



WinVinaya InfoSystems

Enabling Success Through Knowledge

WinVinaya InfoSystems – Service Offerings

Specialists in Data Analytics & Visualization Training, Consulting, Accessibility Testing, AI/ML Based Document Digitization, Document Remediation Services, Accounting Automation, Corporate Training, Diversity, Equity & Inclusion Services



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<https://www.facebook.com/WinVinaya>



<https://www.linkedin.com/company/winvinaya-infosystems>

WinVinaya, a Trusted Partner



At WinVinaya, we're more than just a service provider; we are your partners in creating an inclusive, accessible, and forward-thinking future.

With a wide array of services designed to empower individuals and organizations, we help clients succeed in their inclusive journey.



Main office: Bangalore
Training Centres: Bangalore and in Tiruppur



WinVinaya - Introduction



WinVinaya Infosystems India Pvt Ltd

- 11-year-old Private company
- Diversity, Equity & Inclusion (DE&I) Services - Disability Awareness Orientation, Accessibility Testing, Document Digitization & Remediation, Sign Language Orientation, etc.
- Provides IT Engineering services - Consultancy and Corporate trainings Led by Industry Veterans
- Inclusive company with Persons with and without Disabilities
- Holds GST and MSME certifications

WinVinaya Foundation

- 8-year-old Non-Profit NGO
- Provides training to Persons with Disabilities (PWD), Women, Transgender Individuals and Economically weaker section
- Training in niche, Industry relevant IT skills - SW Development and Testing, Data Analytics/Visualization and Banking skills
- Trained 1200+ PWDs, across 18 different disabilities and placed 430+
- More than 50% of our employees are Persons with Disabilities
- Holds 80G, 12A, CSR-1 certifications



Main office: Bangalore
Training Centres: Bangalore and in Tiruppur



Our IT & DEI* Services



01

Power Platform
Training

05

Document
Remediation

09

Indian Sign
Language
Orientation

02

Data Analytics
Dashboard
Development

06

SW Testing
and Test
Automation

10

Disabilities
Awareness
Orientation

03

Document
Digitization

07

Financial
Accounting
Automation

11

Upskilling
PWD
Employees

04

Accessibility
Testing

08

Sign Language
Interpretation

12

Recruiting
Persons with
Disabilities

* Diversity, Equity & Inclusion Services (Services 08 to 12)

01

Microsoft Power Platform Training



- Corporate Training on Microsoft Power Platform tools - Power BI, PowerApps, Power Automate, Power Virtual Agents, Power Pages
- Duration: 3 Days to 5 Days
- Full Day training
- Both Online and Offline



Corporates Covered

30+

Number of Batches

100+

Beneficiaries

1500+

We can provide these trainings to your customers also...

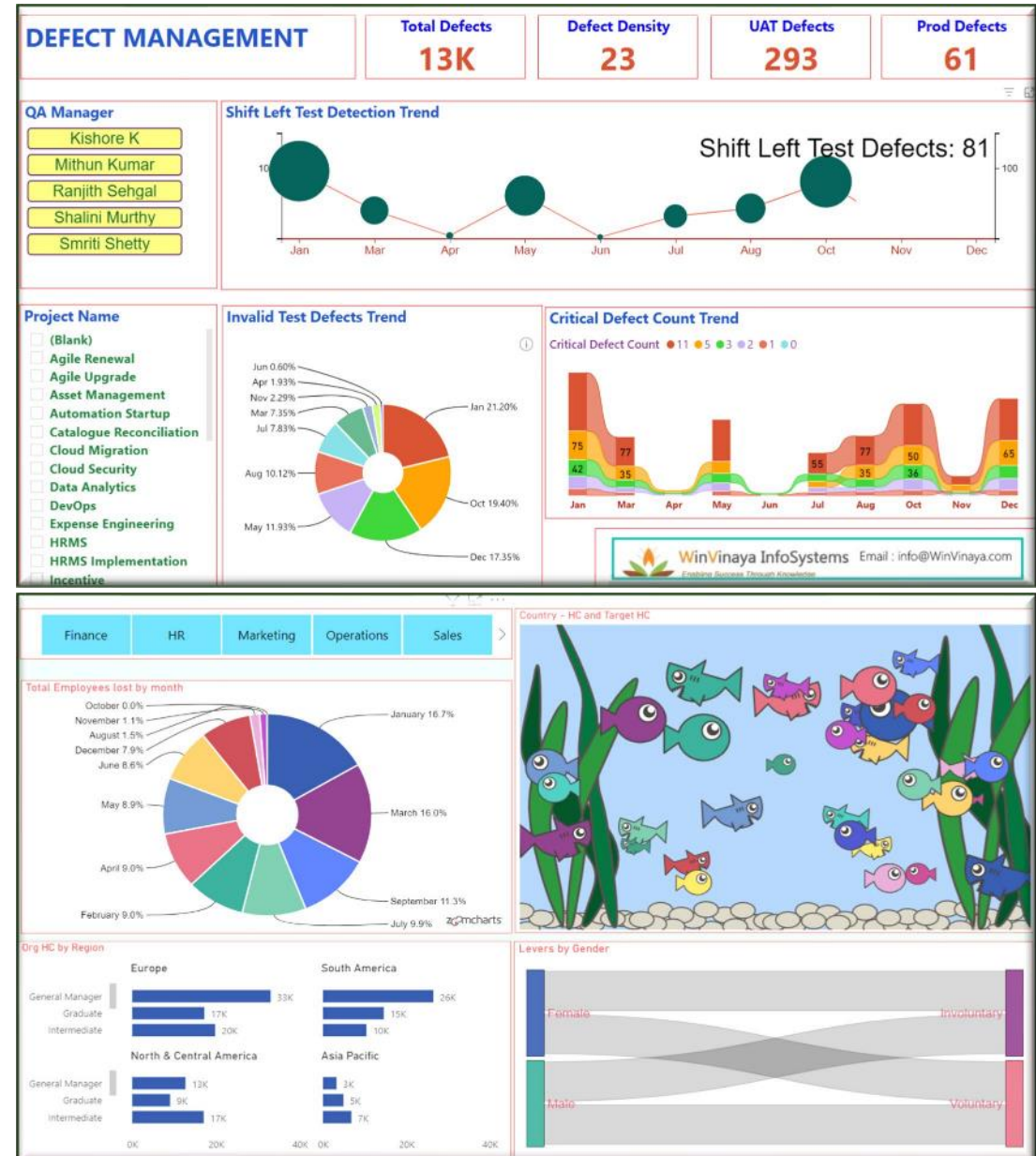
Extensive Training for Power Platform Certifications



