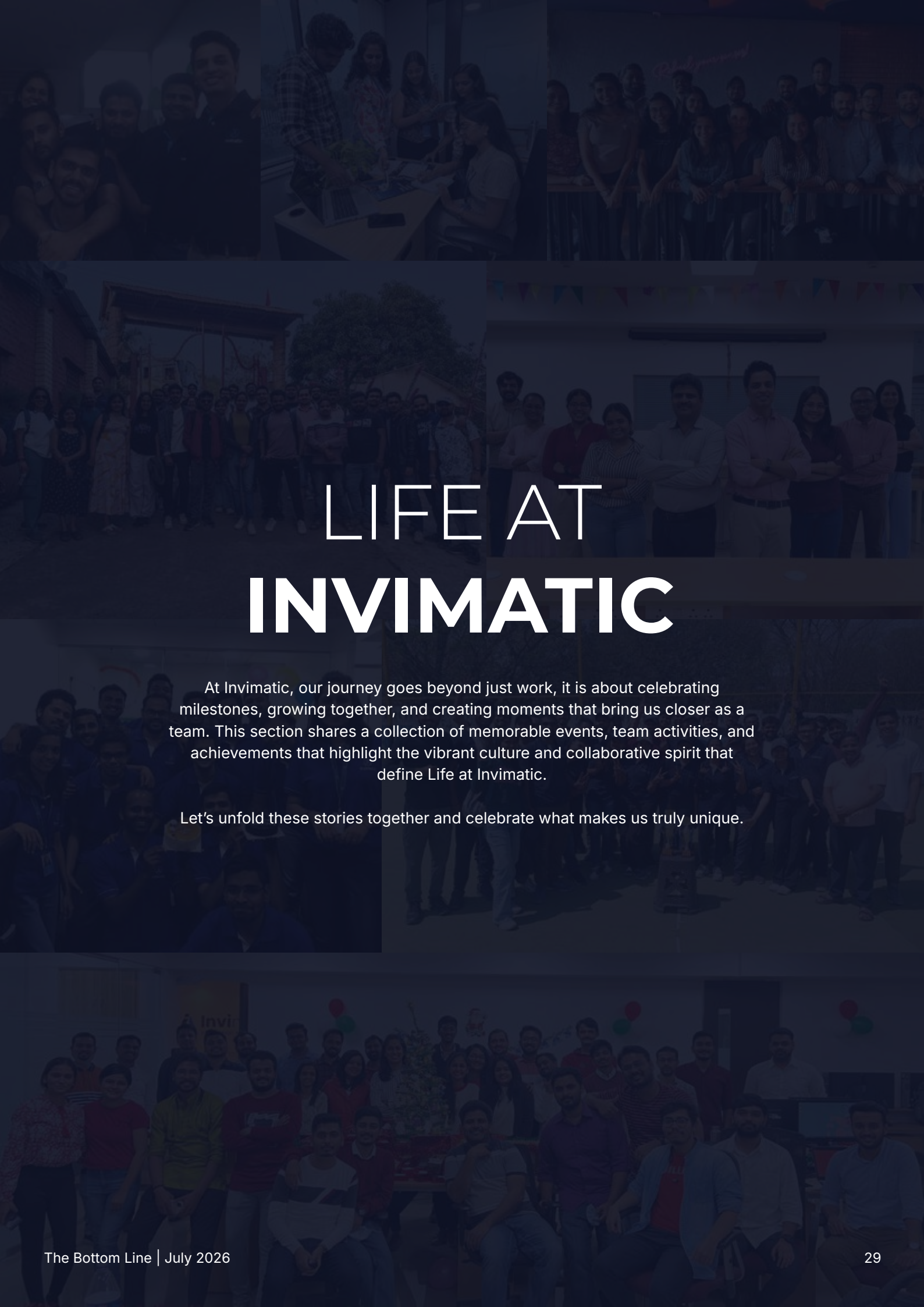


Mayur Shinde

Senior Software Engineer

Despite being at an early stage in his career and new to Node.js, Mayur has consistently demonstrated ownership beyond his role. While working on the critical "Push Notifications" functionality for the Blabber mobile application, the client highlighted a complex bug. Although he initially struggled to identify the root cause, Mayur kept digging into the code and logic until he gained clarity. Instead of shifting responsibility, he took full ownership, analyzing logs, debugging thoroughly, and coordinating with the team to resolve the issue effectively.

