

# TechRover Newsletter

March 6, 2016

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*TechRover Solutions was conceptualized in May 2014, with main goal of putting Junagadh on global map of outsourcing.*

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## Management Message

We are happy to start a new monthly newsletter in our company. We will cover important topics, announcements, birthdays, projects and high performers (Winner's of management award). Employees can also contribute to this newsletter.

We will be completing 2 yrs of TechRover in April 2016 since we decided to open this company. It is necessary to renew our main goals for this company, which are

- The main and most important goal was to help our hometown to grow and give back to society from where we come.
- Build/Train youth on latest software technologies so they don't have to go away from home.
- Bring projects from USA directly to Junagadh without any middleman in between.
- Employ the best attitude students/programmers (not necessarily best knowledgeable). We strongly believe that everything can be learnt with handwork and right attitude.
- Grow the company to employee 100 youngsters from Junagadh district and help them to grow.

## Message from the VBR

Everyone said this model cannot and will not work in Junagadh. We said, if students from this city can go and work in big companies than why can't we get work done from here? We live in a global economy where lot of work is done from several thousands miles away from home office. We made it our goal to start a successful software business in junagadh, no matter what.

If you have strong goal, there is no reason why you can't succeed. Similarly, TechRover is no longer a new startup company. It is an established, profitable company.

Today we employ more than 12 employees. Several more started their career at TechRover in last 2 years. We have also trained more than 25 students. Our goal is to build this company to 100 employees by 2018.

Sometimes we fail, but we have an attitude to stand up and try harder. We are proud to have such a dedicated and great staff. Today we are please to announce a new bonus structure.

## Employee News

Our owner just visited USA for 3 months.

We welcome our new employee Nikunj Kapadia to the team.

We want to announce following employees of the month in 2016

- **Feb 2016** : Nayan Gajera for his dedication to the company and hard work. He is working on Investorbuddies.com, Documentation outsourcing and SVT projects. He is always available without taking a single off in year 2016.
- **Jan 2016** : Mayur Parmar for starting back our training department in addition to working on projects. He didn't take No for an answer and continue believing that we can train students.

We thank all the employees. Every month we will announce one employee of the month candidate.

## New Projects / Customers

- SVTronics (USA) : Quotation Moduel
- SVTronics (USA) : Documentation Outsourcing
- Rammandir website
- Baby slumber Coach website ( USA)
- TRS USA website
- iPEG USA.

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*Congratulations for  
Employee of the Month  
for January –  
**Mayur Parmar***

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*Congratulations for  
Employee of the Month  
for February –  
**Nayan Gajera***

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## New Bonus Policy

Following is our new Bonus Policy for employees who have completed 1 year in TechRover.

- Fixed Salary for working 200 Hours in a month.
- Anything over 200 Hours, based on JIRA work hours, will be awarded Rs. 50/Hr
- Award of Rs. 1000 for completing a Website project on time and accepted by customer. Shared between all allocated employees. For PM Rs. 500
- Award of Rs. 2000 for completing a customized software project on time and accepted by customer. Shared between all allocated employees. For PM Rs. 1000
- Award of Rs 3000 for completing a major customized software project (ex. SPCS , Quotation, Documentation etc) on time and accepted by customer. Shared between all allocated employees. For PM Rs. 1500
- Referral Bonus of Rs. 500 for every new student by an employee, once his full fees are received.
- Referral Bonus of Rs 1000 for every new employee who completes 6 months
- More than 15 Bills with > 100 correct entries on time will have Rs. 500 bonus per 100 lines or per Bill. For total of 30 Bills per month per team will get every team member extra Rs. 500

For example : If an employee base salary is Rs. 15000 and he works for 250 Hours, bring 3 students, completes 1 major project. His/her monthly salary will be

= Rs 15000 + Rs. 2500 + Rs. 1500 + Rs. 3000 = Rs 22000

\* Management will revise this policy from time to time based on situation.



*New Bonus Policy System is for encourage the employees for their dedicated work*

## Birthdays and Anniversaries

VB Ranoliya April 3  
 Nikunj Kapadiya April 5  
 Nayan Gajera April 11

MARCH 2016						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## Upcoming Events

Farewell Party ( Pooja Thakar ) April 1  
 Company holiday ( Ramnavmi ) April 15

MAY 2016						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				