The Most Prominent Consultant to Watch in 2019

Pollucare Engineers India Pvt Ltd

Dr. S. Saibabu
Outsourced Product Development
Unleashed...

Innominds

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**EDITOR’S NOTE**

**Dr. S. Saibaba**

**Pollucare Engineers India Pvt Ltd**

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**MOST PROMINENT CONSULTANT TO WATCH IN 2019**

**THE 10 SMART COMPANIES UNDERSTAND THE REALITY THAT THEY REFLECT IN THE COLLECTIVE MAKEUP OF THEIR EMPLOYEES. BRUSHING UP EMPLOYEES’ PRODUCTIVITY AND MAKING THE WORKPLACE THE RIGHT PLACE TO WORK AT, COMPANIES HAVE STARTED SHOWING INTEREST IN DIVERSIFYING EMPLOYEES’ ROLES WITH NOT JUST WORK-BASED BUT IMPROVING THEIR DECISION MAKING, ORGANISATIONAL AND LEADERSHIP SKILLS. ALSO, ORGANISATIONS HAVE BECOME MORE AWARE ABOUT EMPLOYEES’ RIGHTS AND THEIR PROGRESS, THIS CAUSED INTERMEDIARIES TO COME IN SCENARIO WHICH HELP COMPANIES LOCATE THE BEST TALENT GLOBALLY WHILE ENABLING THEM TO RETAIN THEIR COMPETITIVE EDGE AND SHARPEN THEIR FOCUS ON CORE STRENGTHS.**

As most of the companies hire young trainers with minimal corporate exposure, affecting quality of delivery. So, to ensure no compromise on training quality, consultants make sure some specific skills like Industry specific skills, for instance listing all essential skills upfront in your resume for clearing recruiter’s preliminary screening. As society has turned to a visually mediation led to usage of visual images as they process faster in brain than text. Another important skill is Tool skills, where software tools or machinery help you assess the critical skills obliged to the job you’re pursuing.

As employees drifted towards technology, no recruiter is behind; they use analytics to better identify crucial skills. They are able to access data which is transformed into discrete data sets like inventory tracking, social media usage, productivity and performance assessments, hours worked and measures of customer interactions. These information picked from myriad sources offer measurable and astute insights into your workforce. This aids shaping all aspects of managing present and prospective employees, including succession, hiring, benchmarking, planning recruiting, scheduling, and determining security risks. Examining the supply and demand of skills by tracking and modeling data, conduction of activities such as role-plays, psychometric tests, case studies, games etc. comes into play.

Employment engagement activities alleviates healthy work environment, supplementing to this, initiative of introducing the sit/stand desks and even treadmill stations in workplace became trend. It has also pushed other health initiatives, which makes it hard to separate out the impact of active workstations alone. But employee engagement scores are up and retention has been boosted by the company’s commitment to workers’ well-being. But what about HR’s? Lack of HR staff, inadequate HR training, high attrition in HR offices and overworked HR professionals are among the challenges contributing to the HR.

As problems arrive, assurance of solution comes, this deduce new prospects before the organizations and HRD is important as it powers our rational judgement to know and understand problems better; it helps build up new initiative and insight to solve the problems.

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**Happy reading**

**Prime View Magazine**

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The 10 Most Prominent Consultant to Watch in 2019

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One Stop Solution for All Environmental Pollution Control Measures

The company was started in a one room apartment with minimal infrastructure and it started off with few clients. Over the years, Pollucare Engineers have invested about Rs. 5 crores and established a full-fledged office with a built-up area of 10,000 sq.ft. and have laid out a state-of-the-art Environmental Laboratory with top class infrastructure. A resourceful team with qualified and skilled people were taken on board to run the operations of the company. The first-year turnover was negligible and the second year we managed to reach a decent turnover. And this year we will be ending with a double-digit turnover.

Service Starts Building Concept to Commissioning

The company is about Consultants and Engineers. They work with the clients from the concept stage itself and help them to get their Government clearances like Environment clearance. On obtaining these clearances, they work with them as EPC (Engineering, Procurement & Construction) contractors to execute the projects with respect to EHS requirement.

Consultancy & Liaison Services:

- consents & approvals from pollution control authorities, ministry of environment
- environmental impact assessment (cia) study, environment clearance (ec) from ministry of environment
- detailed project report (dpr) preparations
- coastal regulation zone (crz) clearances

Turnkey Projects

They design, manufacture, supply, erection & commissioning of

- zero liquid discharge (zld)
- effluent treatment plant (etp)
- multi effect evaporator & agitated thin film dryer (atfd)
- reverse osmosis (ro)
- water treatment plant (wtp)
- sewage treatment plant (stp)
- wet/ dry scrubber.

Dr. S. Saibabu  Chairman & MD
**Operation & Maintenance Services**: Employing skilled workforce to take care of water & wastewater treatment plants & zero liquid discharge systems.

**Environmental Laboratory & Research Centre**: Pollucare has a state-of-the-art accredited laboratory where we carry out monitoring & analysis of ambient air quality, stack monitoring, weather, water, wastewater (sewage & trade effluent), noise, vibration, soil.

**Offering the Technology**: “Zero Liquid Discharge” system, an upcoming and most needed application for all water intensive industries is what is setting us apart from our competitors.

1. They are the manufacturers and integrators of the entire ZLD system comprising of Effluent treatment plant, Reverse Osmosis system, Total reject management system with Multiple Effect Evaporator & Agitated thin film dryer.
2. We also offer the technology with Mechanical Vapour recompression for reject management which is an effective recovery system in the wastewater treatment scheme.