When mistakes occurred during the initial deployment, he remained transparent, documented the root cause, proposed preventive measures, and implemented timely fixes. His strong sense of accountability ensured project timelines were met, strengthened client confidence, and built lasting trust within the team.



LIFE AT INVIMATIC

At Invimatic, our journey goes beyond just work, it is about celebrating milestones, growing together, and creating moments that bring us closer as a team. This section shares a collection of memorable events, team activities, and achievements that highlight the vibrant culture and collaborative spirit that define Life at Invimatic.

Let's unfold these stories together and celebrate what makes us truly unique.





The
ANNIVERSARY
CELEBRATION

Tote Bag Painting





International
MEN'S DAY





CHRISTMAS
Thanksgiving &







Sports
Day







Happy
Independence
Day





*Navratri
& Diwali*



Out Of Office

Vaibhav Deore

Dubai (UAE) my first international trip! From the moment I landed in Dubai, the city felt like a masterclass in vision, discipline, and execution. The immaculate cleanliness, perfectly maintained roads, and precision-driven infrastructure were impossible to ignore. Public transport runs with clockwork efficiency, and the skyline feels like a preview of the future. What stood out the most was the discipline of the people, an unspoken social contract of order, respect, and civic responsibility that keeps this global hub functioning smoothly.

One of the most fascinating cultural experiences was visiting **Global Village**. Representing more than 80 countries, it truly felt like a celebration of humanity under one roof. Walking through its pavilions was like traveling across continents in a single evening, tasting international cuisines, watching live cultural performances, and experiencing traditions from around the world. Dubai's ability to blend tradition with innovation and global diversity with local pride makes the city truly extraordinary.

Another unforgettable highlight was the **Dubai Desert Safari**. The golden dunes stretch endlessly, creating a striking contrast to the ultra-modern cityscape. Dune bashing across the Arabian sands was pure adrenaline, followed by a breathtaking sunset that painted the desert in shades of gold and amber. The evening ended with traditional performances, authentic cuisine, and the quiet beauty of the desert night sky, a reminder that beyond the skyscrapers and luxury, Dubai remains deeply connected to its Bedouin heritage.

Of course, no trip is complete without souvenirs. I had hoped to bring back Dubai's famous gold, but my budget had other plans. Instead, I returned with chocolates and Arabic perfumes. The kunafa chocolates were a sweet reminder of the region's rich flavors, while the oud-based perfumes carry a distinctive fragrance that instantly brings back memories of this incredible trip.