1. Exam: [PL-100](#): Power Platform App Maker
 - Intuitive and intelligent AI-generated low-code app development
2. Exam: [PL-200](#): Power Platform Functional Consultant
 - Provide solutions to simplify, automate and empower Business Process
3. Exam: [PL-300](#): Analyzing Data with Microsoft Power BI
 - Technology driven Business Intelligent Tool, converts raw data into powerful insights
4. Exam: [PL-500](#): RPA Developer (Robotic Process Automation through Power Automate)
 - For Design Process Documentations and automate Business WorkFlows
5. Exam: [PL-900](#): WorkFlow process consultant Power Platform Fundamentals
 - Do more with less code by streamlining repetitive tasks, data insights, generative AI chatbots



- **Intuitive visualization** using data-driven insights which helps in confident business decisions
- **Self service technology** helps untap business value
- We provide **end-to-end dashboard development**, Workflow process automation
- We hold a strong portfolio in recommending and implementing engineering metrics



Data Analytics & Visualization - Our Approach



Modelling

Data Definition, Standardization
& Analysis

- Review existing metrics and its impact on the current model
- Define new metrics, refine existing metrics and standards
- Data Stewardship - Optimized measurement process
- Data Analysis, Validation and Trends
- Intuitive Data Exploration

Visualization

Metrics Optimization
& Automation

- Build Intuitive, Interactive Dashboard around Operational, Optimization, Business Outcome and People Excellence
- Finalize collection mechanisms, Tool interface and related aspects
- Automatic collection and reporting of data
- Fast deployment, hybrid configuration, secure and integration with IT Systems

Deployment

Implementation
& Training

- Enable Self Service Reporting
- Help customers to identify new business opportunities
- Right data for the right users at the right time
- Fundamental and Advanced hands-on training on tool used
- Enable “Data Driven” organization with focus on continuous improvement and real business impact

Case Study - Data Analytics & Visualization



Client:
FORTUNE 100
Financial Services
Company

PROBLEM

- Productivity across distributed teams, locations, projects was NOT captured
- Quality Metrics were consolidated manually across projects leading to delay and inaccuracies
- Business Value add of Testing Team in terms of 'Dollar Savings' was NOT articulated properly.

SOLUTION

- Established performance targets for KPIs based on historical data.
- Added Customized Filters (Project wise, Location wise metrics)
- Developed an automated dashboard and seamlessly integrated it with the Quality tool in use.
- Implemented real-time interactive reports that provide up-to-the-minute status comparisons against targets for all releases.

BUSINESS IMPACT

- Single source of reliable and accurate data with user friendly visualizations led to ease of decision making.
- Proactive course corrections through real time status of various projects improved success rate of projects.



Document digitization offers a wide range of benefits for individuals and organizations, making it a worthwhile investment. Scanning a document is not digitization, it is only a first baby step.

Increased Efficiency and Productivity:

- Digital documents can be accessed anytime, anywhere saving a lot of time
- Keywords and tags can be used to quickly find specific, relevant information
- Digitized documents can be easily integrated with other business systems like CRM or ERP software resulting in streamlined, automated workflows

Improved Collaboration and Communication:

- Multiple users (colleagues and clients) can access and collaborate simultaneously irrespective of location
- Digital documents can be easily shared across multiple channels fostering better communication

Enhanced Security and Backup:

- Digitized documents can be easily encrypted and backed up. It can be version controlled.
- Unauthorized access can easily be controlled.
- In case of a physical disaster, digital documents are easily recoverable from backups.