**Story of a Man who Burned Midnight Oil and got Success**

**Dr. S. Saibabu** is Chairman & Managing Director of Pollucare Engineers. He was born and brought up in rural area. His parents were school teachers due to they have faced a lot of challenges. Yet, he has completed his Engineering Degree. After which, he landed in the Metropolitan City of Chennai in a desperate situation for Survival, started working hard with lot of commitment and confidence. Started to climb the ladders in the corporate field.

At the age of 40, established his own venture. Basically a successful corporate professional turned into a First Generation Entrepreneur. He has vast experience in the field of Environmental Engineering and international exposure in Project Management. He possesses strong interpersonal skills, go getting attitude and commendable leadership skills.

With great passion for quality and technology with strong networking in government, he has been able to provide Consulting, Liaison and Solutions for Environmental Pollution Control at affordable costs and is involved in Nation Building activities through Recycling & Reuse of Waste water, curbing one of the critical issues in the Country and especially in South India.

Dr. S. Saibabu is an Accredited EIA (Environmental Impact Assessment) “A” Category Functional Area Expert for Water Pollution & Control by the QCI NABET (Quality Council of India) heading a team of experts in all various functional areas. Dr. S. Saibabu believes in nurturing young talents coming from challenging backgrounds, especially First-Generation Graduates.

“Pollucare Engineers India Pvt, Ltd., is the ONE STOP SOLUTION for all Environmental Pollution Control Measures for all industrial & infrastructures development projects.”
Awards, Achievements and Clients’ Feedback

Pollucare Engineers has been accredited by QCI (Quality Council of India), NABET (National Accreditation Board for Education and Training) as an Accredited Environmental Consulting Organization for carrying out Environmental Impact Assessment Studies. They have obtained NABL (National Accreditation Board for Testing and Calibration Laboratories) for their in-house Environmental Laboratory.

Besides that, the company has been selected among the top 10 Environmental Consultants in India for year 2018 by leading Global Business Magazine Silicon India. They have been recently nominated by CII for the Entrepreneurs Award in the category of “Emerging Entrepreneurs Award 2018.”

Highest achievement of a company is positive client’s feedback. Started off with a few clients, currently dealing with more than 200 clients. They have a strong base with Automobile and automobile integrated facilities, and textile dyeing units. They have commendable experience as manufacturer for the installation, commissioning and effective operation of Zero Liquid Discharge System and have received repeated orders from their clients – for expansion of Zero liquid discharge system, Effluent Treatment Plant etc.

Major Challenges Faced By the Company and How they Overcome it

Pollucare’s major client base is Industries, which predominantly focus on production and profitability and as Environmental Consultant we emphasis the importance of Pollution Control Measures. This is one of the major challenges. However, the company foresees it as an opportunity and present the benefits of Pollution control measures to their clients by creating awareness and offering it at affordable costs.

The other major challenge is the growing competition in the markets. They have overcome this challenge by their USP which is ONE STOP SOLUTION for all Environmental, Pollution Control measures for Industrial and Infrastructure development projects from CONCEPT to COMMISSIONING with appropriate QCDR (Quality, Cost, Delivery & Response) which is:

- **Quality**: Optimum design without compromising in QUALITY
- **Delivery**: On time Delivery.
- **Response**: Quick response in a responsible manner for the successful completion of the project and continue to service them for the full life cycle of the project.

Key Contributing factors Behind Company’s Success

Company’s tag line counts under their major strength which is, “SOLUTION FOR POLLUTION”. Apart from that, company’s success is equally credited to the team members. They have a resourceful team with qualified and skilled personnel with international exposure and adequate domain knowledge.

Liberty Given Induces Creativity and Innovation in a Individual

Pollucare’s workforce is given entire freedom to work in the workspace. They believe in continual growth and knowledge upgradation. Employees are given internal and external training on new and upcoming technologies, national and international standards.

Future Plans

The company is able to perceive a great potential in the sector for Environmental Engineering and Management, which is anticipated to take the company to the greater heights. Major growth is estimated in water & waste water treatments in Industrial and Municipal areas. They have presence in the Industrial waste water treatments and planning to concentrate equally on Municipal also in the coming days, because Municipal requirement is 60%, Industrial 30% and other markets are 10% approximately. The company is also equally focusing on Solid waste management which is one of the biggest challenge for the country. They work with the aim of multiplying their workforce and turnover by 5 times in the coming 5 years.

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Consultancy: not just Giving Advice, it is Multifaceted

According to stats, every year management consultants in the United States get more than $2 billion for their services. Much of this finance pays for poorly implemented recommendations and impractical data. To lessen this waste, customers and clients requires a better understanding of what consulting assignments can achieve. They demand to ask more from such experts or advisers, who in turn must learn to fulfill expanded expectations.

The leaders who innovate and blend the consultancy services with technology have been chosen in Prime View’s issue “The 10 Most Prominent Consultant to Watch in 2019”. These leaders with greater productivity, enhanced problem-solving abilities and deeper commitment are definitely admirable.

Aristi Ninja offers best-in-class Cyber & information security expertise and customer-centric solutions. Along with strengthening client’s digital security, educate them and enable them to remain safe with fast changing threat landscape. ARKA-Integrated Project Management Solutions is a private limited company, providing Architecture and Project management services to Corporate, real estate developers and Infrastructure Projects. ARKA IPMS has office at Hyderabad and Project offices in Bangalore, Chandigarh and Mumbai. Concept Legal is a well-established Indian law firm and the main practicing Attorneys of the law firm have diversified and quality legal practice experience having dealt with complex legal issues primarily in the area of Intellectual Property, IT compliance and Real Estate matters. Crefin India Management is a management consultancy firm that helps businesses to improve their performance and grow by providing customized management solutions as per the estimated needs. Consulting, Audits and Training constitutes core activities of East Corp business. Their advisory services cover Fire and life safety, Security Management and EHS Management. Fidesto is a project management company with an end – to - end vision and a 3600 approach in project activity from pre-construction to post construction. Terabay is an organisation focused on the global telecom and wholesale business with an aim to help and support carriers to enhance services and also to expand networks and build business in new geographies.

