

SOME SEE THINGS AS
THEY ARE AN SAY WHY,
WE DREAM OF THE THINGS THE WAY
THEY NEVER WERE, AND SAY

WHY NOT

AND THIS IS WHAT MAKES US WHO WE ARE



REVALSYS

CREATING POSSIBILITIES

CREATING POSSIBILITIES

01

**A message from
the HR Team**



Dear Team,

As we move forward on our journey, keeping everyone informed and aligned is key to our collective success.

In this edition, we bring you exciting updates, major achievements, and key initiatives shaping our work environment. Plus, don't miss out on important announcements and insights that keep us moving ahead together!

Staying Connected, Growing Together!

 **Let's explore what's new!** 

Work Smarter with AI – Our Way Forward

Let's **leverage AI to transform** the way we work. By using Intelligence, we can focus on **smarter, faster, and better outcomes**.



Embrace AI in Daily Work

Use AI tools and solutions actively in your tasks.



Reduce Manual Effort

Identify repetitive tasks that can be automated.



Improve Speed & Accuracy

AI-driven workflows ensure faster, error-free outcomes.



Automate More, Do More

Let automation handle routine work so you can focus on analysis, innovation, and decision-making.



Think Smarter, Not Harder

Shift from “doing tasks” to “designing intelligent ways to do tasks.”



Continuous Learning

Explore new AI features and techniques to make your work simpler and more impactful.

Adopting AI isn't just about doing tasks faster – it's your **gateway to growth** and **career advancement** in today's fast-paced world.

Q2

Key Highlights of March 2026

Team Achievements – WSI Team



Monthly Reports Automation

Functional Change:

- Automated the Few reports usually generation in WSI, eliminating the need for manual preparation.

Usage:

- These report is now generated automatically within RMP, WSI and Welcome WSI and can be Emailed to the Required Stake Holders.
- No manual effort from the Ops team is needed.

Benefits:

- Saves time and reduces manual effort.
- Eliminates errors in report preparation.
- Ensures timely and consistent report availability.
- Improves operational efficiency and reporting accuracy.



Team Achievements – IIB HI

IIB HI Portability – High Availability (HA) Implementation – Production

The Production environment has been enhanced with a **High Availability (HA) architecture** to ensure continuous service availability and fault tolerance.

Key Technical Enhancements:

- Implemented redundant application instances behind a load balancer to eliminate single points of failure
- Configured automatic failover mechanisms for seamless traffic redirection during node/service outages
- Enabled health checks and monitoring for real-time instance availability tracking
- Optimized database availability using replication/failover strategy
- Strengthened infrastructure resilience to handle traffic spikes and unexpected failures.

This setup improves overall system uptime, scalability, and reliability, aligning with best practices for production-grade environments.



Celebrations in **March 2026**



Birthdays

- Mekala Komal Reddy
- Muni Kumar Bada
- Praveen Kumar Vannala
- Ipsita Mandal
- Thorri Arun

Wedding Anniversary

- Routhu Akhila
- Dava Aravind

Work Anniversary

- Pillanagoila Swamy
- Vishal Agarwal
- Neeta Deshpande
- Jasmeet Singh
- D. Vamshidhar Reddy
- Ajay Vatham
- Shanthi Priya Macharla

Welcome on Board Team Inclusions

- March 2026



Arasada Akhil

Dot Net Developer

- **Experienced**



Job Openings

Technology Research & Innovation Engineer

Experienced (3+)

[Click Here](#)

Angular & Next.js Developer

Experienced (2+)

[Click Here](#)

Marketing Executive

Experienced (1+)

[Click Here](#)

03

Essential Points to Remember

IT Policy & Security Adherence – Key Reminders

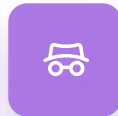
Adherence to IT and Information Security policies is **mandatory and non-negotiable** across all projects



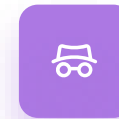
Official data must not be stored or transferred via personal devices, emails, or external drives



Instances of **credential sharing and unauthorized access** have been observed — this must be strictly avoided



Increased incidents of **phishing emails** noted — report any suspicious communication immediately to IT



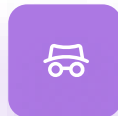
Ensure **timely password updates** and do not reuse old passwords across all our platforms/portals.



