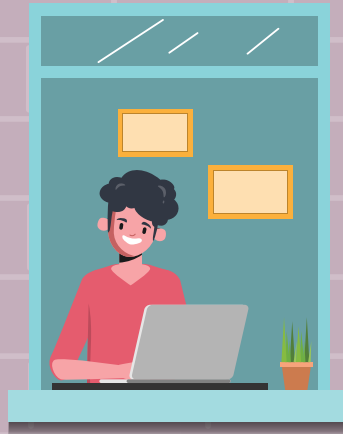




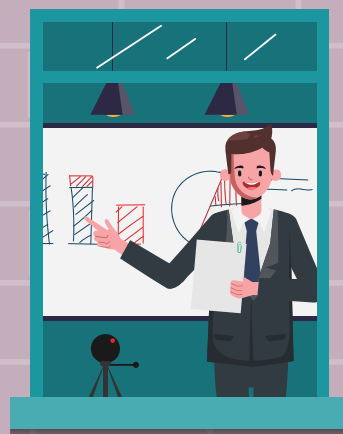
Kale Logistics

Technology that Transforms



KALE ON THE MOVE

MINDFUL PRODUCTIVITY



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FROM THE LEADERSHIP DESK



**At the end of the day, all you need is hope and strength.
Hope that it will get better and strength to hold on until it does.**

– anonymous

With Logistics industry downsized to carry only Essentials, cargo industry already has lost billions of dollars globally. Though the industry has risen to the challenge by deploying necessary support in a seamless movement of the supply chain, it requires some innovative thinking. We at Kale, being the engine providers for supply-chain are ready to accept this challenge and put in extra efforts to safeguard our customer's interest. In these critical times, our robust systems and our teams are strong enough to support our stakeholders.

Though the emotion of fear and uncertainty is predominant in these trying times, compassion is the key ingredient to liberate these feelings. Let us all rise to the occasion and be a squad to help others and set a model not just in the organization but in the broader community too.

The times are hard but remember, resilience always wins.

Vivek Pandit

AVP, Air Cargo Practice

EDITOR'S NOTE

The best view comes after a hardest climb.

– anonymous

In the last few days, the world has changed, irrevocably. Quarantine, curfew, lockdown are the new words added in our vocabulary. Crisis management, business continuity plans and emergency planning have taken on a completely new meaning.

Post-CoVID-19, Organizations are compelled to adopt digitalization and virtualization. On the employee's front, the office goers are struggling to adapt and adjust to the new work from home (WFH) paradigm. If we weather this storm together we will emerge stronger and closer to each other.

Stay Motivated! Stay Positive!

Renuka Malhotra, Rajni Patwardhan, Aravind Sundaram, Ganesh Dhumadia

COFFEE WITH

Happiness means? **Family**

What has lockdown taught you?
Communication skills in the virtual world

Hobby you want to pursue? **Swimming**

If there is one aspect of your life you could change what would that be? **Losing my mother**

What three words would your friends use to describe you?
Down to earth, adjustable, not easily swayed by people opinion.

What's a work-related accomplishment that you're really proud of?
I take care of Applications and EDI, which is rare.

If you could add one thing to companies work culture what would it be?
Plan process oriented work

MONIK MANDAVIA, Lead System Analyst, is a very competent employee of Kale who has been with us all for the longest time. In coffee with, he opened up and shared his life's some beautiful some tearful moments. Know your colleague better you might find a little bit of you in him.