Dr. S. Saibabu is Chairman & Managing Director of Pollucare Engineers. With great passion for quality and technology with strong networking in government, he has been able to provide Consulting, Liaison and Solutions for Environmental Pollution Control at affordable costs and is involved in Nation Building activities through Recycling & Reuse of Waste water, curbing one of the critical issues in the Country and especially in South India. Pollucare works to provide optimum Environmental & Pollution Control Solutions to all Industrial & other sectors while achieving high standards and meeting customer's needs with adherence to all statutory & regulatory requirements in order to curb Environmental Issues on a Global level.

Expertise from Triangulas Consulting LLP have shed some light on the consultancy scenario of the market.

Flip the pages to assimilate some of the best expert advice with our stories.
### THE 10 MOST PROMINENT CONSULTANT TO WATCH IN 2019

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Management</th>
<th>Description</th>
</tr>
</thead>
<tbody>
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<td>Sapan Talwar (Founder CEO)</td>
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<td>Hemant Khadse (Group CEO)</td>
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<td>Fidesto Projects Pvt Ltd</td>
<td>Vipul Garg (Director)</td>
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<td>Satinder Kapur &amp; Associates</td>
<td>Satinder Kapur (Partner)</td>
<td>For nearly two decades, SKAA has provided bespoke legal services to a growing community of international and domestic businesses in India. Bringing international best practice to India, SKAA has been at the forefront in advisory and litigation services across sectors such as telecommunications, infrastructure, manufacturing, financial services, pharmaceuticals, and IT.</td>
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<td>Terabay Consulting Pvt Ltd</td>
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<tr>
<td>Uipath Robotic Process Automation India Pvt Ltd</td>
<td>Raghu Subramanian (CEO India)</td>
<td>Robotic Process Automation is the technology that allows anyone today to configure computer software, or a “robot” to emulate and integrate the actions of a human interacting within digital systems to execute a business process.</td>
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Maximizing Cyber Security with Out-of-the-Box Services and Solutions

Aristi Ninja is a Global Information Security company headquartered in Gurgaon, India. The company consists of a team of passionate and highly experienced practitioners in Information, Cyber Security & Risk management. With unmatched expertise and skills on multiple technologies, team is committed to strengthen digital security and achieve desired compliance level in line with client’s business and/or regulatory requirements.

Aristi Ninja’s Security warriors protect from new generation cyber threats. The company is known to deliver tailor-made, smart and next generation solutions and consulting services for the Digital Security needs of companies both in SMB and Enterprise segments.

The Warriors expertise in information security and cyber security domains including Application security, Information security governance, Cloud security, Endpoint security, Network security and Security Architecture & design. Company’s skills, approach and integrity has earned them goodwill and several leading organizations have shown faith in Aristi Ninja. Their clients appreciate working in safe environment crafted by the company which let them work worry-free and concentrate entirely on business activities.

One Stop-shop Solution for All Your Security Concerns

Aristi Ninja is a team of Practitioners and subject matter experts with multitude years of experience. Company’s consultants (aka. Warriors) are senior professionals, having gained exposure to complex environments, while working for medium and large enterprises across the globe. The company comprehend the ever-changing threat landscape and provision customized solution aligned to business needs for their clientele.

In past year, while delivering security consulting and services assignments, Aristi Ninja has strengthened their product portfolio with strategic partnerships with cyber security product companies. The solutions and products range cover Anti-Phishing & Awareness, DMARC, Cloud Access Security Broker, Endpoint security and Insider Threat management.

Leader with Multifaceted and Extraordinary Experience

Sapan Talwar is Founder CEO of the company. He is a seasoned practitioner with 20+ years of industry experience in areas including Information Security Governance & Compliance, Cyber Resilience, Data privacy, Information Risk management and Security Architecture. He holds extensive experience in establishing Technology programs, Security Centre
A digital security partner to protect your business from cyber threats.

Key Challenges Faced by Current Cyber Security Industry

Year 2018 has been tough year as businesses are grappling with difficulty in detection, prevention, containment and recovering from cyber-attacks. The current scenario can be attributed to lack of skilled staff and insufficient visibility into people and business processes becoming barriers. The other primary problem is the difficulty in integrating threat intelligence with other security technologies. These challenges have been causing malware and DNS-based data exfiltration in recent past. Last but not the least, the ‘Basics’ doesn’t seem to be put in place, even after huge impact, various cyber-attacks have caused in past. While patching and updating systems to close vulnerability, protection from insider threats and securing data on cloud have been on the agenda, huge efforts are required from execution perspective or we should expect more breaches and cyber-attacks coming our way as last quarter of calendar year approaches.

Forthcoming Plans

With advent of new technologies, bringing innovation in various fields, the cyber security threat vectors will also evolve and attain even higher levels. While, Blockchain, Machine Learning, Artificial intelligence technologies are leading the change for creating tools around protecting the environment, moving from manual to automated approach, the hackers and hacktivists community are also utilizing the emerging technologies to sharpen their attacks.