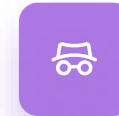
Systems must be **locked when unattended**; repeated non-compliance has been flagged in audits



Access to systems and data must remain role-based and formally approved only



Avoid accessing company systems over **public or unsecured networks without VPN**



Unapproved software/tools usage is a direct audit violation — use only authorized applications



Ensure **daily backups and proper document management practices** are followed where applicable



Attendance



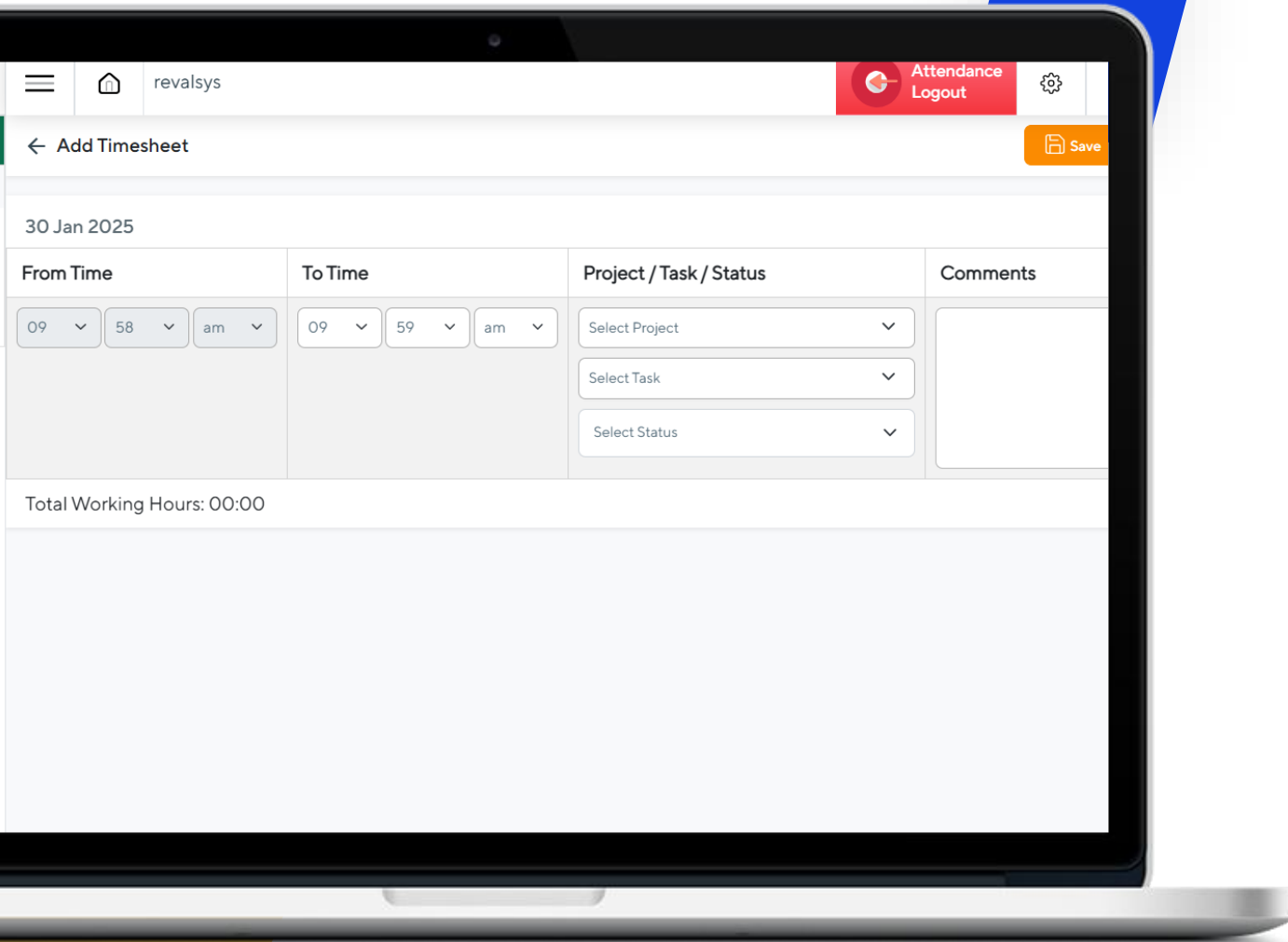
REVAL
ESS

Geo-tagged attendance tracking - Attendance now uses **Work location-based tracking**, login allowed only at the office or approved home places for WFH employees.