Machine Learning

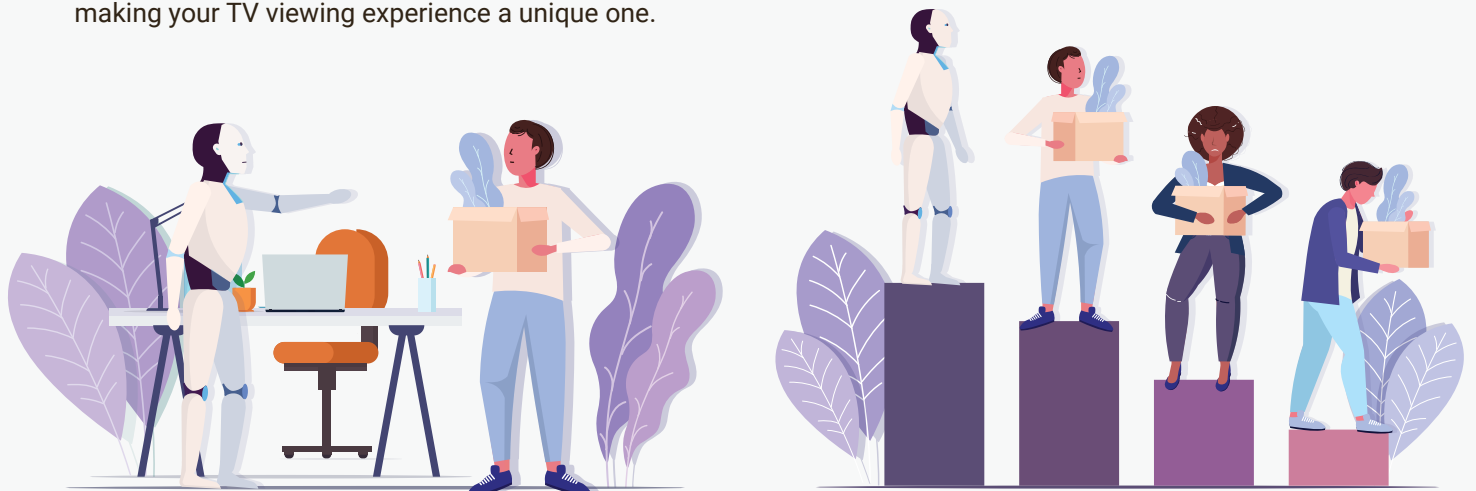
The last 3 decades have seen a massive rise in computers and their applications. What started as a meagre character-based calculating device, slowly converted itself to a gaming and accounting machine with limited storage and processing capabilities and it kept mutating and engulfing the similar-looking machines around it, in the name of convergence of technology. Today, it has taken over many other machines like the phone, fax, camera, dictation machines, music players, video players and even television sets. As the computer processing speed increased, it was evident that its applications grew multi-fold and so did the possibilities that it presented. One such possibility that has been emerging recently has been the ability of a computer to learn.

A Machine Learning (ML) algorithm assists the computer to learn from a certain set of inputs and 'get better' at the desired output. It is like training a child to play soccer. When the kick is way off the goal post, you redirect the ball and when it reaches the goal, you give the child positive feedback with a high five. The machine learns similarly with some data being fed forward from the input layer, through the hidden layer(s) to the output layer and some fed back via the reverse path that helps the machine learn the model. The most widely used algorithms for ML are the neural networks. It may take days, weeks and even month sometimes to train a model, but once trained, the goal score of this 'child' can be enormously high.

Applications:

ML has a variety of applications, some are only academic so far, while the others have already taken shape in the real world. Only a few are listed below:

1. **Prediction:** One of the classical examples of ML is when you want to access the time it will take for you to reach from one destination to another and the best route possible to get there or approx. how many more minutes will it take for your call to be answered while waiting in a customer service queue?
2. **Identification:** A handwritten note can easily be converted into computer text using optical character recognition (OCR) irrespective of the writer's handwriting. It can help identify heavy vehicles, 2-wheelers, pedestrians, etc. even in heavy traffic. There are various researches in the early detection of diseases by feeding thousands of MRI or X-Ray images assisting preventive healthcare. Face recognition is today a security feature in many airports that eliminate the need for any documents, thus lowering per-passenger transaction time.
3. **Virtual Personal Assistants:** Siri, Alexa, Google assistant are all applications that utilize the collective voice patterns that power the VPAs.
4. **Self-driving cars:** With Tesla leading this space and many large auto manufacturers playing catch up, this application of ML will soon change the way we commute.
5. **Relatedness:** We all have seen the "people you may know" on social media or the "you may also like" options. This was initiated by the OTT service providers to show you content that was related to the content you already watched, thus making your TV viewing experience a unique one.



The future:

The applications mentioned above are simply the tip of the iceberg and the future looks very promising for machine learning. Some concepts are still evolving, while others have already covered some ground.

1. Generative Neural Networks have the power to “generate” from a wide collection. E.g. a GNN algorithm can generate real-life images of people who never existed if trained well with a sufficient amount of images. Sunspring is a 2016 experimental science fiction short film entirely written by an artificial intelligence bot using neural networks. You can bet ML to be creative with your children’s bed-time stories while feeding the values you want to inculcate in your child as input variables.
2. Cyber security has already been influenced by ML that helps in fraud detection and reduce cybercrimes. But what do I do, if you get hold of my password? Imagine if the system can identify my pattern of entering the password being different from another person entering the same password and block the access even though the password was leaked.
3. An extension of the identification application, an ML algorithm can also assist in classifying something, e.g. based on High, Med, Low risk of a car driver based on the turn angles, speed changes, etc. or can alert if a the driver is moderately or heavily drunk, based on analysing their change in regular patterns.