Aristi Ninja believe in ‘change is the only constant’ and strive on evolving their strategy aligned to business needs of their clients, adding products and services to the portfolio. While the company intend to grow their portfolio in ‘Reactive security’ space getting in SOC, Incident management and Forensics services in future, however staying relevant and adopting products in ‘Proactive Security’ will be their focus.

https://aristininja.com
ARKA IPMS Pvt Ltd

Offers Outstanding Services from Pre-Construction to Post Construction

ARKA Integrated Project Management Solutions was founded in 2009 by Ar Kuldeep Singh-Founder and Managing Director. The consultancy firm has a large technical team of architects and project managers working on various projects ARKA’s head office is in Hyderabad and project offices are at Mumbai and Bangalore.

ARKA–IPMS is based on four core values – a) Stakeholders-mainly Client & project team, b) Adaptability to client requirements, c) Quality project delivery and d) Ethics & Transparency. Company’s focus is not just on timely completion of the projects but hand holding their client in technical know-how during all stages of the project. Gaining Client Trust is important for PMC consultant and ARKA has demonstrated this trust by partnering on repeat projects with many clients.

Top-notch Services and Solutions by ARKA

Primarily, ARKA provides Project Management Services and Architectural Design Services to corporate companies and Indian Real Estate firms. The company’s main focus is on corporate offices for large and medium size companies. The Service Lines includes sub-categories:

### Project Management
- Project Monitoring
- Construction Management
- Fit out Management

### Design Management
- Planning and Design development

### Project Development services
- Feasibilities reports
- Due Diligence advisory

ARKA manages projects in Mumbai Hyderabad, Bangalore, Chennai and NCR markets. Managing projects across all major cities and PAN India is ARKA’s USP.

Brainchild Behind the Company

Kuldeep Singh is Founder and Managing Director of the Company. He pursued Bachelor of Architecture and holds a PG in Construction Management. He has rich experience of 25 years in Architectural Design, Project Planning, Construction Management and Program Management for Corporate and Real estate Clients across major Indian Metro and Overseas markets. Besides that, he has briefly worked on project assignment in Switzerland. He has got significant large scale Management
exposure in TATA Group, Jones Lang LaSalle and Novartis. One of the senior members to Set-up Jones Lang LaSalle (MNC) Project Management Operation in India/Hyderabad.

Being Operation Head at Jones Lang LaSalle, he has handled and managed many projects such as MICROSOFT campus, ACCENTURE India, UBS India Campus, EMAAR TOWNSHIPS and HOTELS Projects. He has hands-on experience in Hotels, Telecom MSCs/ Datacenters, Mixed use Townships, SEZs and Corporate Interiors projects.

Besides aforementioned achievements of Kuldeep, he is an active member of The Indian Institute of Architects, Project Management Institute and other Constructions management Institutes/bodies. He is also speaker at NICMAR, ASCI and various Design and Construction management Institutes.

List of Awards and Achievements
ARKA IPMS was featured amongst 20 most promising Project Management Consultant in India for year 2018 by Silicon India. The Magazine edition for March 2018 has Project Management Consultants Special.

They got Certificate of Recognition – for their excellent performance for PMC services by clients such as Genesys India, TATA Communications, ICICI Prudential and others.

Building Trust with Client holds Utmost Importance
In today’s competitive environment, trust within various project stakeholders is utmost important, it doesn’t matter what project type is, the major issue is always related to finance along with the demand for spending it appropriately and in an optimized way. Maintaining relationship with various stakeholders and holding owner's trust is crucial as collaborative processes leave higher expectancy from client-side.

With their sustainable approach, ARKA managed to build trust with all the stakeholders. They created niche as professionals in the market as their approach of work is “Under Promise” and “Over Deliver”.

Approach Followed by Company to Meet the Market Expectations
Major Challenges encountered by ARKA is Build Quality team, Training of Engineers and Architects to match market expectation, Collaborations with specialized associates.

The approach followed by ARKA is SMART=Specific, Measurable, Achievable, Relevant and Time-Bound. The company is process driven consultancy and value customer data and information. ARKA signs NDA with all clients as part of agreement. They majorly focus on Energy Conservation and Building Code where their PMs are trained as experts in the field of energy audit in building Industry. ARKA follows all National Building Code and SOPs for project technical advisory.

“ARKA has been able to build trust with all its stakeholders as they have created niche with following approach, “Under Promise” and “Over Deliver”

Involvement of Senior Management in troubleshooting Smallest Issue, got Company Success
One of the key contributing factors in company’s success is direct involvement of Senior Management, as ARKA IPMS Senior Management get involved with client on personal basis for all small and big projects. This is to instill ownership responsibility of the project and team. This results in highest level of trust and quality of project delivery. ARKA offers custom made solutions to client such as complete technical consultancy services (Architectural + MEP+ Specialized AV, Building technology etc.).

Imparting Motivation and Creativity in Team Members
ARKA follows open culture and organization works on the principles of TEAM WORK and accessibility. Technical training sessions are conducted by experts to motivate and excel in the industry.

Tactics and Strategies Followed by ARKA
ARKA follows strategy of, Think Global-Act Local. Thereby, ARKA provides Technical solutions based on global standards custom made to Indian conditions.
Na A Ilha Produção, sua ideia é sempre bem recebida e executada com comprometimento por especialistas que têm à disposição o que há de melhor em tecnologia e estrutura. Sua, mas tudo mesmo o que você imaginar, AIlha transforma em vídeo.

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Diversified and Quality Legal Services

Concept Legal is a well established Indian law firm and the main practicing Attorneys of the law firm have diversified and quality legal practice experience having dealt with complex legal issues primarily in the area of Intellectual Property, IT compliance and Real Estate matters.

