



## Indore has all the right ingredients to be a great place to work

Indore is the commercial capital of central India. The economy of Indore is expanding in all directions and it includes both the traditional agro industries as well as modern corporate and IT companies. Various business and commercial activities are being done in its localities. The place of Indore offers various opportunities to the people in the field of technology, finance and business. Indore has very rich cultural and value system, which include care and support for the society. This cultural value of the city also resembles in different work places' working culture. The working culture in Indore involves wonderful teamwork, innovation with cutting edge technology to support new ideas and projects, time management, recognition of being hard working,

enjoy coming to work every day, working relationships and communication, opportunity to advance career and commitment to work for the people. A great place to work supports it's Employees while also challenging them to grow with the company.

At these companies, managers and their employees trust and respect each other and have a shared commitment to both individual and company success. Great companies try to meet their employees & financial, mental, physical and emotional needs. As a result, employees are often more productive, satisfied and willing to stay at the company for long term. Great companies to work for often share various characteristics:

### Company culture

Company culture is an organization and its employee's shared values, attitudes and behaviours. A company's core values might include honesty, self-improvement or communication. Factors that contribute to a company's culture include: Work hours, Location, Communication, Management style, Benefits, Traditions, Transparency, Workplace rules and procedures. When you work for a company with a positive company culture or values and attitudes you share, you might be more engaged, satisfied and productive

### Innovation

Companies that are constantly creating new products, strategies and workflows can be exciting places to work. Innovative companies encourage employees to take risks, share ideas and make suggestions. As a result, employees are motivated and proud of their work, and the company has more opportunities to grow and succeed. Look for a company that is a leader in its field and where employees feel safe sharing their ideas with management.

### Competitive compensation

A company that cares about its employees provides them with appropriate salaries and benefits. They pay wages that allow employees to live comfortably base on the cost of living in that area. The company might offer creative benefits in addition to traditional health insurance and retirement savings, including: Profit-sharing, Bonuses, Stock options, Wellness programs, Competitive compensation not only attracts talented employees but helps companies keep them.

### Professional development

A company that invests in its employees helps them grow professionally. A great place to work might offer employees professional development opportunities such as: Time off or money toward pursuing a new degree, Membership in professional organizations, Free continuing education opportunities such as seminars, conferences and classes, Skills or management training. These benefits give employees ways to learn, grow and advance their careers.

### Transparency

Companies that are transparent in their challenges, successes and daily operations can earn their employees' trust and commitment to solving problems and achieving goals. Signs of a transparent organization include: Regular meetings or updates on the company's problems and successes, An open-book management style in which the company's leaders share financial and other important information with all employees, Leadership that asks for employee feedback or ideas when overcoming financial, operational or strategic challenges Approachable and accessible management, In a transparent work environment, everyone's opinion has value, and everyone shares in the company's status.



### Honourable mission

Employees typically take pride in working for companies that offer value or make a difference in the community. Companies with honorable missions might include: Non-profits Products or services that add value to the world, Organizations with goals beyond earning money Businesses that give a certain amount of employee time or company profits to a meaningful cause People often feel good about the company they work for if they believe their work has meaning.

### Diversity

Great places to work generally embrace employees of all experience levels, backgrounds and beliefs. They understand the value of a diverse team and make efforts to hire a variety of people. A workforce with many perspectives is more likely to produce exciting ideas and creative solutions. A diverse workplace is also welcoming to new hires and supportive of its people.

### Trustworthy team

In healthy work environments, managers trust their employees to work hard and make good decisions, employees trust business leaders to support and guide them, and colleagues trust each other to work toward shared goals. Signs of a company whose employees and leaders trust each other include: Flexible work hours, Remote work options. A trustworthy team is motivated to work hard and is engaged and satisfied with their jobs.



## Impetus Technologies is honored by Great Place To Work India among India's Best Companies To Work For!

Impetus Technologies, a leading digital engineering company focused on delivering leading-edge Big Data and cloud solutions to large enterprises worldwide, is thrilled to announce its recognition as one of India's Best Companies To Work For by Great Place To Work India. This recognition marks the organization's relentless pursuit of excellence and its dedication to creating a conducive and inclusive work environment.