Can you think of any?



WRITTEN BY ROHIT JAIN

March to the Mountains

Trekking is such an adventure sport that breaks the monotony of your routine life. It helps you to energize and fill yourself with positivity and keeps you close to nature. This is one such adventure that gives you ample opportunity to make new friends as you meet like-minded people who love outdoor activities along with adventure. Along with enhancing your leadership qualities it also makes you a responsible person. It not only improves your physical health but also moulds you into a much more disciplined person.

Vidya Dixit is one such person who loves nature. Born and brought up in Satara; a city surrounded by hills. Though she loved her new life in Mumbai she missed her childhood companions - the hills. She climbed often on them to have a glimpse of the entire city. This was a routine she never missed and she felt the hills too waited for her.

Manifest and it shall come true, for Vaidya this came true. Very soon she found few of her office colleagues who were interested in Trekking; in no time they made a group and planned a trek.

After that, there was no looking back and gradually her hobby turned into her passion. The treks have taken her to some interesting places. At Kalsubai, the Mount Everest of Maharashtra, she climbed the stairs and showed her patience and courage when a monkey grabbed her bag, Kalavantin Durg was an unforgettable experience as for the first she did rope climbing and rappelling. On the Lonavala trek, they saw a Leopard footprint. Certainly, Vidya's treks have no dull moments.

Trekking has turned an introvert into an extrovert and a homely into an adventure seeker. Trekking teaches you to respect nature as these remote places have their own rules. The habitants of these places live a difficult life and trekkers are their main source of income.

The inhabitant of these forts are good guides and provide them with food too. Usually, Vidya and her friends carry some chocolates and chips for the children, as these are luxurious, not available in these remote areas. The priceless smiles of those excited children are the saviours they carry back.

Like us all, in this lockdown, Vidya is feeling restless, as the trekker in her is missing the mountains. Meanwhile, she is keeping herself fit by climbing stairs and regular exercises.

GO wishes all the best for her future endeavours and may she reach the top soon!

Meet Vidya Dixit, Program Analyst, a backpacker in her leisure time. Know her journey from nature enthusiast to an ardent trekker. A vivacious girl, whose heart lives on the highest Peak.



An ology on Vacation at Home and Work from Home

The world is on the reset mode and we all are adjusting to it. Though the adjustment is not easy, we all need to pause and welcome the imposed change. Children and parents under the same roof for days altogether knit families closer. 'Quality family time' materialized in abundance; the few unexpected, and expected, fissures are, of course, subject to patient smoothening.

WFH is like the usual Bollywood romance—it holds up well until the interval; after that, it needs fixing. Psychologists warn unless some ground rules are in place, WFH can be a strain. A reasonable timetable one devotes at the office has to be adhered to. A lack of discipline could trigger chaos.

Before quarantines and social distancing measures became the norm, researchers debated what remote working does to your mental health and productivity and how can mental health be preserved and enhanced. Here listing a few.

Fortify your immune system: Along with mental health, these days it's more important than ever to support your immune system and your waistline with plenty of fresh or frozen fruits and veggies. Stretch and strengthen with yoga and meditation and foremost, never forget to wash your hands.

Limit your news Time: As we all are not used to these times. Already all are stressed and getting additional information can work against your well-being. Decide which topics you need to know more about. Also, decide which topics you will stay away from, as additional information works against you.

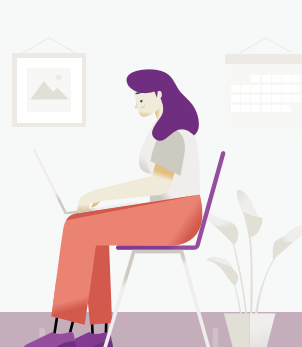
Dress up for the Day: According to the psychologists, if you dress up for work rather than joining those video calls in your PJs you will be more productive. This is not just keeping up the appearances but brings you to a work mode too. Plan your day: Routine is crucial for your well-being during the quarantine period. Resist the urge to hit the snooze button. Research shows that keeping routines, with some variation, will help you stay motivated. You can also create a more effective list of priorities by making a weekly to-do list, rather than a daily one.