The law firm believes that the Indian Legal System is highly complex, yet there are some extremely simple solutions. Most of the Indian law firm fail to recognize this aspect of practice -- Make it simple! Make it simple! Though some of the legal issues are extremely easy to solve and can be settle through negotiations, it seems some Attorneys, law firms and Legal Consultants have developed interest in prolonging and complicating the legal matters. Concept Legal believes in power of explanation and transparency in tackling legal matters! It is a win-win situation for all stakeholders-including clients, attorneys, opposition, law firms, consultants, advocates, judges, arbitrators.

Top-notch Legal Services

Concept Legal has all legal expertise and cultural knowledge to help its clients realize Indian potential. Company’s attorneys have deep knowledge about business in India, Concept Legal suggest simple enforceable contracts and simple legal due diligence at the time of business engagement. Engaging early with law firm protects their client’s long term business and legal interest in India.

Concept Legal also believes that one of the hurdles in India growth story is the Indian bureaucracy - red tape. The company is proud to be among the top law firms in India, providing extensive Government relations strategy. The law firm’s approach of Influencing the influencers is very beneficial from several big Indian Companies is counted among the top Indian Law Firms to use Right to Information Act to challenge several Indian Government notifications in High Court and Supreme Court of India.

Quintessential Leader of Concept Legal

Raghvendra Singh is Partner at Concept Legal. He is enrolled as Member of Chartered Institute of Arbitrators- London. He has more than 14 years of rich experience in various field of Law primarily focused on real estate practice which includes due diligence reports for premises acquisition on lease and/or out right basis especially covering the area of Delhi, NCR, Punjab, Haryana, UP, Gujarat areas. He has worked for various Public Limited Companies such as BLB Ltd, Kotak Mahindra Bank as In-house
Lawyer for Real Estate and Corporate Advisory. He is expert in providing the end-to-end solutions to clients in real estate matters right from due diligence of properties, advising on commercial aspects including valuation of properties till the conferment of title of properties including residential and/or commercial properties with the Registries and various Authorities.

He has the vast experience in litigation as well and has successfully represented clients before various Courts and FORA and has handled the issues related to employer/employee relationship, service contracts and their enforcements, recovery cases, execution matters, matrimonial matters, family disputes, maintenance and domestic violence etc. He has also appeared before Economic offences wing in relation to the matter of commercial aspects etc. and has a vast experience in handling the matters pertaining to section 138 of the Negotiable Instruments Act.

Due Diligence for Rented Property

Due Diligence for tenants is the screening program before renting your home to any person in Delhi NCR by concept legal international. Concept legal international, a law firm located in Delhi accepts best screening practices to renting of Indian realty space, this allows their clients to reduce risk associated with real estate renting in Delhi. Landlords, Leading Property Dealers and Real Estate Consulting Firms choose their service of due diligence for tenants services across India. The company offers vast range of realty screening services i.e. Due diligence for commercial plots n offices, Due diligence for flats and residential houses, Due diligence for plots n farm houses, Due diligence for property to be purchased, Due diligence for rented property, Legal opinion on bank mortgage, Legal opinion on Mortgaged properties, Legal search report of property, Title search report of properties When the company focus on tenant due diligence, their aim is to give an accurate assessment of the tenant’s background to their clients who hired for due diligence for rented property. All screening is authorized and is carried out in a strictly legal, overt and ethical manner.

Multi-faceted Law Services in Delhi NCR

Concept Legal International is a top law firm in Delhi, India. The company provides a large number of legal services to its domestic and international client. Company’s client includes multinational, public and private companies and other corporate entities in India and abroad. Concept Legal International is a top law firm in Delhi and has a dedicated team of world class professionals i.e. lawyers, IPR experts, technical experts, chartered accountants and IT consultants. They have specific industry expertise, resources and commitment required to meet our client requirements and expectations. It has worked in collaboration with several renowned law firms and eminent lawyers across the globe in the past. They have successfully executed legal process management services.

Concept Legal believes in power of explanation and transparency in tackling legal matters!
Crefin India: Improving companies, improving lives

India is world’s third largest startup eco-system and overall startup base is expected to cross 7,500. There is also a surge in funding which is above $5 billion in the year 2018. The start-up ecosystem in the country is only going to expand in coming times and it is already seeing growth of 12-15 percent from last year and funding is likely to multiply. However, the greatest challenge is the astounding failure ratio of startups. We need to remember the fact that each startup sustained and transformed into profitable venture is a great opportunity for our country as well to promote social good precisely through saving of and creation of new jobs for the people, other than contributing towards sustainable economic growth of the nation. This is where the management consultants step in, helping startups to solve all their problems ranging from checking their viability and business health to building their business models and to aid them to improve their overall performance and profitability.

Established in 2017, Crefin India Management is a management consultancy firm that is built over decades of experience of learning, training in corporate world, as an investment banker and as a manager. Its clientele varies from e-commerce starts-ups to companies dealing with Exim solutions and agricultural supplies. It is helping these businesses to improve their performance and grow by providing customised management solutions as per the estimated needs.

Seamless execution of ideas

As a management consultant, it offers various services like business management, project management, start-up management, financial management and business health check and detailed project report to elevate the various sectors of business. Crefin is known for its trademark and copyright solution ‘MPO - Management Process Outsourcing’ which is especially focused towards boosting the start-ups. It is a unique process through which clients outsource their management to Crefin India and through MPO it enters a contract with CUC (Company under Consultancy) to bring in seamless execution of idea in order to make company profitable and sustain in the start-up ecosystem. In the course of MPO, it also provides a dedicated management team to start-ups to carry out their everyday business operations efficiently. Crefin India aims to reduce the staggering failure rate of starts-ups in India which is above 90 percent presently and thus contributes towards the economic growth of the nation.