Attendance is calculated exclusively through **RevalHRMS** via the **Employee Self-Service** system using login and logout records.

Please ensure that you're reporting your **attendance accurately**, including remote work hours, sick days, and leaves.

Failure to comply with attendance policies can lead to unnecessary complications.

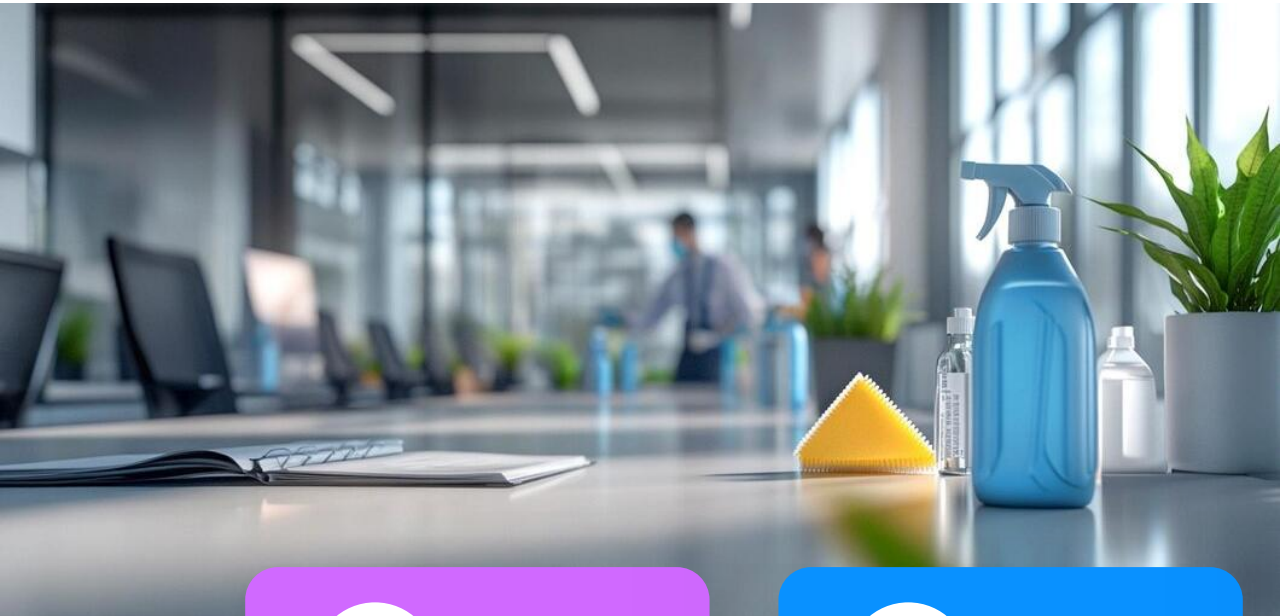


Time Sheet

The **Timesheet** must be **filled & Submitted** on the **same day**, only then will attendance be marked as present for that day.

Ensure **proper login** and **logout on the same day**, as attendance will be calculated based on this.

If **Employee**, Who **Failure to follow** the ESS and HRMS process will face the **consequences**.



Hygiene practices at the office



Keep Common Areas Clean

Let's all keep desks, meeting rooms, and shared spaces tidy and clutter-free.



Restroom Hygiene

Clean up after yourself to leave the restroom as you found it—every small effort counts!



Avoid Food Waste

Take only what you need and store food well to keep our pantry and dining areas pleasant for all.



Keep Dustbins Clean

Dispose of waste properly and avoid overflowing bins to maintain a tidy and hygienic workspace.

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Notices & Points to Remember



Code of Conduct

We'd like to remind all team members to adhere to the company's Code of Conduct.