"We are thrilled and immensely proud to be recognized as one of India's Best Companies To Work For by Great Place To Work India," said Sanjeev Agrawal, CHRO and CFO at Impetus Technologies. "This achievement reflects our strong focus on building trust, fueling high performance and creating an inclusive and great workplace for all. At Impetus, we firmly believe that our people are our greatest asset, and this recognition reinforces our commitment to providing them with an exceptional workplace experience."

Impetus is known for fostering a culture that actively drives innovation. The organization encourages employees at all levels to take ownership of their work and provides them with the freedom to explore new ideas. They're encouraged to experiment and learn from both successes and failures. We invest in employees' growth and development through training programs, workshops, and skill-building initiatives. A learning-oriented culture encourages individuals to stay updated with the latest trends and technologies, inspiring them to innovate. Impetus places a strong focus on understanding customer needs and pain points. By keeping the customer at the center of their innovation efforts, we develop solutions that address real-world challenges effectively. We also recognize and reward innovative efforts which are vital to sustaining an innovative culture. Impetus acknowledges and celebrates employees' innovative contributions, motivating others to follow suit.

At Impetus, we empower our employees by providing them with autonomy and ownership over their work. We value individual contributions and encourage our employees to take initiative, make decisions, and drive projects forward. This sense of ownership fosters a culture of accountability, where employees are motivated to deliver high-quality results. We also prioritize professional growth and development, offering training programs, mentorship opportunities, and career advancement paths. By empowering our workforce, we cultivate a sense of pride, commitment, and loyalty among our employees, which directly contributes to our success.

We strongly believe in the immense value of diversity and inclusion in driving innovation and creativity. We actively promote a diverse workforce and inclusive culture, embracing individuals from different backgrounds, perspectives, and experiences. This commitment to diversity enables us to harness the power of varied ideas, leading to enhanced problem-solving and more robust solutions.

The company is headquartered in Los Gatos, California, with international offices in India, Australia, the UK, and Canada.

# IMPETUS



## 9-Time Conquerors of Workplace Greatness!

*Building trust, fueling high performance, and creating an inclusive workplace for people!*

*Enabling an intelligent, data-driven future for Fortune 100 companies.*

### Global recognitions



Embark on an extraordinary journey towards your career goals!



[www.impetus.com/careers](http://www.impetus.com/careers)

# “Unleashing the limitless potential of digital innovation to reshape industries, elevate human experiences, and create a brighter, connected future for all.”

## Oaktree software work culture

### Putting Employees at the Center:

Oaktree Software prioritizes its employees' success by fostering open communication, embracing diversity, and promoting work-life balance.

### Innovation: Core of Oaktree's Work Culture:

Innovation drives Oaktree Software, encouraging employees' creative brilliance through cutting-edge products, brainstorming sessions, hackathons, and challenges.

### Nurturing Growth and Development:

Oaktree invests in employee development through training, workshops, and certifications, ensuring mutual success through individual growth.

### Striking the Balance: Work and Life in Harmony:

Oaktree Software values work-life balance, offering flexible hours and remote work options, along with comprehensive wellness programs for a healthy work environment.

### Celebrating Milestones: Recognizing Excellence:

The company honors employee achievements through regular award ceremonies and appreciation events, highlighting the team's dedication and commitment to projects and product launches.

## Our services

Revolutionizing businesses with comprehensive, tailor-made tech services that propel growth and exceed expectations.

**Web apps:** From eye-catching websites to robust web applications, our skilled team crafts digital solutions tailored to elevate your business to new heights

**Mobile apps:** Elevate your business with our bespoke mobile applications, designed to boost growth and engage your audience in the dynamic app world

**AI-Powered Solutions:** Unlock new possibilities with our AI-driven solutions, streamlining operations, boosting productivity, and empowering data-driven decision

**Blockchain Services:** Ensure transparency, security, and trust in your transactions with our secure and reliable blockchain solutions.

**Cloud Computing:** Scale your operations seamlessly and enjoy the flexibility of our cloud computing services for increased agility.

**Data Analytics Excellence:** Unearth valuable insights and unlock the potential of your data with our advanced analytics expertise.

