

# Communications expert

## SHAMLEE MHASKE

currently our Growth Partner, is hereby certified as our communications expert.

This is in keeping with our doctrine of Chaar Dhaam Yatra, which defines our policy of people enrichment and people engagement.

This certificate is accorded to her on 18th June 2022

in recognition of her exceptional capacities and capabilities as enumerated below.

Shamlee has a pleasing personality and a very positive attitude. She has demonstrated an exceptional sense of commitment and engagement with determination to add value to Zap Tech in whatever she does.

She has demonstrated a very good understanding of our business. Her communication is excellent, well poised and professional.

This is articulated well in her 24-page document - Zap Tech workflow. Her many detailed articulations of business processes and workflows on our whiteboard have been seen by us regularly.

She is dedicated and committed continually to the growth, welfare and well-being of Zap Tech.

She is an accomplished trainer and engages very well with the team.

Her proven ability to substantially increase employee retention in Zap Tech has been documented during her 5 year tenure with us.

She is engaged in creating our evolved people policy and manual.

She has an exceptionally strong recommendation and customer testimonial on Linked In from her client Raylonte' Roach of NJ, USA.

Avinash Kushwaha, Founder & CEO