Dubai

Where It All Began ★



Mana Village

India's First Village



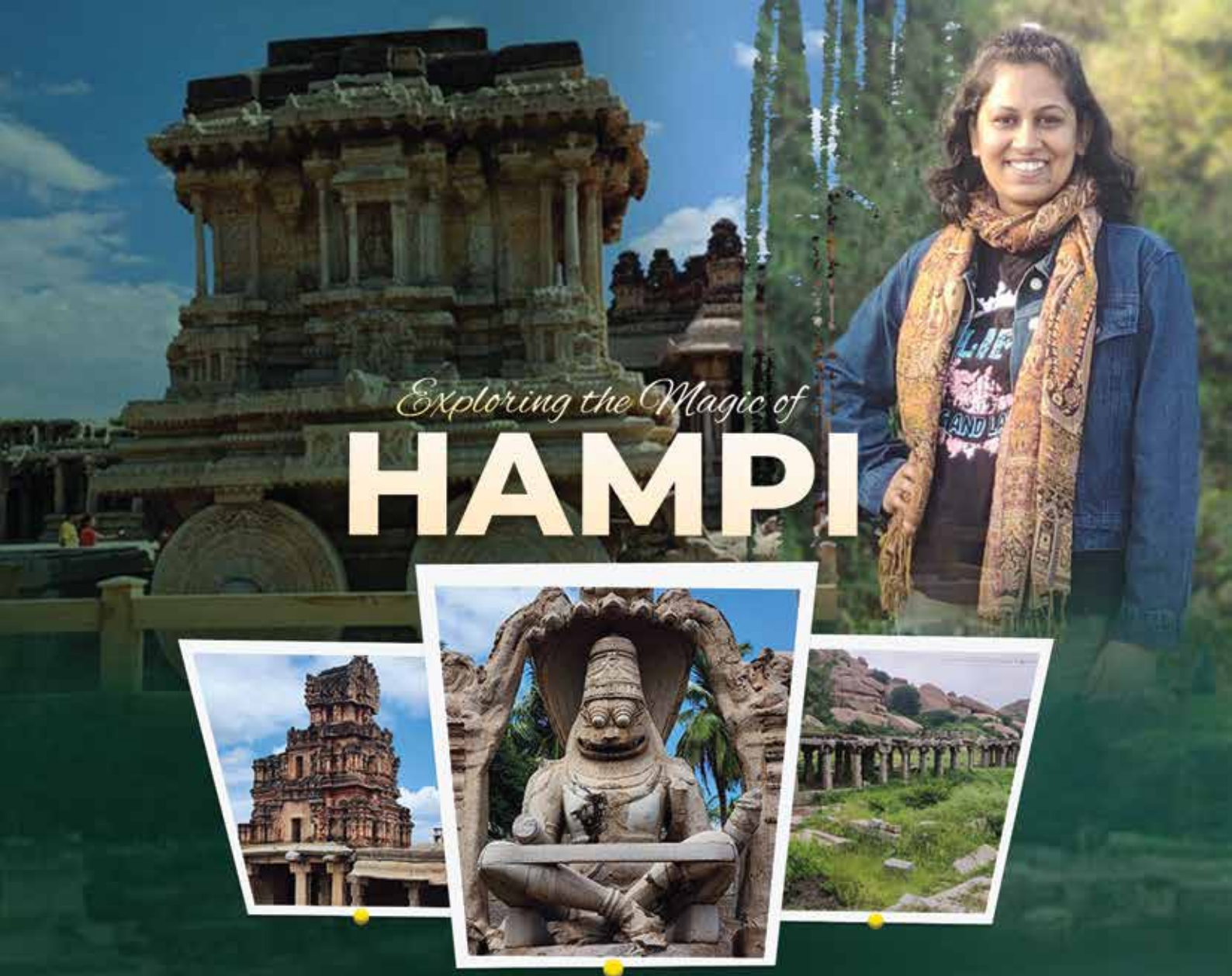
*Feril
Sunny*

This year's journey led all the way to **Mana Village**, often called India's first village, located near the northern border of the country. The shift in landscapes was incredible. From the peaceful beauty of the south to the powerful presence of the Himalayas in the north, it felt like discovering two very different sides of the same country. But what made the experience special was the simplicity of life in the village. Small shops, handwoven woollens, and locals proudly sharing stories about their home made the place feel welcoming rather than remote.

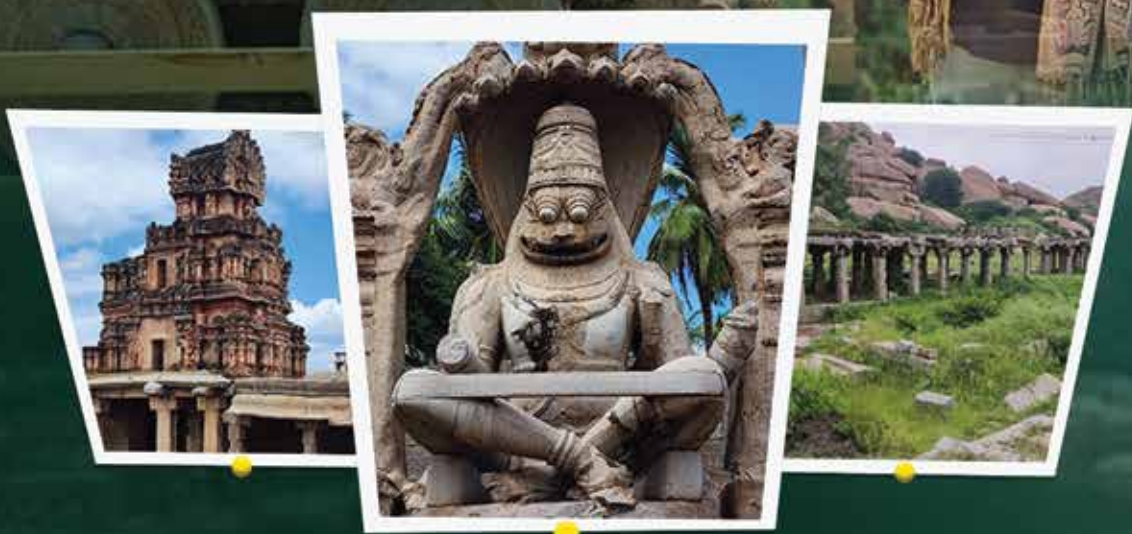
One of the memorable stops was the **First Indian Tea Shop**. Sitting there with a cup of tea wasn't just about the moment, it felt symbolic, standing at the northern edge of the country and enjoying

a simple tradition that feels familiar everywhere in India. Another unexpected highlight happened at **The Beatles Ashram**, where a casual conversation with a German solo traveller turned into a long discussion about travel, cultures, and stories from around the world. What started as a random meeting eventually became a meaningful friendship, a reminder that travel is not just about places, but also about the people you meet along the way.

