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## INSIDE THE OAK COMMITTEE

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Harsh Parmar

**Coordinator**  
Tulsi Patel

**Editor**  
Abhilasha Dhake

**Content by**  
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## VISION

As an affiliate company, our vision dovetails into the vision of David Weekley Homes of "Building Homes and Enhancing Lives". We endeavour to provide them our services - by being proactive, on-time and of high quality. This in essence captures the expectations and deliverables, and this is our DNA. The vision statement is our 'North Star' that provides the direction to our goalpost. Our Mission statement is a manifestation of commitment and resolve of our team that takes pride fulfilling expectations of partners.

## MISSION

### How do we get there?

Mission statement is essentially our toolbox, our compass that aligns our purpose, efforts, aspirations, energies to reach the summit that is our vision. The mission statement with acronym of P.A.T.H. is our roadmap / GPS which will lead us to our ultimate goal. The mission statement is about leveraging all resources to implement a strategic plan to realize our vision.

## VALUES

We wish to build LOS as a Value Driven Organization. Values define who we are and define our behaviour and culture.

P

### Performance Oriented and Proactive:

Each team member at LOS has a clarity of purpose and has clearly defined goals; success orientation defines our team and by being Proactive we control our situation and act in anticipation to avoid pitfalls. Performance is a way of life at LOS.

A

### Accurate and On-time Services:

Our team takes pride in producing output that is accurate without losing the sight of committed timelines. The work culture of quality and timeliness ensures that we meet the expectations of our customers every single time.

T

### Trust in Teamwork:

Team LOS believes in collective success. We inculcate the climate of trust in individuals and team. We see Teamwork and Trust as a success multiplier. We seek support and provide support to build a winning team.

H

### Happy and Harmonious Work Culture:

LOS is developing a culture of Harmony that makes us a happy workplace. We rise above our differentiations of knowledge, age, experience, hierarchy etc. and this makes us one homogenous force that brings success and breeds success. We are one big family where each member is a key constituent that supports the structure.

E

### Excellence:

The best there is - we set high standards and intend to meet the expectations of our customers by being at our best. We continually learn new skills, update knowledge that keeps us ahead of the curve and set high performance standards for ourselves.

P

### Passion:

Team works with passion - with the mind and soul. The passion energises our efforts to provide high quality services which is intended to bring customer delight.

I

### Integrity:

Team LOS believes in 'doing-the-right-thing': it has high moral obligation to the company, stake holders, society etc. to ensure that our work practices meet the best ethical standards. We have a work culture of zero tolerance when it comes to the issue of Integrity.

C

### Commitment:

This is like an unwritten contract where we ensure our customers of our highest commitment to deliver value and expected performance. Each team member is dedicated to meet this expectation.

# LET'S CELEBRATE *Birthdays*



**Pabitra Jena** Jul 01  
Division Services



**Mirangi Shah** Jul 02  
Design Services



**Poonam Chandra** Jul 02  
Information Services



**Shubham Jain** Jul 04  
Information Services



**Sagar Ladva** Jul 05  
Architectural Visualization



**Jayesh Sharma** Jul 19  
Architectural Visualization



**Aparajita Gaekwad** Jul 26  
People Services



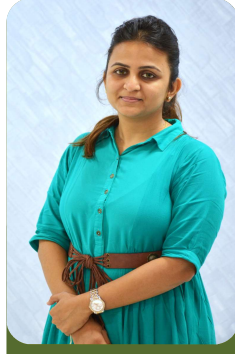
**Tushar Patel** Jul 27  
Design Services