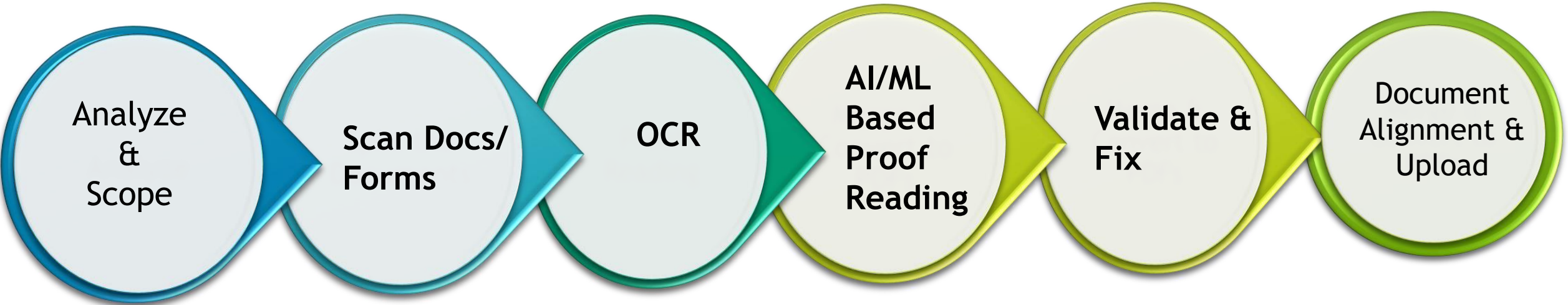
Enhanced Decision Making:

- Improved ability to analyze information for better decision-making.
- Easier access to historical data and trends through digital documents.

Cost Reduction:

- Reduced paper usage, storage space saves cost of printing, storing, copying physical documents

Document Digitization Process



- Analyze the documents/ forms for typed/ handwritten text, links, images, tables, graphs, headings, etc.,
- Output format - Docx, PDF, JSON, XML, EPUB, XLSX, etc.

- Scan the document if it is given in physical form

- Convert the scanned documents to “editable/ searchable” documents.

- Extract table data
- Format pages
- Convert the document to the required output format.

- Validate the PDFs using
- Fix the content issues
- Translation if it is a multi-lingual document.

- Align the content to make it user friendly.
- Upload the validated document.

Case Study: Digitization of Books (Ongoing)



PROBLEM

The client has a collection of scanned book copies covering various subjects and genres.

These scanned documents are:

- **Not searchable:** The content of the documents cannot be easily searched using keywords or phrases.
- **Difficult to navigate:** It's challenging to locate specific information within the documents.

This lack of searchability, navigability, etc. hinders the efficient consumption of these books.

SOLUTION

The solution involves digitizing the scanned book copies. This process will transform them into a format that is:

- **Searchable:** The digital documents can now easily be searched using keywords.
- **Easily navigable:** Users can navigate through the documents with ease using bookmarks, tables of contents, and internal hyperlinks.
- **Accessible:** This digital format has been created with accessibility in mind, ensuring usability for people with visual impairments.

BUSINESS IMPACT

This digital transformation has significant improvements:

- Access to the information within the scanned books, making them more usable.
- eBooks attracts more users and valuable for a wider audience - persons with disability and without disabilities.
- Saves physical storage costs.

Document Digitization - A Sample



03-Final Output: Digitized & Formatted

735	Oral Answers	10 JUNE 1952	Oral Answers	736
	(1) Total production of Vanaspati coloured in the country should be orange by using carotene oil concentrate as the colouring medium;		[Giani G. S. Musafir: What are the final conclusions that the Government have arrived at on the issue of colourisation?]	
	(2) Vanaspati should be fortified with synthetic vitamin 'A' so that its nutritive value could be increased;		[Shri Karmarkar: The matter is still under consideration of the Government.]	
	(3) Carotene oil concentrate is at present not produced in India; for the present it may have to be imported from abroad but efforts should be made to develop its production in the country so that the import of carotene from outside would gradually disappear; and		Mr. Speaker: Government have not come to any conclusions yet.	
	(4) the production of vanaspati controlled that every should be so batch that leaves the factory is certain to contain the requisite amount of sesame oil to give a clear Baudouin Test.		Shri Karmarkar: It is under consideration, Sir.	
	(c) The report of the Committee is under consideration of the Government . The Government of India has, however, taken the following steps under the Vegetable Oil Products Control Order to check adulteration of ghee with Vanaspati —		Pandit M. B. Bhargava: Is it a fact that repeated assurances were given by Government that a decision on this matter would be expedited and, if so, may I know why there has been this delay of more than a year?	
			Shri Karmarkar: Government have been very anxious about this matter as the hon. Member might also be knowing. But the difficulty is of finding a suitable colour. There are certain colours which are deleterious to health. We cannot mix it with those colours. There are certain other colours which are non-deleterious to health but which are not good to the eye. With regard to using carotene, it involves Rs. 1 crore foreign exchange in the shape of importing carotene oil, if it is to be mixed. We	

These digitized pages are searchable, navigable and accessible.

Content Error: Header is missing.

Content Error: Page Number is missing.