Respect for colleagues, punctuality, and professional behavior are essential for maintaining a positive work culture.



Maintain **professionalism**



Dress Code

Follow the office dress code guidelines daily.



Groom Properly

Maintain neat grooming for a professional appearance.



Wear ID Cards

Always wear your ID cards in office premises.



Wear Shoes

Always wear appropriate footwear



Confidentiality Reminder

Please remember to keep all company information confidential.

This includes internal documents, project details, and any sensitive employee data.

Let's continue to uphold the trust and integrity of our Organization & Clients.

Let's ensure we protect confidentiality while using AI tools for our Organization & Clients.



AI Usage & **Confidentiality** Guidelines

While using AI tools, please ensure that all company and client information remains confidential. Revalsys, its products, and client names should not be included in any prompts or shared externally.





Key Audit Recommendations

Process & Change Compliance :

Follow approved SOPs, change management, release procedures, and segregation of duties without deviation.

Access & Data Security :

Ensure role-based access, protect credentials, and maintain strict data confidentiality.

Documentation & Audit

Readiness :

Maintain updated, approved, version-controlled documents with audit evidence.


Governance & Reviews :

Conduct periodic reviews of access, approvals, and accounts; address gaps promptly.

Training & Improvement :

Complete mandatory trainings, report risks, and implement audit actions with tracking.

Audit Team

 Strengthening Controls | Driving Compliance |
Enabling Growth



Message from Internal Audit

Internal Audit remains committed to strengthening governance, enhancing internal controls, and supporting effective risk management across the organization. Our focus is to identify improvement opportunities and partner with teams to build robust and compliant processes.

Key Observations

- Documentation gaps
- Delays in closing audit observations
- SOP deviations

Timely corrective action is essential to maintain a strong control environment.

Quarterly Snapshot

- Completed audits across key business functions
- Identified control gaps and process improvement areas
- Conducted follow-ups on prior audit observations
- Provided practical recommendations to mitigate risks

We appreciate the cooperation extended by all departments.

Audit Team

🚀 Strengthening Controls | Driving Compliance | Enabling Growth

Strengthening Project Governance and Operational Discipline

- Enforce daily scrum discipline across all active projects
- Ensure accurate and timely task allocation
- Maintain data integrity in all communications
- Close/disable inactive projects with proper documentation
- Strengthen managerial accountability and monitoring



Audit Team

🚀 Strengthening Controls | Driving Compliance |
Enabling Growth

Next Month Focus

Audit Observation Closure Monitoring – Detailed review of all pending audit observations. Overdue items will be escalated to senior management.

SOP Compliance Assessment – Identification of deviations from approved procedures and accountability for process non-compliance.

Action Required

- Review open audit observations
- Share updated action plans
- Close items within committed timelines

Early closure strengthens operational resilience and compliance posture.



We Are Here to Support

Internal Audit is your partner in building sustainable and efficient processes. For any clarification or guidance, please feel free to connect with the Internal Audit team.

Together, we build a stronger organization.



Employee Feedback & Suggestions

Contact Information



We want to hear from you!

