

Dated 24 August 2017

TO WHOMSOEVER IT MAY CONCERN

Mr Abheek Bose was with Systemantics from June 2015 to Mar 2017. His primary objective in the organization was to speed up the product development cycle and ensure delivery of the products to end customers.

During his first year, Abheek spearheaded the production of our first batch of 4 axis robots. Under his leadership, Systemantics was able to build 10 units of these robots and deliver 8 of them to the end customer. Abheek's key achievements during this time were:

1. Establishing a sense of urgency to fulfil deliveries
2. Completion and delivery of end products to customers
3. Managing customer requirements and ensuring customer success
4. Relaying back customer feedback to technology development team
5. Managing specific customer facing development efforts (e.g. Software & Robot Installation)

During his second year, Abheek's primary role was to head the engineering team, frame department goals and establish processes to seamlessly integrate the working between design and engineering departments. Some of his key achievements:

1. Establishing department goals to align with company goals
2. Building and managing a supply chain of external vendors
3. Implementing project management tools and ERP systems to improve operational efficiency
4. Achieving improved financial control by implementing systematic vendor payments

Abheek was also instrumental in supporting sales, marketing and finance departments whenever his expertise was required.

Abheek was a very valuable member in the Systemantics family and his contribution was significant to the organization. Abheek ranks high in his ability to manage technology based roles and in inculcating a sense of urgency. We wish him the very best in his future endeavors.



HARSHA LAL  
CEO



G JAGANNATH RAJU  
CTO