**Niraj Purohit** Aug 02  
Information Services



**Krunal Pancholi** Aug 08  
Information Services



**Shachi Saraiya** Aug 08  
Information Services

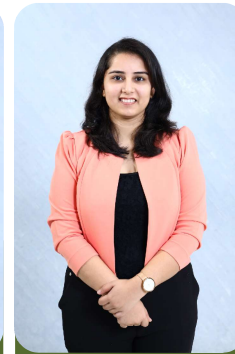


**Dhaval Soni** Aug 09  
Design Services

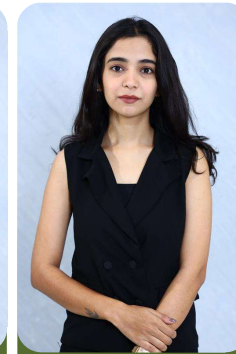
# LET'S CELEBRATE *Birthdays*



**Prachi Chavan** Aug 15  
Division Services



**Pranati Vahia** Aug 17  
Information Services



**Simran Rajput** Aug 20  
People Services



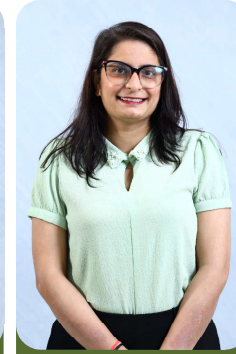
**Vishal Ghadge** Aug 24  
Architectural Visualization



**Krupa Patel** Aug 25  
Design Services



**Rahul Dhanwani** Aug 25  
Division Services



**Bharti Sharma** Aug 26  
Purchasing Services



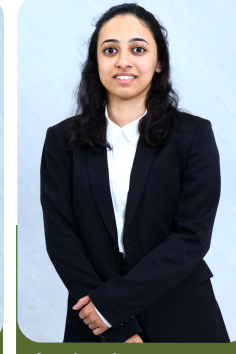
**Naitik Bhavsar** Sep 03  
Architectural Visualization



**Himani Bumiya** Sep 04  
Design Services



**Urvashi Patel** Sep 05  
Division Services



**Bhumi Nadapara** Sep 13  
Design Services



**Kevin Patel** Sep 16  
Design Services



# LET'S CELEBRATE *Birthdays*



**Aakash Pandey** Sep 17  
Division Services



**Rahul Das** Sep 18  
Information Services



**Radhika Marathe** Sep 19  
Design Services



**Riya Parmar** Sep 21  
Purchasing Services



**Aditi Pithava** Sep 24  
Purchasing Services



**Isha Kataria** Sep 25  
Division Services



**Deval Shah** Sep 28  
Information Services



**Prasann Apte** Sep 28  
Architectural Visualization



**Dhvani Chauhan** Sep 30  
Design Services



**Ravi Patil** Sep 30  
Purchasing Services



**WORK**  
*Anniversaries*

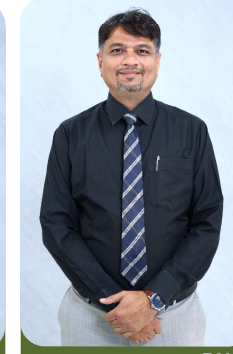


**Chirag Shah** 7 Yrs  
Information Services

# LET'S CELEBRATE *Work Anniversaries*



**Dhaval Ghadge** 7 Yrs  
People Services



**Jignesh Prajapati** 7 Yrs  
Design Services



**Pooja Parekh** 7 Yrs  
People Services



**Sukruti Gandhi** 7 Yrs  
Information Services



**Abhilasha Dhake** 6 Yrs  
Design Services



**Dhvani Chauhan** 6 Yrs  
Design Services



**Krishna Desai** 6 Yrs  
Division Services



**Naresh Jangid** 6 Yrs  
Architectural Visualization



**Tanvi Patankar** 6 Yrs  
Information Services



**Vrajesh Bhavsar** 6 Yrs  
Architectural Visualization



**Devanand Singh** 5 Yrs  
Architectural Visualization



**Wilfred Parmar** 5 Yrs  
Architectural Visualization



# LET'S CELEBRATE *Work Anniversaries*



**Sagar Ladva** 4 Yrs  
Architectural Visualization



**Bharti Sharma** 3 Yrs  
Purchasing Services



**Krunali Divecha** 3 Yrs  
Purchasing Services



**Sachet Khandeshwar** 3 Yrs  
Purchasing Services



**Dhvani Solanki** 2 Yrs  
Information Services



**Manav Parmar** 2 Yrs  
Division Services



**Shivani Dave** 2 Yrs  
Design Services



**Tushar Patel** 2 Yrs  
Information Services



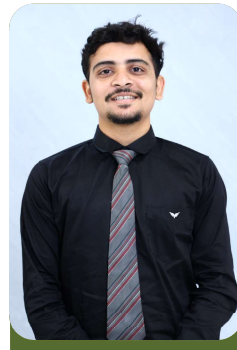
**Bhumi Nadapara** 1 Yr  
Design Services