Formatting Error: Contents are in left alignment instead of paragraph

10 JUNE 1952
(1) Total production of Vanaspati should be coloured In the country orange by using carotene oil concentrate as the colouring medium; fortified
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(3) carotene oil concentrate is present not produced in India; for the present it may have to be imported from abroad but efforts should be made to develop its production in the country so that the import of carotene from outside would gradually disappear; and
(4) the of production controlled every should be so batch that leaves the factory ia merişin amount of to contain the requisite sesame oil to give a clear Baudouin Test
Govern-
(c) The report of the Committee under consideration of the ment. The Government of India has, however, taken the following under the Vegetable Oil Products Con- trol Order to check adulteration ghee with vanaspati:

02-Mid Stage: OCR & Unformatted

735	Oral Answers	10 JUNE 1952	Oral Answers	736
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The scanned pages are not searchable, navigable or accessible

01-Initial Stage: Scanned

Handwritten Forms Digitization - A Sample

Output: Extracted form data



Input: Handwritten form

Notice of acquisition of an interest in land

PART 1 - TRANSFEROR (SELLER)

Company name or trust/trustee: Stellar solutions ACN/ABN: 123456789

Title: Mrs Surname: Smith First and given names in full: Alice

Transferor's email address: alice.smith@example.com

Address at time of transfer: 123 Maple Street, Melbourne State: VIC Postcode: 3000

Address for future correspondence: 123 Maple Street, Melbourne State: Vic Postcode: 3000

Name of transferor's representative: Transferor's representative telephone number: Transferor's representative email address:

PART 2 - TRANSFEREE (BUYER)

Company name or trust/trustee: Bright Horizons ACN/ABN: 987654321

Title: Mr Surname: Doe First and given names in full: John Date of birth: 25 04 90

Address at time of transfer: 456 Oak Avenue, Melbourne State: VIC Postcode: 3001

Address for future correspondence: 456 Oak Avenue, Melbourne State: VIC Postcode: 3001

JSON File

XML File

```
{
  "Type-3-01_page_1": {
    "part1": {
      "SELLERCOMPNAME": ["Stellar solutions"],
      "SELLERCOMPACN": ["123456789"],
      "SELLER1FIRSTNAME": ["Alice"]
    },
    "part2": {
      "BUYERCOMPNAME": ["Bright Horizons"],
      "BUYERCOMPACN": ["987654321"],
      "BUYER1FIRSTNAME": ["John"]
    },
    "part3": {
      "TITLEPLANNO": ["Li213739"],
      "TITLEMUNICIPNAME": ["cariton"],
      "TITLEFOLIO": ["98721512"]
    },
    "part4": {
      "TRANSSALEPRICE": ["015000"],
      "TRANSDEP": ["61879"],
      "TRANSDATEPOSS": ["15 62a 2024"]
    }
  }
}
```

```
<?xml version = "1.0" encoding = "UTF-8" ?>
<NODRequest>
  <!--We can add other details about the PDF here-->
  <PDFDetails>
    <PdfName></PdfName>
  </PDFDetails>
  <!--Part 1 of pdf-->
  <Transferor>
    <SellerCompName>Stellar solutions</SellerCompName>
    <SellerCompACN>123456789</SellerCompACN>
    <Transferor1>
      <Title></Title>
      <Surname></Surname>
      <FirstOrGivenName>Alice</FirstOrGivenName>
    </Transferor1>
    <Transferor2>
      <Title></Title>
      <Surname></Surname>
      <FirstOrGivenName></FirstOrGivenName>
    </Transferor2>
  </Transferor>

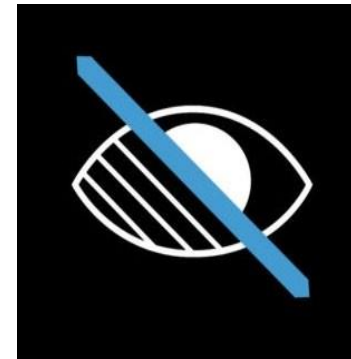
```

Extracted data can be in any of the output formats such as *XML, JSON, CSV, etc.* that can easily be integrated with any 3rd Party Apps.

The handwritten forms may not legible and have limitations like storing, sharing, in integrating with third party applications, etc.



- Inclusive Team provides Accessibility consulting services
- Accessibility Testing is best done by combination of non-sighted and sighted Testers
- Inclusive Team - Persons across different disabilities (Persons with Visual Impairment, Hearing Impairment, etc. & Persons without disabilities)
- Expertise in Accessibility standards WCAG 2.1, VPAT, Section 508
- Worked on multiple global projects on Web Accessibility testing - Web sites, Web apps and Mobile apps