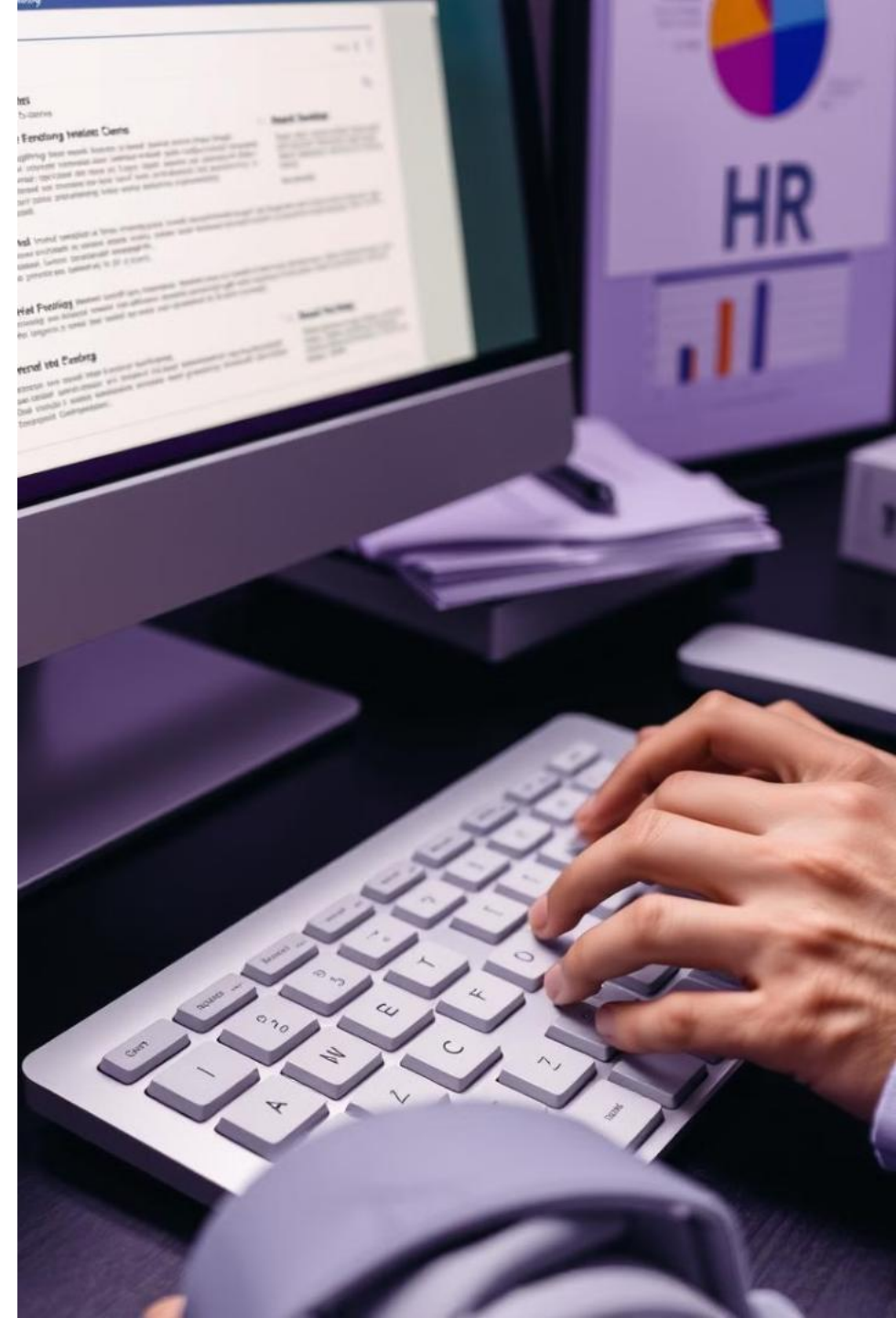
Please take a moment to share any feedback, suggestions, or concerns you might have. Your input is invaluable in helping us create a better work environment. You can connect with the HR team at any time during office hours. We are always here to listen and assist you in any way we can. Together, we can continue to improve and grow as a team!

Suggestion Box & Employee Grievance

Suggestion **box** placed in **Pantry** above “Fridge” also you can raise via **employee grievance** module in **HRMS**.

HR Department

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Closing Thoughts

One team, one dream,
endless possibilities! ✨

Another incredible month in the books!

🎉 Your passion and hard work make
Revalsys an amazing place to grow
and thrive.

Let's keep the momentum going - bigger
goals, brighter ideas, and even greater
success ahead!

💪 ✨ let's make the next month even
more amazing.....! 🚀💡

An aerial photograph of a massive crowd of people at a festival. In the center of the crowd, the word 'REVALSYS' is written in large, white, stylized letters. To the right of the logo, there is a large, colorful, abstract structure made of many small objects, possibly balloons or lights, in shades of blue, green, and yellow. The crowd is dense and extends far into the background. The image is overlaid with a dark red and blue graphic design.

IN INDIA ALONE MORE THAN

150+

M I L L I O N

PEOPLE ARE DIRECTLY OR INDIRECTLY ACCESSING
THE TECHNOLOGY DESIGNED BY REVALSYS

Thank You

For more information contact :

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www.revalsys.com