**Dhvani Mehta** 1 Yr  
Division Services



**Punit Parmar** 1 Yr  
Division Services



**Raj Patel** 1 Yr  
Design Services

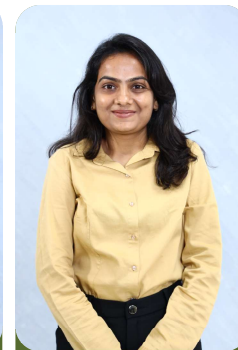
# LET'S CELEBRATE *Work Anniversaries*



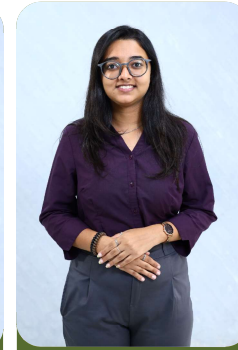
**Shivani Parmar** 1 Yr  
Design Services



**Shubham Jain** 1 Yr  
Information Services



**Soumya Upadhyay** 1 Yr  
Design Services



**Tanvi Limbad** 1 Yr  
Design Services



**Urvashi Patel** 1 Yr  
Division Services



**Dipali Lad** Jul 01  
Design Services



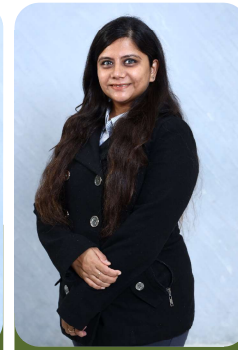
**Yogin Jethva** Jul 01  
Design Services



**Aman Narain** Aug 05  
Architectural Visualization



**Radhika Marathe** Sep 09  
Design Services



**Aayushi Shah** Sep 30  
Architectural Visualization



**Jaivisha Prajapati** Sep 30  
Information Services



# LET'S CELEBRATE *Promotions*



**Bhumi Nadapara**  
Support Designer III



**Dev Makhijani**  
3D Visualiser I



**Dhvani Mehta**  
Division Services Designer I



**Dhvani Solanki**  
Sr. Software Developer II



**Punit Parmar**  
Division Services Designer I



**Raj Patel**  
Support Designer II



**Sachet Khandeshwar**  
Purchasing Associate III



**Shivani Parmar**  
Support Designer II



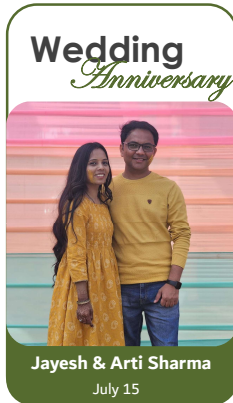
**Shivani Parmar**  
QA Engineer III



**Shubham Jain**  
QA Engineer III



**Tanvi Patankar**  
Sr. Developer III



**Jayesh & Arti Sharma**  
July 15

# WINNING *Ways*

**In these 6 years with LOS, you have worked with both Division Services and Design Services Teams, how was your journey? Can you share some highlights from both the experiences?**

My journey with LOS has been shaped by meaningful experiences in both the Division Services and Design Services Teams. In the Division Team, I built a strong foundation, learning the importance of accuracy. Shifting to the Design Team has allowed me to explore new challenges, especially the excitement of working across multiple markets, making the work dynamic and rewarding. Both teams have offered invaluable skills and perspectives that continue to enrich my work, and I look forward to building on them.

**Do you have any rituals or habits that help you stay organized and focused amidst a busy workload?**

To stay organized and focused, I rely on a few simple but effective habits. I start each day by listing my top priorities, identifying the tasks that require the most immediate attention. I also use time-blocking to set aside dedicated periods for important projects, allowing me to remain fully engaged.