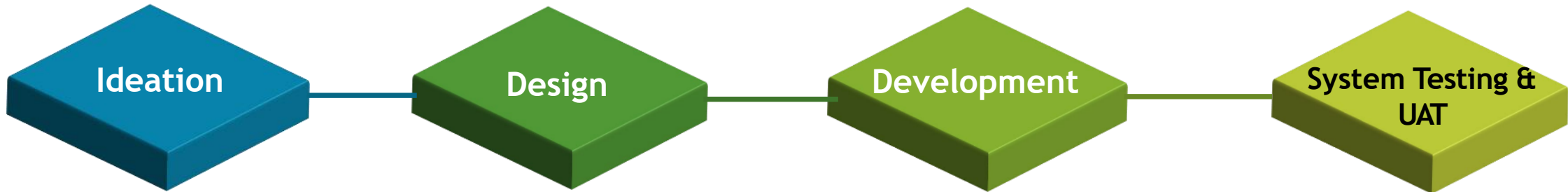


Our Approach



- Person With Visual Impairment (VI) is paired with a sighted person for performing the Accessibility Testing
- Skills of Person With Visual Impairment
 - Expertise in using any Screen reader SW - NVDA (Non-Visual Desktop Access), JAWS or MS Narrator
 - Navigates to all the screens and UI controls and the navigation will be verified by the sighted person.
- Sighted person uses the accessibility automation tools -
 - Color Contrast Analysis, Sequencing and Tab ordering tools, Magnifier tools
- Test lead will coordinate and lead the whole process cycle.
- The testing team will provide the design and fixing recommendations for the accessibility issues found.

Accessibility Testing Process



Ideation Phase

- Understand the end user's profile
- Align with WCAG 2.1 success criteria
- Decide on WCAG 2.1 Levels – A, AA and AAA
- Validate Content template – Text, Media – size, colors, captcha, closed captions, transcript as applicable
- Responsiveness – System/ Laptops/ Mobiles/ Tabs

Browsers



Design Phase

- Validate wireframes – UI elements/ Form/ Theme elements/ Images/ Icons, etc
- Content formatting – Text, Images, Focus area
- Page level Navigation – Title, Headings, Tab order, Landmarks etc.
- Heading level sequence
- Color contrast aspects

Screen Readers



Development Phase

- Validate Content Accessibility
- Function level Navigation and Accessibility
- Sequence order of the UI elements
- UI Components Accessibility
- Engineering aspects – Table design, Decorative elements
- Validate on one main browser

Testing Tools



System Testing Phase

- Validate accessibility across different browsers, devices and assistive technologies – screen-readers, magnifier etc.
- Validate using automated tools like Color Contrast checker, ANDI, AXE, etc.
- Validate the accessibility of the documents – Downloadable Documents
- Report the defects and Validate the fixes

Reporting Tools



Section 508 & Deque Certified Testers



Accessibility Tester	Disability
Arun Kumar S	VI (Late blind)
Mustaq Ahamad J	VI (Born blind)
Sai Prasad	VI (Late blind)
Yogitha	VI (Born blind)
Pinipe Avinash	VI (Born blind)
Nedu	No disability
Dharani	No disability
Chandan	VI (Born blind)
Marimuthu	VI (Born blind)
Vignesh	Hard of Hearing



Case Study: Accessibility Testing for a US Insurance Giant



PROBLEM

- A leading US insurance company aimed to provide a seamless online experience for all customers. However, their customer portal, encompassing four key websites (Billing, Insurance, Marketing, and Agent's portals), lacked accessibility features for individuals with disabilities.
- This hindered customer experience and satisfaction.

SOLUTION

The project focused on:

- **Multi-Site Testing:** We validated four critical customer-facing websites within the portal:
 - Billing Portal
 - Insurance Portal
 - Marketing Portal
 - Agents Portal
- **Screen Reader Compatibility:** Specific testing focused on compatibility with popular screen readers like **Microsoft Narrator** and **ChromeVox**, ensuring users with visual impairments could navigate the portal effectively.
- **WCAG Compliance:** Our testing adhered to the internationally recognized **Web Content Accessibility Guidelines (WCAG) 2.1 at conformance levels A and AA**. This ensured the portal met best practices for accessibility and inclusion.

BUSINESS IMPACT

The accessibility testing project yielded significant improvements for the client's customer portal:

- **Enhanced Customer Accessibility:** Customers with disabilities can now navigate and utilize all four portals within the customer interface with ease.
- **Improved Customer Experience:** Addressing accessibility issues fosters a more inclusive environment, leading to a better overall customer experience for all users.
- **Increased Customer Satisfaction:** By prioritizing accessibility, the client demonstrated a commitment to inclusivity, potentially leading to increased customer satisfaction and loyalty.

Case Study: Accessibility Testing for a Recruitment Portal



PROBLEM

- The client's online recruitment portal aimed to connect employers with talented individuals, but it excluded a significant portion of the talent pool - persons with disabilities.
- Traditional recruitment platforms often lack accessibility features, hindering equal opportunities for qualified candidates.

SOLUTION

The project encompassed:

- **Online Forms Verification:** We meticulously evaluated all online forms within the portal, including job applications and registration forms, for accessibility compliance.
- **End-User Testing:** We conducted end-user testing with individuals who rely on assistive technologies and identified the potential accessibility barriers.
- **Automation Tools for Efficiency:** We leveraged automation tools like ANDI (Accessibility Neutral Desktop Inspector) and Color Contrast Analyzer tools to identify accessibility issues .
- **WCAG Compliance:** Our testing adhered to the internationally recognized Web Content Accessibility Guidelines (WCAG) 2.1 at levels A and AA.

This ensured the portal met best practices for accessibility and inclusion.