**Salesforce Solutions:** Enhance customer experience and sales efficiency with our customized Salesforce services.

**Enterprise Solutions:** Tailored technology frameworks to meet your unique business needs, ensuring seamless operations and rapid growth.

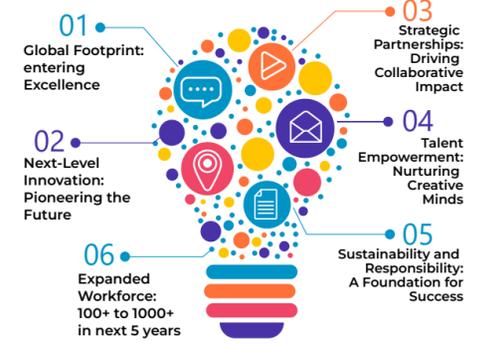
## Our Portfolio

Our transformative technology solutions have driven impressive improvements across diverse industries. Financial institutions reduced operational costs by 25%, healthcare saw a 20% increase in patient care quality, and manufacturing experienced an 18% boost in productivity through smart automation. Retailers achieved a 15% increase in sales revenue with data-driven decisions, while logistics reduced delivery times by 12%. In education, we achieved a 10% increase in student engagement, and our energy management solutions led to an 8% reduction in energy consumption for sustainability.



## Innovative Minds, Limitless Possibilities: Oaktree's Work Culture

Oaktree Software, a trailblazing force in the tech industry, reveals its bold and visionary 5-year plan, focusing on global expansion and innovation. The company proudly announces new cutting-edge offices in Bangalore, India, and the United States.



- Salesforce Solutions**  
Enhance customer experience and sales efficiency with our customized Salesforce services.
- AI-Powered Solutions**  
Harness the power of Artificial Intelligence to streamline operations, boost productivity, and make data-driven decisions.
- Blockchain Services**  
Ensure transparency, security, and trust in your transactions with our secure and reliable blockchain solutions.
- Cloud Computing**  
Scale your operations seamlessly and enjoy the flexibility of cloud computing for increased agility.
- Data Analytics Excellence**  
Unearth valuable insights and unlock the potential of your data with our advanced analytics expertise.
- Enterprise Solutions**  
Tailored technology frameworks to meet your unique business needs, ensuring seamless operations and rapid growth.



## Indore

801-802, Shekhar Central, Manorama Ganj, Near Old Palasia Square, Indore, MP, India

## Australia

28 Dudley St, Asquith NSW 2077, Australia

## Bengaluru

175 & 176, Bannerghatta Main Rd, Dollars Colony, Phase 4, J. P. Nagar, Bengaluru, Karnataka 560076

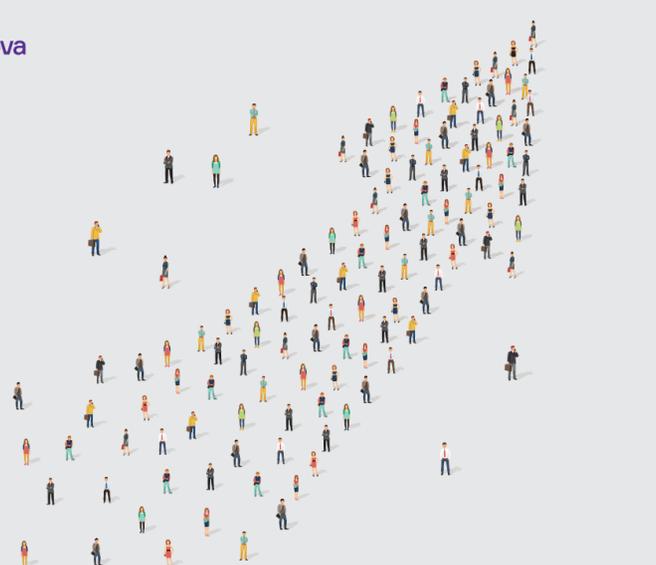
## USA

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**We are one of the best workplaces in Indore with a distinct work culture.**

**Two awards at Indore Gaurav Diwas, two years in a row is proof enough, surely.**

Annova was started by two best friends who had worked with some of the top names in tech. Two proud Indoreans who wanted to give something back to their beloved city. They knew that there was significant potential in India's tier two cities, so they quit their well paying jobs and started Annova, with the aim of bringing 'world - class' to Indore.