**You have been contributing to the Inside The Oak magazine for a while now. What aspects of being involved with the Team do you find most rewarding?**

One of the most rewarding aspects of being involved with the magazine is the opportunity to collaborate with new Team Members every quarter. Each time, I get to hear fresh perspectives and creative ideas, which not only enriches the content but also makes the process of putting the magazine together incredibly exciting and inspiring.



**Abhilasha Dhake**

Abhilasha joined LOS in August 2018. Outside work she enjoys reading, watching shows and listening to podcasts.

**We have loved indulging in the brownies you bake, what about baking do you find the most enjoyable?**

I find the process of baking extremely relaxing. There's something very rewarding about watching simple ingredients come together and transform into something delicious. And, of course, the compliments don't hurt either—it's always a joy to see others enjoy what I've made!

*// Abhilasha with her brother and cousin celebrating Diwali*





# 3 *cheers*

## STAR PERFORMERS *of* Quarter 2, 2024



Simran Rajput

### ACE AWARD

**ACE Award** winner for Q2 of 2024 is **Simran Rajput**. Simran marked five years with LOS in June. Starting her career at a young age as the welcoming face of LOS at the front desk, she quickly expanded into Human Resource management. Simran leads the Team engagement activities and consistently comes up with great ideas that everyone enjoys. She is also leading our wellness program - eWOW (Fuller Life) and helped People Team set up Keka HRMS portal. Simran has mastered screening candidates for the Design team, which helps us find the right candidates efficiently. Additionally, her proficiency in canteen management and administrative tasks has greatly streamlined our operations.

### ARJUNA AWARD

**Krupa Patel**, Design Services Team won **Arjuna Award**. Krupa approaches work with a positive attitude and proactively navigates complex plans. She communicates changes effectively within the focused group to ensure accuracy and quality in plans. Krupa takes feedback positively and uses it for continuous improvement, which is reflected in the quality of her work and hence was identified not to send plans for PUM TM check. Additionally, she has supported the Team with peer reviews, production training, and hosting virtual tour sessions, and has recently taken on the responsibility of mentoring new Team Members.



Krupa Patel

### AV'S AVENGER AWARD

**AV's Avenger Award** was received by **Hetal Joshi**. Hetal has demonstrated remarkable skill and commitment in handling a significant number of projects, all while continuously improving her own skills. Her dedication to self-improvement has not only benefited her own career but has also raised the bar for the entire Team. Moreover, Hetal is also a pillar of support for her colleagues, guiding and mentoring Team Members to foster a collaborative environment. Her willingness to share knowledge and lend a helping hand has significantly contributed to our Team's success and cohesion. Beyond her professional achievements, Hetal actively participates in CARE activities, showcasing her strong sense of community and social responsibility.



Hetal Joshi



Tanvi Patankar

### IS IMPACT AWARD

**IS Impact Award** winner **Tanvi Patankar** has been actively involved in several projects within the IS Team, notably taking on a significant role in the Purchasing project from its inception. She contributed extensively to Item management, levelled product management, pricing enhancements, plan setup, item cart, bulk copy/paste pricing, plan estimates, and spaces/locations features. Tanvi consistently goes the extra mile, having worked on Octopus deployment and implementation on our servers. Additionally, Tanvi proactively pursued training in Autodesk model binding, as these skills will be essential for our future projects.

### SPOTLIGHT AWARD

**Aakash Pandey** of Division Services won the **Spotlight Award**. Throughout the past 9 months, Aakash has focused on speeding up processes for turnaround times and has made seven recommendations that we have explored to enhance efficiency in our daily tasks. He has also worked with his fellow Team Members to encourage them. Aakash is a master of time management and shares these methods with the rest of our Team. He consistently meets expectations and often goes above and beyond.



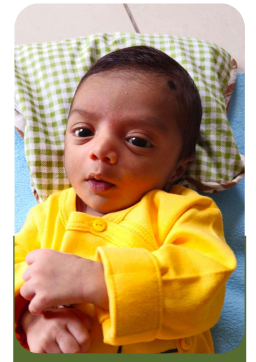
Aakash Pandey

# 3 *cheers*

## LITTLE BLESSINGS



Aadhya Das Aug 21  
Tania & Abhijeet Das



Parv Edve Sep 04  
Seema Mahto & Aditya Edve



# HUMANS *of* L.O.S.

Supporting a loved one doesn't always take grand gestures; sometimes, it's the smallest thing that matter. That's exactly what Vishal did, and his story is truly heartwarming.