BUSINESS IMPACT

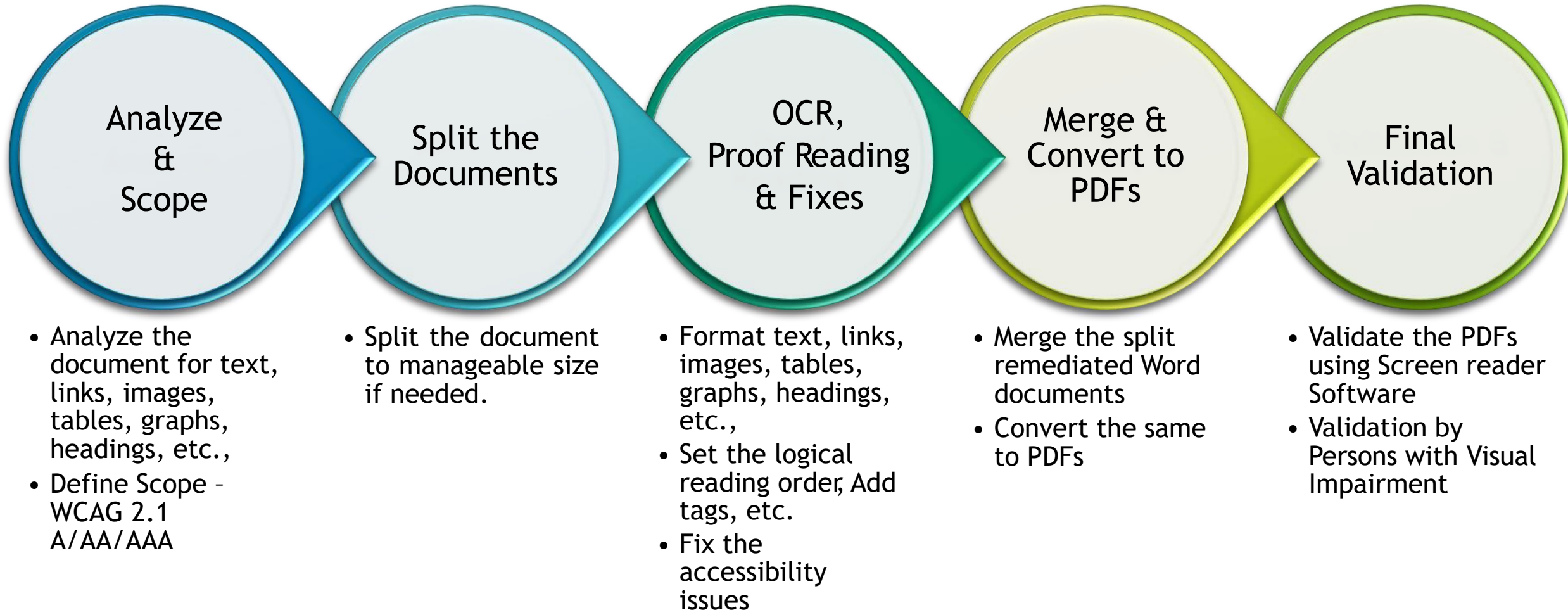
The accessibility testing project yielded significant improvements to the client's online recruitment portal:

- **Increased Accessibility:** The platform became more accessible to users with disabilities, expanding the talent pool for potential employers.
- **Enhanced User Experience:** All users, regardless of ability, can now navigate and utilize the recruitment portal with ease.
- **Compliance with Standards:** The portal's adherence to WCAG 2.1 demonstrates the client's commitment to inclusivity and equal opportunities in the recruitment process.



- Document remediation is converting the documents to be accessible for persons with disabilities.
- Document remediation is important because people with disabilities, such as visual impairments or dyslexia, rely on assistive technologies to access information.
- Remediation includes making documents such as physical copies, PDFs, Word documents, and other files accessible - readable by screen readers and other assistive technologies.
- Compliance with the Americans with Disabilities Act (ADA) and Section 508 of the Rehabilitation Act mandates the necessity of document remediation. This requirement spans various sectors, including Government Services, Legal, Healthcare, BFSI, and more.
- By ensuring that digital documents are accessible, organizations can ensure that they are complying with these regulations and providing equal access to information for everyone.

Document Remediation Process



Document Remediation - A Few Highlights



- Our remediation efforts have encompassed academic textbooks across various subjects, including Mathematics, Physics, Chemistry, and more with intricate elements such as complex images, charts, tables, derivations, etc.
- Our team is comprised of members who hold *Certifications in DHS OAST Section 508 Authoring Accessible Documents* and Trusted Tester Certificates.
- The *validation process is conducted by individuals with visual impairment*, ensure the quality of deliverables from an end user's perspective.
- We maintain a robust *resource pool that facilitates easy scalability*, allowing us to consistently achieve *on-time delivery*.

Case Study - Remediation of Textbooks for a Blind School



PROBLEM

- A blind school faced a significant challenge in providing accessible educational materials to its students.
- They had 21 physical textbooks (approximately 3,300 pages) in various classes, subjects, primarily printed in English and some vernacular languages like Hindi and Kannada and these textbooks were inaccessible to students with visual impairment, hindering their academic progress and ability to participate fully in the learning process.