Today, Annova is one of the largest healthcare companies in MP and one of the top 25 companies in Indore. Annova creates AI driven service operations solutions for clients across US, Europe and Australia. More than 1000 youngsters work here and the team is constantly growing. The company is proud and privileged to provide global exposure to the young talent in Indore and an exciting career path in the knowledge economy. They are a part of a workplace that is inclusive, empowering, which celebrates diversity and equality.

Come, be part of a thriving, change - maker team dedicated to excellence.

## Annova Solutions

Corporate HQ : 701, 7th Floor, Block-A, Vijay Nagar, Indore.

Regional Office : 16/1/1, Race Course Road, 2nd Floor, K.Sewani Corporate House, Opp: Basket Ball Complex, Indore.

Branch Office : 99, Ramaniyam Greeta Towers, Old Mahabalipuram Road, Perungudi, Chennai.

Branch Office : 221N. Broad Street, Suite 3A, Middletown DE19709, New Castle County.

[www.annovasolutions.com](http://www.annovasolutions.com)

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## Empowering Excellence: Arihant Capital's Journey to Becoming a Great Workplace



With a legacy of over three decades, Arihant Capital has become a prominent financial services provider, serving a vast client base of over 2 lacs through its extensive network of 700+ investment centres in 200+ cities. While its corporate office is in Mumbai, the company was incepted in Indore, and today, it stands as the largest broker in central India.

At the core of Arihant Capital's remarkable success lies its unwavering commitment to fostering a culture that empowers its employees to thrive and grow. Ashok Jain, the Chairman and Managing Director, affirms this dedication: "At Arihant, we strive to provide a conducive and all-inclusive co-working environment to the Arihant family."



**Arpit Jain**  
Joint Managing Director  
Arihant Capital

Arpit Jain, the Joint Managing Director, echoes the significance of employees' belief in Arihant Capital's vision and mission. This strong belief drives the company's relentless pursuit of improving employee experience, making it a great workplace. Additionally, Arihant Capital remains committed to providing quality research services to its clients, ensuring their needs are met with excellence and expertise.



**Swati Jain**  
Strategic Business Advisor  
Arihant Capital

Swati Jain, Strategic Business Advisor at Arihant Capital, passionately emphasises the company's commitment to providing women with a safe and inclusive workplace, recognising their invaluable contributions to growth and success. With 35% representation of women, Arihant fosters an environment valuing diversity and empowering women to thrive.



**Shruti Jain**  
Chief Strategy Officer  
Arihant Capital

As the Chief Strategy Officer, Ms Shruti Jain emphasises Arihant Capital's dedication to empowering employees for success through various growth opportunities, investing in employee-centric programs and initiatives to attract and retain diverse talents.



The Arihant Plus Mobile App, available on iOS, web, and Android, has garnered remarkable popularity among existing and new clients. It boasts a commendable 4.2-star rating on the Play Store, reflecting its user-friendly and reliable features.

Arihant Capital's journey to excellence is adorned with prestigious awards like Forbes' Best Under a Billion \$ Company in the APAC region in 2011 and Asia Money's Best Retail Brokerage in 2022 & 2021. However, the accurate measure of success lies in employees' smiles and clients' unwavering trust. Our Great Place to Work® certification reinforces our values and dedication to our people.

Arihant Capital exemplifies the power of values and culture in shaping a thriving organisation. Empowering employees, fostering trust, and driving innovation define its workplace. The unwavering commitment to core values has garnered accolades and nurtured a positive and inclusive environment, making it a preferred destination for employees and clients.

# Beyond Key: Cultivating Talent in a Supportive & World Class Environment in Indore

Beyond Key, proudly established in Indore in 2005, offers software consulting services to clients across the globe, including the USA, Canada, the UK, and Australia. We're experts in crafting software that propels businesses forward, with a focus on data management, customer engagement, and the implementation of artificial intelligence.



Our strong team of over 250 experts excels in modern technologies like Microsoft 365, Business Intelligence (BI), and more. Leading us is our CEO, Piyush Goel, a Chartered Accountant with a Systems Management degree and education in Artificial Intelligence from the prestigious MIT Sloan School of Management in the USA.