Crefin India has also announced plans to integrate artificial intelligence (AI) with management process to devise new management systems for the startups. At the same time, they are aware of the fact that one person is different from the other person and it is not possible to follow same motivation strategy for two different individuals.
From a darkhorse to a rising star

Like any proper aspirational startup story of India, Crefin gained its current stature not through Godfathers or family fortunes for guidance or support but through passion, professionalism, hardwork and zeal to turn the tide. The whole team at Crefin India is currently working on bypassing all the constraints by devising new strategies and techniques of disruption. While looking at all the major challenges that new businesses typically face. Crefin firmly believes that every sector needs a reverse way of working along with new innovations. Primarily, the workforce needs to be more skilled, and thus, major training and motivation is required for the new entrants in workforce of the country as they have energy and passion but lack direction and motivation.

Crefin on its part does not believe in chasing success in mechanical terms but strives to achieve excellence by ensuring perfect blend of consistent hard and smart work. Crefin has set high standards of professionalism and business ethics, and the team management reveals that the core values of its organisation are efficiency, creativity, innovation, consistency, commitment and perseverance. They have gained the respect that they enjoy today in the industry because of their belief that the most important measure of any company’s success is client satisfaction and it is the high degree of client satisfaction and trust it has earned over the time, which has enabled Crefin to cross new puddle of success, though they have set their eyes on oceans.

Stronger the foundation, mightier the construction

Crefin India attributes entrepreneurial spirit highly for foundation and sustenance of any enterprise. The company believes in the line - An entrepreneur is someone who are possessed by dream and will to create own commercial kingdom. For them an entrepreneur is someone who has impeccable risk-taking abilities and has ventured into untested waters for setting up an enterprise from scratch, moving beyond the comfort of salaried job.

With a vision to create a world full of best professionals, the co-founders of Crefin India, Shipra Singh, currently the CEO and Jeevendra Poddar, currently the managing director, have worked to improve the performance of people as well as companies in the best possible ways they can by devising business tools and working closely with the companies to improve their performance and increase their profitability and contribute a better value to the society.

This is among the many reasons why they were honoured with many awards and recognitions across the globe including the ‘Brand Leadership Award’ at Goa State Best Brand awards 2018. Jeevendra has also been invited as a special speaker at ‘Debt Syndication Asia Summit 2018’, held at Singapore.

“ What can be more satisfying than building lives and making people happy.

Building lives, spreading happiness

The leadership at Crefin India firmly believes that a leader is successful if his/her team is happy and content and obviously happy and content people are more productive and deliver better results. Shipra and Jeevendra jointly believe that success is not a destination, but it’s an on-going journey which never ends and in this journey the people you meet are the most important resources you can have. If you can make enough people happy and comfortable you will be surely happy and comfortable as a result of it.

They consider this as more of a service to the citizen of the country and they strongly believe that if people are treated well and their intellectual as well as emotional capabilities are well balanced, they can do wonders in their personal as well as professional space. Clearly stressing on the importance of relationship management, Crefin India works closely with people around them and understands them holistically.

www.crefinindia.com
Quintessential Fire Safety Services with Fire, Security and Safety

During the initial twenty years of Hemant’s career, he gained experience in the same domain with different companies. He was always passionate of doing things differently and take responsibility in whatever he pursued. However, during last six years as CEO of the company, as a serial entrepreneur he felt the responsibility not evolves about himself but also building team and brand around him in the market. Each day as an opportunity to learn and achieve something that encourages and excites Hemant and its team. Hemant is on mission to take his group to the next level from day one and never felt discouraged of being an entrepreneur in a price sensitive economy.

Out-of-the-Box Services and Solutions

East Corp is a growing company with resources of fourteen people and serving clients not only PAN India but also SAARC countries. Currently, the company is operated from Mumbai. The brand expanded as a group providing consulting services in Fire, Security and Safety. The Group is engaged with end-users, architects, developers, industries and contractors in terms of Consulting, Audits and Awareness trainings. All three pillars; Fire, Security and Safety are vital and interdependent for many customers. It becomes convenient for these facility owners to deal with the company as one point of contact. Moreover, they don’t sell any products or systems and hence their unbiased, technical approach sets them apart from the competition, making them truly independent third party trusted and professional consultants.

Conversion of Hemant’s Rich Experience into Fruitful Fire Safety Startup

Hemant Khadse is CEO of the Group company. He started his career in year 1994 with Mather and Platt Ltd Mumbai, then a leading British company in Fire system solutions. Since then, he continued working in same industry but played different roles in various organizations in India and Middle East. During the first twenty years of employment, he gained in-depth understanding of this industry – demand and supply. He came up with business plan and it was not only to begin start a commercial entity but a platform where he can exchange his experience and elevate the fire safety standards in the form of consulting and training services. This is how Hemant’s independent consultant journey started in 2013.

Awards and Achievement

Last year, East Corp was awarded as Top 20 Safety consulting company by Silicon India Bangalore. Hemant was also privileged to receive honor as Top 30 dynamic CEO in India from Startup City Magazine. Apart from media mentions, Hemant values each customer feedback which drives the company to do better every day.
Growing Mindset of People for Safety and Security

Growing concerns of safety and rising security thefts issues in India, making facility owners to opt for experienced professionals to guide them in the process of making them non-compliant to compliant and unsafe to safe-secure place. There is notable change in the perception of users when they engage professional consultants as at present they consider it as a long-term investment rather an immediate expense.

Making Aware People About Significance of Fire Safety

India being price sensitive marketplace, safety security is given least or last importance. Business wakes only when something directly affects them. Users are still unaware of the best practices and statutory compliances that may prevent their losses or danger rather paying for the risk. East Corp conducts various free training awareness programs on fire safety but some people still consider it’s not meant for them. This mindset needs to change.