SOLUTION

We provided a comprehensive textbook remediation solution that involved:

- **Digitization:** We converted the printed text of all 21 textbooks into digital formats compatible with screen reader software apps.
- **Multi Language support:** The digitization catered to textbooks in English, Hindi and Kannada to ensure accessibility for students with diverse linguistic backgrounds.
- **Structural tagging:** We included structural tag elements like headings, paragraphs, tables, and images, allowing assistive technologies to navigate and interpret the content effectively.
- **Alt text descriptions:** Added alt text descriptions for images and charts given in those textbooks.
- **Quality assurance:** A team of Persons with and without visual impairment validated it to ensure the adherence to accessibility standards and function flawlessly with assistive technologies.

BUSINESS IMPACT

The textbook remediation project yielded significant positive outcomes for the blind school:

- **Enhanced Accessibility:** Students with visual impairments can now access the 21 textbooks, fostering greater inclusion and equal opportunities for learning.
- **Improved Educational Outcomes:** By enabling independent access to educational materials, the project benefits 100k blind students to learn more effectively and achieve their full academic potential.
- **Positive Social Impact:** In a long run, this will help the blind students to take exams without scribe support which would be a significant society milestone.



[Click here to play this video](#) to view how persons with visual impairment listen using screen reader software.

03-Final Output: Digitized EPUB Version

01-Initial Stage: Scanned

Definition 3: If $f \in L_1[-\pi, \pi]$, then

$$\hat{f}(n) = \frac{1}{2\pi} \int_{-\pi}^{\pi} f(t)e^{-int} dt, n \in \mathbb{Z}, \quad (2)$$

is called the n th Fourier Coefficient for f , and $\sum_{n \in \mathbb{Z}} \hat{f}(n)e^{int}$ is called the Exponential (or Complex) form of the Fourier Series for f .

Fourier Series and Fourier Transform

Math Equations and Formulas with special symbols are not accessible.

Formatting Error: Single line equation spreads across multiple lines.

Content Error: \div is missing.

Content Error: Integral symbol is missing.

Content Error: π is missing.

Definition 3: If $f \in L_1[-, \pi]$, then

$$\hat{f}(n) = \frac{1}{2\pi} \int_{-\pi}^{\pi} f(t)e^{-int} dt, n \in \mathbb{Z},$$

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Fourier Series and Fourier Transform

Formatting Error: Subscripts and superscripts are not given.

02-Mid Stage: OCR

Microsoft Heera - English

Fourier Series and Fourier Transform

Definition 3: If $f \in L_1[-\pi, \pi]$, then

$$\hat{f}(n) = \frac{1}{2\pi} \int_{-\pi}^{\pi} f(t)e^{-int} dt, n \in \mathbb{Z}, \text{ Equation (2)}$$

is called the n th Fourier Coefficient for f , and $\sum_{n \in \mathbb{Z}} \hat{f}(n)e^{int}$ is called the Exponential (or Complex) form of the Fourier Series for f .

Another name for $\hat{f}(n)$ is the Finite Fourier Transform of f evaluated at n .

Equivalently,

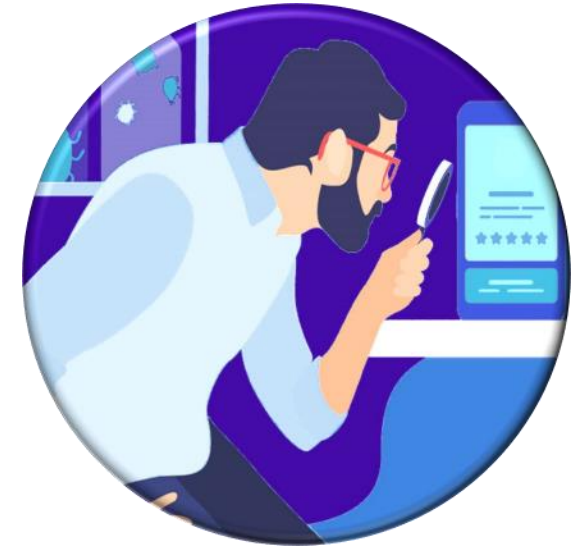
$$a_n = \frac{1}{\pi} \int_{-\pi}^{\pi} f(t) \cos nt dt, n \in \mathbb{N} \cup \{0\} \text{ Equation (3)}$$

and

The Digitized EPUB Version is searchable, navigable and accessible.



- Manual Testing -
 - Testing of SW application
- Test Automation -
 - Develop automated test cases for various modules of the application
- Test Automation Framework -
 - SDET Friendly Test automation framework
 - Develop automated test cases with less effort
 - Automation almost in parallel with development
 - Robust, Customizable and Flexible



Case Study: Streamlining Testing for a US Insurance Giant



PROBLEM

- Complex Insurance application required comprehensive testing for smooth user experience, functionality, and platform compatibility. Existing process lacked automation and efficiency.