At Beyond Key, we believe in a hands-on approach with our clients, aiding them in understanding our software and enhancing their products.

Our goal at Beyond Key is to not only provide great services but also to create a place where people love to work.

Our team members are the backbone of our success. We know that for our team to do their best work, we need to provide a workplace that encourages growth, learning, and achievement. We work to create a friendly and supportive environment. This helps everyone on our team to do their best and reach their full potential.

It's this caring and supportive environment that helps our team members to succeed. We take great pride in the happiness and success of all those who are part of the Beyond Key family. The recognition and rewards we receive show us that our focus on the well-being of our team members is the right approach.



At Beyond Key, we help our team succeed by:

- Creating a stress-free environment where our experts can do their best work



- Building strong relationships that help both our clients and our team members to grow and develop

- Sharing our knowledge and experience to help our clients and the wider community

As a proud tech company based in Indore, we're committed to strengthening our city's position on the global map.

We invite you to join us on our journey of nurturing talent and success in a supportive and friendly environment.



## NAVIGATING ZOHU WITH INFOBYD

India | Australia

In 2016, we became the ZOHU Authorized Partner, the sole representative from Indore. Over the years, with persistent efforts, we achieved several milestones. Implementing QA services ensured that our software undergoes rigorous testing to eliminate any defects. Our recent expansion, Infobyd Australia, now extends our presence to Indore, Delhi, Chennai, and Perth, Australia. Proudly, in 2023, we earned the badge of ZOHU Premium Partner, marking a continuous journey of growth and success.

"We believe in a team oriented culture where the interest of our team is our foremost responsibility, just the way client's happiness is our mission. As client's satisfaction & team's dedication is our key to success."

Alok Ranjan  
(Director)

At Infobyd, our approach to relationships goes beyond work; we aim to build lifelong connections with our clients. Their satisfaction is our topmost responsibility, and we strive to ensure their happiness and contentment through our services. Our sole goal is to provide exceptional service to our clients. As a company, we embrace fresh talent, providing opportunities for growth and development through training and creating a pathway to great career prospects.

Our commitment to excellence extends to both clients and employees. The team's unwavering dedication has resulted in satisfied clients and exceptional service. We prioritize our clients' needs, fostering strong relationships. Simultaneously, our employees' passion enables consistent outstanding results. Together, we uphold our commitment to excellence.

We firmly believe in the power of unity and collaboration. Together, there's nothing we cannot achieve; we embrace the mindset that nothing is impossible when we have the right people with the right attitude. Our company thrives on a team-oriented approach, where individual's interests and contributions play a significant role. We value the unique strengths and perspectives of our team members, recognizing that it is their collective effort that drives our success and growth.

[www.infobyd.com](http://www.infobyd.com) | [team@infobyd.com](mailto:team@infobyd.com)



### Beyond Key: Tech Consulting, Development & Outsourcing Fueling Digital Transformation with a Vibrant Work Culture

We originated from Indore and are passionate about leveraging advanced technologies to craft solutions that redefine businesses, making a global impact.

#### Where Work Feels Like Cloud Nine

Experience a stress-free environment where memories are made. Each day becomes an adventure.

#### Making Wave with Impact!

Almost two decades of IT brilliance and now amongst the best work places.

#### Pioneering in Modern Tech

Digitalization using Artificial Intelligence, Machine Learning, Natural Language Processing, Business Intelligence, Microsoft 365 & more.

#### Propelling Indore onto The Global Tech Map!

Started in 2005 with roots in Indore and now reshaping businesses around the globe.



- Team Bonding Events
- Central India's Top-Rated IT Company
- International Projects and Exposure
- Work and Life Balance
- 25% YoY Growth in last three years

#### Our Global Presence



Get your career's boarding pass at: [careers@beyondkey.com](mailto:careers@beyondkey.com)  
Visit us at: [www.beyondkey.com](http://www.beyondkey.com)

# Empowering Business Growth with Cutting-Edge IT Solutions: Discover Valere's Revolutionary Approach

Valere, an exceptional technology innovation and software development company, has set its sights on delivering top-notch IT solutions to offshore clients. In June 2020, they strategically established offices in both Indore, India, and Boston, USA, setting the stage for a global presence that allows them to cater to a diverse range of clientele.



specialists. This multi-talented workforce operates from various global locations, including the United States, India, Croatia, Peru, and Uruguay, ensuring a dynamic and diverse pool of talent to address diverse client needs.