Protect your mental health: This is a time when a small thing can trigger anxiety and depression. A UN report in 2017 found that remote workers are more likely to experience high-stress levels than office workers: emails are misinterpreted, work bleeds into family life and remote workers often clock more hours. As you switch off your laptop at the end of the day make sure to distract yourself with mood elevation activities. Listen to music, exercise, watch a movie, creative pursuit, reading etc.

Create your Perimeter: Separate your working space from your living space, especially if you have kids at home for better productivity. The field of environmental psychology, which explores our relationship with our immediate surroundings, has lots to teach us regarding being stuck indoors and creating an office at home. A good view will always motivate you, a view of trees or even a picture of the scenery on your wall can help; as it increases the capacity for directed attention, and ability to focus.

Stay connected: Nobody should take the threat of loneliness lightly during the pandemic. Man is a social animal and the idea to stay connected is important. Meet colleagues or friends on-line for regular coffee breaks or lunch to not miss out on social interaction.

Time to enhance your skills: This is a perfect time to learn or develop a new skill as you might never get this type of a window again. Maybe an IT course, a language etc. There are many live sessions and apps available to engage you.





Employee of the Month - Winner
Dipali Rane-March 2020



Employee of the Month - Winner
PING TEAM-April 2020



You help Kale come Alive-Women' Day celebrations



Kale embossed with Colours-Holi Celebrations

HAPPENINGS @ KALE

Welcome to the new Cubicles- Work from home



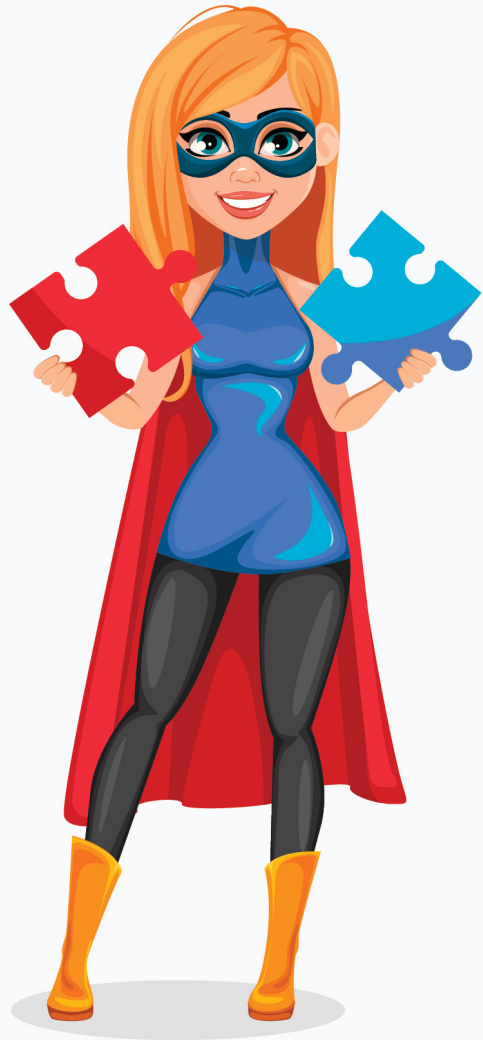
ACHIEVEMENTS

Kale Logistics Solutions believes in marching ahead and winning over the Logistics industry. This is only possible with the dedicated team of people who not only burn mid night lamps but also make personal sacrifices. GO thanks all these people who collaborate to make Kale's vision a reality.

Kale Logistics Solutions completed the implementation of Galaxy web-based Airport Cargo handling system for Sabiha Gokcen International Airport (SAW), Istanbul which is part of Celebi. The team behind the successful go-live comprises of Pradeep Periwal, Mukesh Ranjan, Krunal Jain, Suvarna Avhad, Milind Raut, Sonal Raje, Ankit Visariya, Pryaranjan Heer, Amey Golatkar, Suchita Patil, Ankita Dange.

Ping- Knowledge Based Logistics Documentation services, configured EDI services for ATC (Aero Trans Cargo) Sharjah UAE within a week. The team comprised of Nagarjun Peri, Vivek Pandit, Mohan Limaye, Priya Mandlekar, Pryaranjan Heer, Pawan Chand, Monik Mandavia and Anshul Tripathi.