SOLUTION

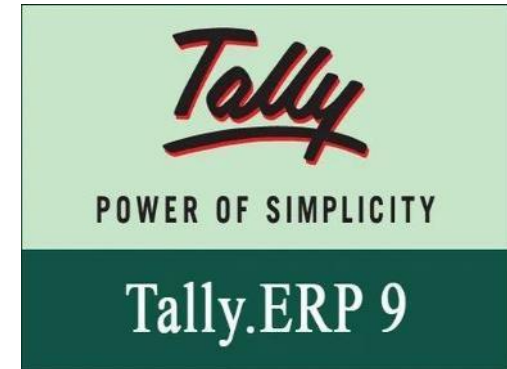
- **Multifaceted Testing Approach:**
- **Functionality Testing:** Ensured functionalities worked as intended (Positive/ Negative).
- **Test Automation:** Test cases were automated using automation framework.
- **Solid Test Case Development:** Created well-defined manual and automated test cases covering diverse functionalities and user interactions.
- **Multi-Stage Functional Testing:** Tested application functionality throughout development (Dev, Staging, System) to reduce defect slippage to next stage.
- **Defect Management (Rally):** Efficiently reported and tracked identified issues, facilitating timely bug fixes.
- **Regression & UAT Testing:** Ensured application stability after code changes and met client requirements.

BUSINESS IMPACT

- **Enhanced Quality & User Experience:** Reduced application defects, leading to a better user experience and reliable application.
- **Improved Efficiency:** Automation streamlined repetitive tasks, allowing testers to focus on high-value activities.
- **Reduced Time-to-Market:** Agile methodology accelerated testing for faster application releases.
- **Cost Savings:** Reduced manual testing efforts and improved quality resulted in overall project cost savings.



- Automation of Accounting Transactions
 - Invoices, Payables, Expenses
 - Uploading Vendors and Customers
- Compliance: TDS, GST filing and reports
- Bank Reconciliation
- Payroll Services
- Migration from QuickBooks to Zoho Books
- Develop Dashboards - Microsoft Power BI, Zoho Analytics
- Technology Used: Python, Flask, NER Model





Our DEI Services

08. Sign Language Interpretation

- We provide skilled interpreters for events, meetings, and training sessions, enabling seamless communication between deaf and hearing individuals.
- Empowers companies to have effective communication with Persons with Hearing & Speech Disabilities.
- Equips employees to engage in two-way communication with their deaf teammates and clients.

09. Indian Sign Language Orientation

- Indian Sign Language Foundation course: Covers Alphabets, Numbers, Basic words, sentences, Domain-specific words
- Experiential training.
- Interacting with Persons with Hearing and Speech impairment.
- Flexible Duration: 1 Hour per Day for 10 Days
- Mode: Online

10. Disability Awareness Orientation

- Transformative insight into disability awareness.
- Equips organizations to create inclusive environments.
- Provides best practices for recruiting and training PWDs, including strategies for accessibility and accommodation.
- Experience sharing of PWD employees and candidates of WinVinaya.

11. Upskilling PWD Employees

- Upskill employees with disabilities who are working in the companies for a better career growth and opportunities
- The course and curriculum would be designed based on the needs of the companies
- We conduct focused training on SW tools - Advanced Excel, MS Teams, and such.

12. Recruiting Persons With Disabilities (PWD)

- We have a resource pool of PWDs to suit various job roles of the company.
- We can customize the training for Persons across Disabilities based on the domain needs of the companies.
- We manage the whole recruitment process cycle starting initial screening till onboarding.
- Integrate PWDs into the workforce effectively.

Our Value Adds



- ***Effective delivery through Inclusive Team*** - Persons across Disabilities and Persons Without Disabilities
- ***Expertise in various domains***, so reduced learning curve
- Adaptability - ***Hands-on in Agile Scrum methodology***
- Provide ***design and development suggestions for Accessibility Compliance***
 - From Standards standpoint
 - From end-user perspective
- We can ***on-board resources in short notice*** as we run a Not For Profit wherein, we regularly train persons with disabilities in IT skills, Accessibility Testing, BFSI skills, etc.

Our Executive Team



Shiva Jayagopal

- 30+ years of IT experience including Development, PM & QA experiences
- Former Global Head of QA & Testing Practice at Keane (now NTT Data). Alumni of Adobe, Microsoft
- Recognized as a thought leader in the industry. Spoke at many conferences.
- Spearheaded assessments/ benchmarking for various clients based on TPI/TMMi/Custom frameworks



Akila Sankar

- 17+ years of experience working with Persons with Disabilities
- Child development coach
- Neuro-Diversity Trainer
- Soft skills Trainer
- Experienced in Indian Sign Language



Aravindan G

- 22+ years of IT experience including 11+ years with Microsoft
- Made significant impact on Microsoft's data-driven culture using his exceptional analytical, programming skills
- Recognised as a Power BI expert for Microsoft India, conducted workshops, seminar, training to many corporates including Intel, Axis Bank and Infosys
- Specialised in creating CIO dashboards and Engineering dashboards
- Expertise in Microsoft Power Platform tools - Power BI, Power Apps, Power Automate
- Flanked with three Management degree including Senior Management Program from IIM-Kolkata



Baskaran Arumugam

- 27+ years IT experience including SW design, development and testing, test automation, program management and delivery
- Formerly with L&T Medical, Tektronix and Talisman Telecommunications
- Expertise in Project Management Life Cycle using Scrum Agile Methodology,
- Domain specialisation in Enterprise App development in Cloud Telephony, Test automation, Protocol Analyzers, Test & Measurement Equipment and Medical devices
- Delivered applications on C#.Net, Java, PHP
- Strong exposure in implementing ISO9000 and CMMI Level 5 compliance



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