Long-term Customer Relations has High Contribution in Company’s Success

Hemant truly believes “people buy from People”. Winning trust is the key in any business and he always has this objective in mind while dealing with people. The company is in the domain of protecting someone’s life, property and environment and hence utmost care is taken while delivering our services. Company’s biggest asset so far is their customer relationship and trust that they build in the industry.

Motivation, Creativity and Innovation

Hemant’s passion is to interact with people and solve their issues with required abilities/knowledge in the best possible manner. Company’s professional team is trained to deliver the solutions responsibly. Although the work is may be repetitive, however each customer offerings is different and specific. This cultivates innovation and creativity within the team.

Work on Long-term Relationships instead of Shortcuts

Hemant’s wise words for maintaining long-term relationships include, “Never follow short cuts for immediate gain and treat our customers as long term business partner. Transparent and professional approach always build strong bond with your customer and once we take care of his problems, he takes care of you well.”

East Corp was not born it was built. It was created on a collection of thoughts; gaps in our fields, systems and resources. We provide engineering and technical support and our practices are driven by thought leaders, collaborators, communicators, forward-thinkers.

Multiplied Growth in Future

Currently, East Corp has created a group of companies focusing Fire, Security and Safety verticals independently and offerings; Audit, Consulting and Trainings solutions to the market. The company has its footprints in India and SAARC. In terms of consulting solutions, the company wishes to be the preferred choice of customer and achieve 10X growth by 2022.

Useful Insight

East Corp is doubling their business every year without compromising quality service. Interested corporate industry should come forward and associate their training awareness programmes under CSR program for mutual benefit.

www.eastcorp.co.in
LUMINUS XNOVA SENSUS™ LED SERIES
Pure White Targeted COB Arrays Below the Black Body Locus (BBL)

The Luminus XNOVA Sensus™ LED Series is specifically targeted below the BBL to deliver warm, pure white light and brighter colors. Designed around the most popular commercial color point, 3000K, the Sensus products deliver 80 CRI minimum, while providing the human eye with crisper whites and more vivid colors, especially reds.

LUMINUS XNOVA STUDIO™ LED SERIES

The Luminus XNOVA Studio Series has been designed specifically to deliver the spectrum and intensity required in TV and Film production lighting. Optimized color quality produced with the proper balance generates a minimum Color Rendering Index (CRI) of 95 at operating temperature and, more importantly, Television Lighting Consistency Index (TLCI) greater than 90.

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A Promise that lasts from Conception to Handover

India, the seventh largest economy by nominal GDP and the third largest by the purchasing power parity is expected to be the third largest construction market globally by 2025. As per reports, by 2025, the construction output is expected to grow on average by 7.1 percent each year and with the allowance of 100 percent FDI under automatic route in completed projects for operations and management of townships, malls/shopping complexes and business constructions, it seems all the more plausible.

However, one of the major causes of concerns in the construction ecosystem is the lack of apt Project Management and with a infrastructural investment of more than Rs 1 trillion (2012-2017), lack of accountability, improper risk management, ambiguous contingency plan do tend to creep in. Couple that with a total of more than 44 million actively involved people, the Indian construction industry is bound to come across stints of inadequately skilled personnel, undefined goals, scope changes, poor communications, resource deprivation and lack of stakeholder engagement.

In this milieu, Fidesto Projects Private Limited, a professional Project Management Company, has incorporated a 3600 vision and approach towards Project Management with the motive to serve their esteemed Clients for their projects.

Extended Hands for respected Clients

Derived from the word ‘fides’ which means loyal, reliable and responsible, Fidesto has adopted a 3H approach, i.e. Humbleness, Honesty and Hardwork to provide professional, dedicated and value based project management services to their respected clients. It acts as extended hands for respected clients and works as Single Point of Contact (SPOC) on client’s behalf for complete project management. Fidesto involves itself in overall planning, design coordination, award strategy and award process, monitoring, controlling quality, safety and hand over of the project in order to produce a functionally and financially viable project.

Once entrusted, Fidesto takes over the project from its conceptualisation to design development to whole developments through the active participation of competent and well qualified design and execution team. Banking on their experience, Fidesto not only implements its ‘Standard Operating Procedures’ (to ensure Design Coordination, Quality, Safety, Progress, HSE, Cost Management and much more), but also forecasts upcoming challenges, and acts with necessary solutions to safeguard the project.

The aforementioned 3600 approach involves -

Pre-Construction

- Site Reconnaissance
A university gold medal awardee in his graduation in Civil Engineering from Amravati University and a Masters of Engineering from IIT Roorkee and MBA in finance with over 22 years of experience in project management, project planning, project execution and management, the Director of Fidesto, Vipul Garg has worked with various government sectors through UPSC for UP irrigation department and has even held fifth rank in UPSC. Along with experience in corporates like Birla Group, Descein Group, Feedback ventures and API Group. Vipul has published technical papers in national and international journals which even earned him the L&T ECC Award for technical presentation on Concrete Technology.

With such an able visionary at the helm of affairs, Fidesto has reached the figure of 50 lakh square feet (approx.) BUA for project management for various high rise projects and the entire credit to it is shared amongst the team at Fidesto called the ‘Fidesto Family’. The family like work culture that enables authority to explore and implement ideas has however acted as a catalyst in the process at Fidesto. The Processes gets strengthened by periodical issuances of ‘Working Manuals’. Believing firmly that ‘only Work, Works’, Fidesto involves its team including senior officials and owners in each project irrespective of quantum to utilise their experience for good of the projects.

“Value engineering is our culture. We ensure it through our past experience of all Fidestonians.”