Among the memories brought back home was a handmade model of **Badrinath Temple**, crafted by local artisans. It may be small, but it carries a special meaning, a little piece of the Himalayas now resting back in Kerala.



Exploring the Magic of **HAMPI**



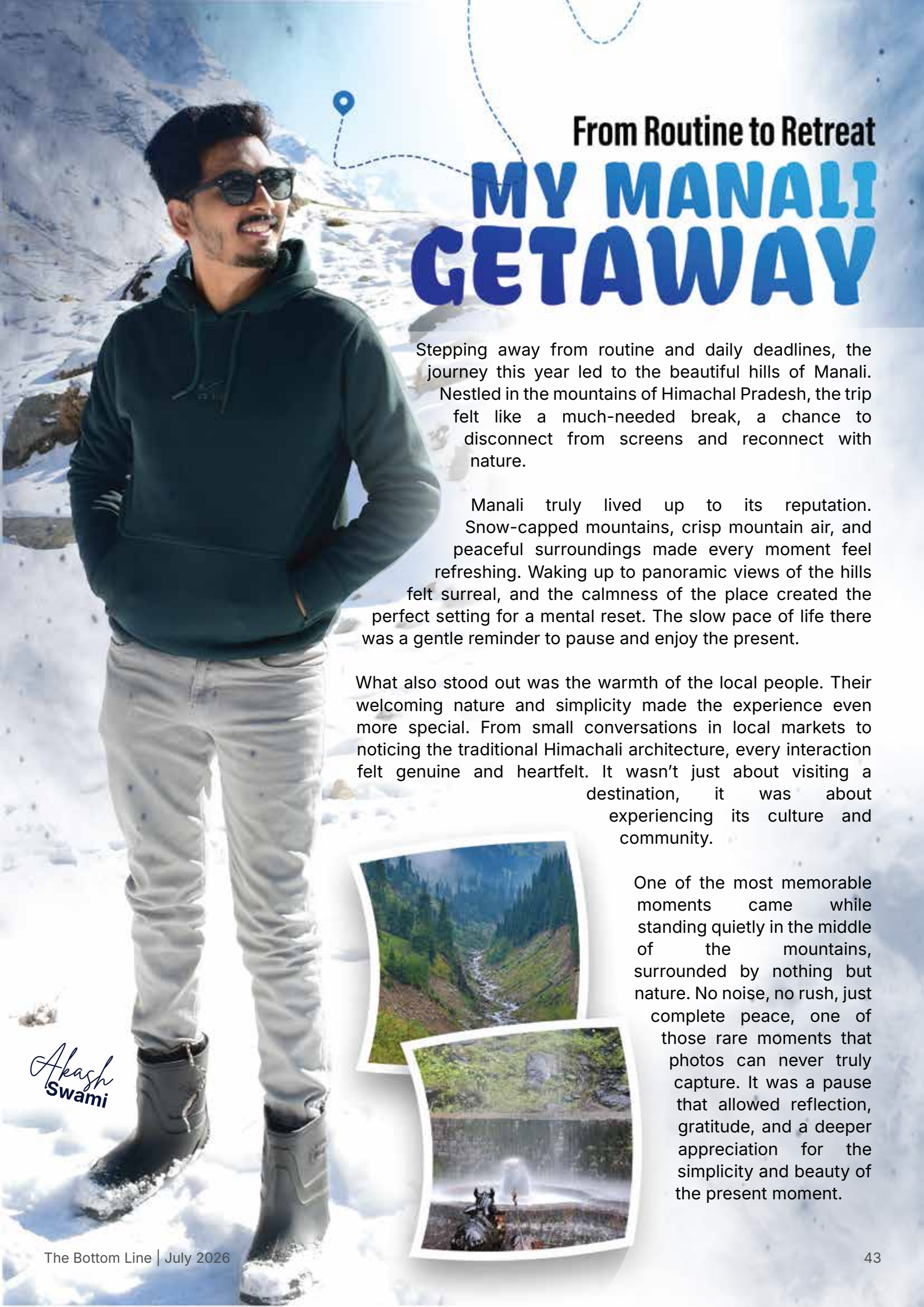
Hampi, a UNESCO World Heritage Site in **Hampi**, became the destination for a memorable road trip this year. Known for its magnificent ruins and historical importance, Hampi was once the capital of the powerful **Vijayanagara Empire** and remains one of India's most remarkable heritage destinations.