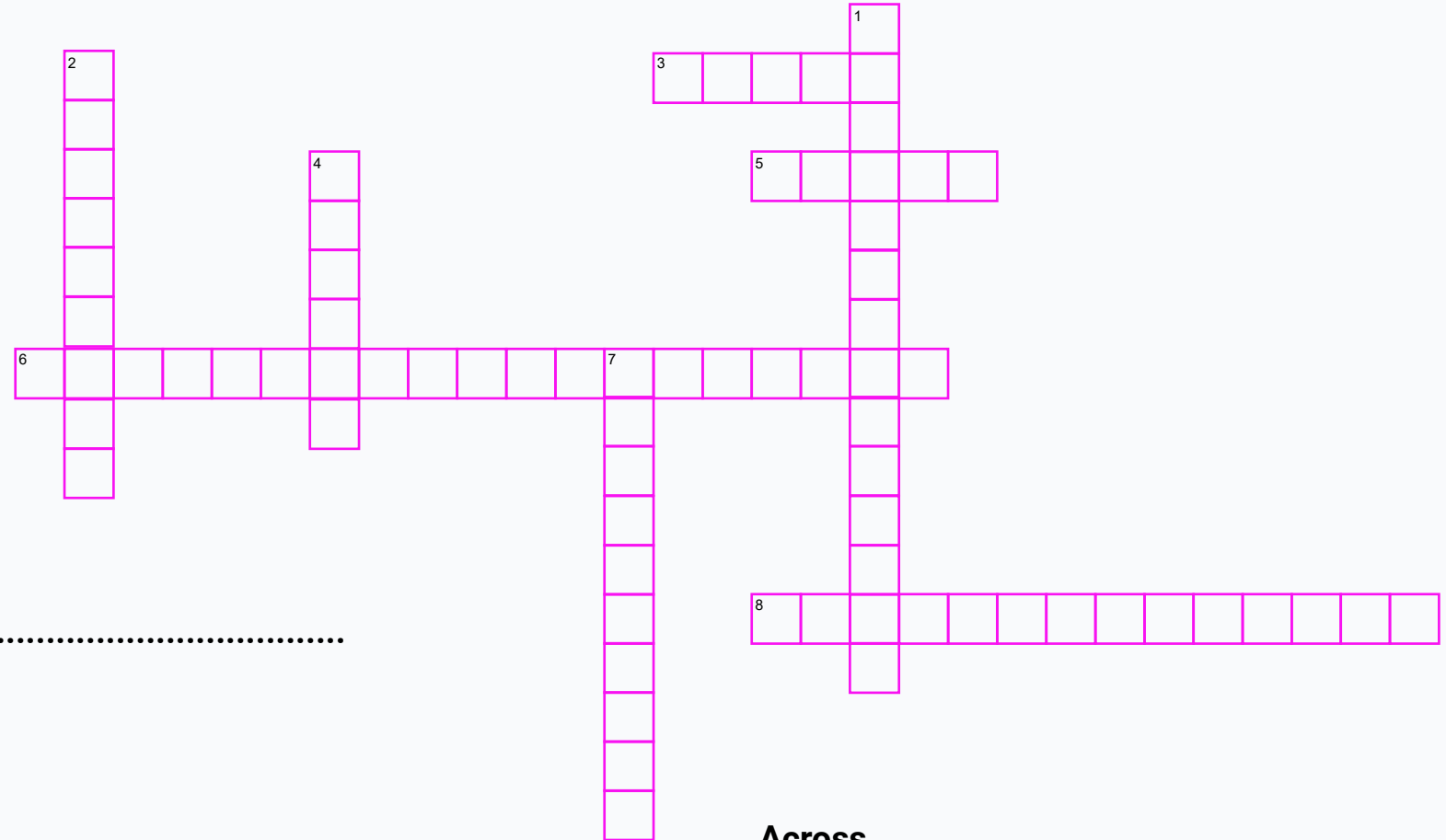


CROSSWORD goes digital. Win an exciting prize

Please fill the answers in the crossword columns. Write your name and click on the submit button.
The winner of the last Crossword shall get his/ her prize once the office resumes.

**GO
BRAINER**

May 2020 | Issue 12



Name

DOWN

1. Name the place Vidya Dixit did rope climbing and rappelling for the first time?
2. Name the short film written by an artificial intelligence Bot?
4. What does happiness mean for Monik Mandavia?
7. Which key ingredient can liberate the emotions like fear and uncertainty?

Across

3. Which is the lead brand for the self-driving car?
5. What can lack of discipline trigger?
6. What is the theme of the GO magazine?
8. While WFH, how does dressing up for work helps?

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