Harbouring its biggest asset: Team

Along with fortnightly regular Design Coordination Meeting (DCM), Fortnightly Regular Conference Call (CC), Fortnightly Project Updation to Clients, Weekly Internal Site Updation, Monthly Progress Report (MPR) and Monthly Construction Updates to all Consultants, full focus on soft skills in addition to the software skills is also considered for the Fidesto Family. Regular Team Training on Technical and Managerial aspects is a routine in Fidesto. Fidesto carries out periodical social gatherings, takes care of every individual, management’s and team’s involvement in all good or crucial times for Team’s families. Fidesto has adopted a pro-active and systematic approach and Vipul’s guidance is there at every step for growth of the individual and Company.

It is due to such fine attributes that Fidesto has earned the adulations from some of the best in the industry like the Rucha Group, Yashvastu Group, Shah Developers and Promoters, Bhumiraj Group, Kakad Group, Sense Wellness (Wave Group), AGI Infra, Old World Hospitality, Apratim Group, Vaswani 108 Lifespaces, Vighnadanta Reality, Prathamesh AOP and many others.

Fidesto and its team prides itself in forecasting a problem even before it crops up and tackling it event before it becomes a concern to its client.

www.fidesto.co.in
The need for Consultants and Consulting firms in India have increased in the recent years with the country emerging as a Startup hub, especially after having attracted a lot of attention of the Investors both from within and outside the country being more than willing to invest in startups in India. With more and more investors coming forward to take the risk, the startup environment in India is growing throwing up a potential opportunity for a host of service providers, mentors and Consulting firms.

NASSCOM has reported that more than 1,200 startups came up in 2018, including eight unicorns, taking the total number of startups in India to 7,200 with a 108% growth in the funding in 2018 (from about USD 2 billion in 2017 to about USD 4.2 billion in 2018).

With this growth and India emerging as a Startup hub, the requirement of experienced Consultants has been on the rise. This is especially so for Consultants who in addition to being mentors, could also provide services in specific non-core areas for these startups. The startup founders are keen to offload key support functions including Legal, Commercial Contracting, Company Secretarial services, Finance & Accounting, HR, etc. It is essential that some of these key areas are addressed by a Consulting firm with experienced professionals who not only are trained in these disciplines, but also have in-depth experience in diverse industry background and having handled live situations. We are proud to say that, Triangulas, a company founded by the two of us in early May 2017 is one such Consulting firm. From our broad based background across various industry sectors, we feel that there are some key ingredients for a Business to be successful.

1. **Structuring the company and its products/services**

One of the most important challenges for any Business has been to evolve a successful structure from the time of its incorporation. At the time of incorporation, the company needs to decide on the shareholding of its promoters, the amount of dilution of shareholding in the company to bring in investors who would not only support in terms of funds, but also provide their expertise to enhance the products/services of the company and help in gaining market share within or outside the country. Equally important is the need to apportion about 10-15% of the shareholding for Employee Stock Option Plan (ESOP) for key and dedicated employees who are early joiners (in most cases) and remain loyal to the company. Another aspect to be considered for existing companies is to assess if there is a need to create new subsidiaries under the company for diversified business (which may not have much in common with their core business). A commonly seen practice in the early stage of startups is the need to bring in technology partners for building the products or platforms. At a boot-strap stage of the company, the challenge would then be to decide if such technology partners should have shareholding in lieu of being paid for their efforts.
Subsequent to the incorporation and at a stage when revenue starts picking up, the companies have a dilemma on whether to stick and concentrate on the local market for the sale of their products/platform or to expand its reach across multiple markets and seek investment (and associated shareholding dilution) for the associated investments required for such expansion.

Structuring of the organization is like laying foundation of a building – it is always necessary for it to be strong enough to withstand the challenges of the market for a long period of time, but at the same time be nimble to adapt to changing environments and technology enhancements.

Triangulas has successfully structured large number of companies based on their individual stated objectives and depending on the type of product, platform or services they provide, industry domain which is serviced by these products/platforms/services and the regulatory requirements based on the law of the land.

Legal and Regulatory Compliance

While it is understood that the companies in their initial stages focus on the development of their product/services, one of the grave mistakes they make are the fact that they ignore the need to ensure both Legal and Regulatory compliance. Triangulas has come across many start-ups who have a brilliant product, a large pipeline of opportunities and reputed prospective clients, but have failed miserably due to have not complied with the compliance requirements from both a Legal and Regulatory perspective. In some cases, these start-ups had to even wind up their business and incur heavy losses. This situation can be avoided with very minimal effort by engaging experts in the field of Legal & Regulatory Compliance. Triangulas has had the opportunity to have supported multiple organisations in managing the Legal and Regulatory risks very efficiently and thus ensuring that the Business does not have to struggle at a stage when it is ready to scale up.

Protect the interest of the company by way of signing up contracts

With your business being your livelihood, it is essential that it is protected adequately. Many business owners run the risk and ruin their business by not having the most essential contracts in place to protect them. In the absence of contracts, most companies which seek growth cannot survive for long. It not only maintains the connectivity appropriately strong and operational between the Business and both its Customers and Vendors, but also ensures that even within the organization, it clearly defines the rights and obligations of the stakeholders be it Promoters, Investors, Board members or employees.
Triangulas has had the fortune to assist a large number of companies in drafting various kinds of contracts – be it for their customer/client orders, vendor or service provider services, employment or consultant contracts, shareholder agreements between promoters and subsequently between promoters and investors. In most cases, especially in the startup ecosystem, the request for support comes in after having had issues with the counter party or between the company and its employees.

There are many more requirements which companies need to have in place for being successful, but the above would in most cases, take this through the right path if addressed as early as in the incorporation stages.
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