Valere's journey as a technology partner is marked by a commitment to



Recognized as an award-winning firm, Valere has earned its place among the top 1% agencies on Upwork, a testament to their expertise and proficiency in the industry. What sets Valere apart is their revolutionary approach to software design and development, effectively addressing communication and process inefficiencies that often plague conventional agencies. Their commitment to partnering with clients in architecting bespoke solutions for specific problems underscores their dedication to excellence.

One of the key factors that distinguish Valere is their adeptness in incorporating cutting-edge technologies, particularly in the fields of machine learning (ML) and generative artificial intelligence (GenAI). This technological prowess empowers startups and enterprise businesses alike to actualize, launch, and scale their visions, culminating in products and services that hold genuine value.

With an impressive portfolio boasting over 300 successfully launched applications, Valere has demonstrated their versatility and adaptability in catering to a wide spectrum of projects, spanning from startups to Fortune 500 companies. Their proficiency is evident across various sectors, including healthcare, finance, sports, fitness, education, and more, catering to both consumer and B2B audiences.

Perhaps what best characterizes Valere's success is their track record of developing applications that have not only generated substantial revenue and downloads but have also secured significant Venture Capital investments. These accomplishments have earned them accolades from reputable sources such as the New York Times, Apple App Store top featured apps, TechRadar, and Google Play Store top featured apps.

The backbone of Valere's achievements lies in their exceptional team, composed of expert engineers, project managers, designers, and quality assurance



innovation, efficiency, and customer satisfaction. By leveraging their deep expertise in emerging technologies, they empower their clients to take bold steps in achieving their business goals and objectives. From inception to execution, Valere Labs provides end-to-end solutions, bringing ideas to life and transforming them into tangible realities.

In the rapidly evolving landscape of technology, Valere remains a steadfast and reliable partner

for organizations seeking a competitive edge in their respective markets. Their vision is not solely to meet expectations but to exceed them, propelling businesses towards unprecedented growth and success. As the industry continues to advance, Valere stands poised to lead the charge, pioneering groundbreaking solutions and shaping the future of technology-driven enterprises.

Valere's diverse skill set in Python, Laravel, Node.js, React.js, React Native, and Flutter makes them a highly valuable and versatile asset in the software development industry. With expertise in both frontend and backend technologies, Valere can handle various aspects of application development, making them well-rounded and adaptable to different project requirements.

Valere's strength steadily increased from 35 to 80, a testament to their dedication and passion for continuous learning. However, Valere's sights were set higher – the pursuit of 100+ strength by the end of the year. The path to this ambitious goal required planning, focus, and a commitment to embrace new challenges.

# VALERE

## We develop technologies that bend the universe

We build high performance software across a multitude of technologies and verticals for startups & Fortune 500.

Working at Valere as a software engineer surpassed all expectations. The company's blend of passion, talent, and innovation creates an inspiring workplace. Surrounded by experienced and passionate colleagues, the supportive environment allows personal and professional growth.

Hari

During my time at Valere, I have been involved in several exciting iOS projects. And these projects allowed me to hone my skills and make valuable contributions to the team. The work environment at Valere has been incredibly supportive and inspiring.

Nilisha

Valere Labs has been transformative for my career as a Flutter Software Engineer. The innovative environment, brilliant team, supportive colleague and work-life balance make it an exceptional place to work. Proud to be a part of this success story!

Mayuri

It has been an absolute pleasure and honour working alongside talented and experienced individuals at Valere Lab. There is always a feeling of belonging amongst the colleagues in the office portraying a glimpse into the Diversity and Inclusion that Valere continues to promote.

Mayank M.

From day one, I was impressed with the team's professionalism, creativity, and dedication to delivering exceptional results. I have grown both personally and professionally, thanks to the constant encouragement and guidance from inspiring seniors.

Priyanshi