Exploring the ancient town felt like stepping into a living museum. Temples, royal enclosures, and old marketplaces quietly tell stories of a grand civilization that once thrived there. One of the most memorable sights was the famous **Stone Chariot at Vittala Temple**, a beautifully carved structure that stands proudly in the temple courtyard and is even featured on the **₹50 Indian Currency Note**. Seeing in person what was once only read about in school textbooks made the experience both meaningful and memorable. It truly felt like walking through history.

The cultural side of Hampi added another special layer to the experience. A visit to **Virupaksha Temple**, which is still an active place of worship, offered a powerful spiritual moment. The rhythmic sound of temple bells, devotional chants, and the steady flow of pilgrims created an atmosphere that felt both peaceful and deeply rooted in tradition. Enjoying traditional South Indian meals served on banana leaves also reflected the simplicity and authenticity of the region's food culture.

Before leaving, a beautiful banana silk stole was picked up as a souvenir. Local artisans in the Hampi region craft eco-friendly textiles using fibers extracted from banana stems. The fabric is surprisingly soft and silk-like, yet durable, making it a meaningful reminder of the region's creativity, heritage, and craftsmanship.

Poulomi
Chandra



From Routine to Retreat

MY MANALI GETAWAY

Stepping away from routine and daily deadlines, the journey this year led to the beautiful hills of Manali. Nestled in the mountains of Himachal Pradesh, the trip felt like a much-needed break, a chance to disconnect from screens and reconnect with nature.

Manali truly lived up to its reputation. Snow-capped mountains, crisp mountain air, and peaceful surroundings made every moment feel refreshing. Waking up to panoramic views of the hills felt surreal, and the calmness of the place created the perfect setting for a mental reset. The slow pace of life there was a gentle reminder to pause and enjoy the present.

What also stood out was the warmth of the local people. Their welcoming nature and simplicity made the experience even more special. From small conversations in local markets to noticing the traditional Himachali architecture, every interaction felt genuine and heartfelt. It wasn't just about visiting a destination, it was about experiencing its culture and community.

One of the most memorable moments came while standing quietly in the middle of the mountains, surrounded by nothing but nature. No noise, no rush, just complete peace, one of those rare moments that photos can never truly capture. It was a pause that allowed reflection, gratitude, and a deeper appreciation for the simplicity and beauty of the present moment.



Akash
Swami



Kashmir

Nature at Its Finest



Kashmir, often called "Heaven on Earth," was the destination this time, with visits to **Srinagar**, **Gulmarg**, **Pahalgam**, and **Sonamarg**. From the moment the Himalayan mountain ranges appeared through the airplane window, the experience felt magical.

Snow-covered peaks, peaceful valleys, flowing rivers, and pine forests created some of the most stunning landscapes. In Gulmarg, everything was covered in thick white snow, making it the perfect place to try skiing, build a snowman, and simply enjoy the beauty of winter.

Srinagar had its own unique charm. A visit to the calm **Dal Lake** and seeing the traditional houseboats and shikaras felt like stepping into another world. The craftsmanship of the wooden houseboats and the peaceful ride on the lake beautifully reflected Kashmiri culture. Small handicraft shops and local food stalls offered a glimpse into the everyday lifestyle of the region.

One of the most memorable moments was playing in the snow at Gulmarg. Experiencing heavy snowfall for the first time, surrounded by snow-covered mountains and tall pine trees, felt surreal. Even the aerial view of the Himalayan ranges during the flight became an unforgettable part of the trip.

Before returning, a few small souvenirs and local handicrafts were picked up from Srinagar. These simple items now serve as reminders of the beautiful landscapes, peaceful lakes, and snowy adventures that made the trip so special.

A Note of Gratitude

As we turn the final page of this issue, we are left with one simple, overwhelming feeling: pure gratitude. Reaching a decade isn't just about the milestones we have hit, it's about the people who made them possible, and we didn't get here by chance.

TO OUR Invimates

The heart and soul of this company. Thank you for your hardwork and dedication.

TO OUR Clients and Partners

Thank you for your trust. Your confidence inspires us to keep raising the bar.

TO OUR Supporters and Friends

To everyone cheering from the sidelines, your encouragement has been invaluable.

A Decade of Impact:

ACCOUNTABILITY

EMPOWERMENT

EMPATHY