Vishal's eyes light up as he recalls the moment that changed everything. "My son, Kush, mentioned how cheers helped him stay focused during his skating races. So, I taught myself to whistle—can you believe it? Now, I have this special signal just for Kush. It's our little secret weapon on the rink."

This simple act of devotion speaks volumes about Vishal's approach to parenting and his love for sports. It all started on the tennis court, where he and his elder brother would spend hours playing. "Those matches were my escape," he reminisces. "They taught me the joy of play and finding a break from life's grind."

Vishal carries this passion into every aspect of his life. Whether on the field or at work, he believes in giving his best, encouraging Teamwork, and finding joy in the process.

As the former captain of the LOS Cricket Team, he led by example, motivating teammates to embrace sportsmanship and stay active. To him, sports is about more than just winning—it is about the little victories, like bonding with others, personal development, and everyday joy. This approach has earned him admiration among his colleagues, who see him as a source of positive energy and motivation for adopting any sport as a lifestyle.

For Vishal, the true reward is in the journey itself. His commitment to sports keeps him physically active and mentally refreshed, bringing a sense of fulfillment that extends far beyond the field. He sums it up best: "Playing sports is not just a break from the routine; it's a way to celebrate those small victories that make each day a little brighter."



## VISHAL KAPADIYA

Vishal Kapadiya has been a part of LOS since June 2017. Outside of work, he cherishes spending quality time with his family. He is an enthusiast of documentaries and enjoys unwinding over a good cup of tea.

# C.A.R.E.



## TREE PLANTATION DRIVE

A Tree Plantation Drive was held to promote environmental sustainability and enhance our community's green spaces. The dedicated C.A.R.E. Committee gathered with saplings in hand and a shared passion for making a lasting impact on our environment, sowing the seeds of change for a greener tomorrow.

# THROWBACK



## SATYANARAYAN POOJA & POTLUCK

Team Members gathered in their traditional attire to perform the Satyanarayana Pooja. This occasion fosters teamwork and productivity, creating a sense of harmony among us. The celebration continued with a lively potluck party, where we shared and savoured a variety of tasty dishes, showcasing our culinary skills while strengthening our bonds and creating wonderful memories.



# A DAY IN *Sean's* LIFE

*I*n the world of homebuilding, each day brings new opportunities for growth and collaboration. For over a decade, Sean has been a driving force at David Weekley Homes, finding fulfillment in his role since joining in 2010. As the Design City Manager, he's passionate about training new talent, streamlining processes, and celebrating the success of his colleagues. "It's a privilege to work surrounded by others who are equally dedicated to what we do," he shares.



// Sean with his dog, Huck, enjoying the snow

A typical day for Sean starts bright and early in Tampa, often before sunrise. He begins work with Team Huddles with the Lone Oak Team, where they catch up on progress and key updates. "These team calls keep everyone connected and aligned," he explains. Once they wrap up, he shifts to his City Manager duties, handling everything from permitting and engineering issues to generating reports and managing divisional tasks for Tampa.

One of the most rewarding aspects of Sean's role is collaborating with his East Coast LOS Team. "They bring so much passion and positivity to their work; it's almost contagious," he says. Working together to find innovative solutions and improvements is something he treasures. To Sean, being part of such a committed group feels like spending time with family.



// Sean with his family visiting a Historical Museum in New York

Challenges are part of the job, but Sean recently took on a significant project to update all Tampa and Florida plans to the new standards for Expedition Evergreen, all within a tight deadline. He relied on clear communication, team strengths, and effective delegation—all while staying calm under pressure. "I'm proud to say we achieved our goal ahead of schedule," he shares.

Celebrating achievements is a key part of Sean's work culture. This year, they introduced the "WOW Award," recognizing drafting excellence. The team also has annual gatherings for the East Coast Design Services and LOS Team, where they reinforce their commitment to teamwork. Inspired by the book Gung Ho, they've adopted "HONK, HONK" as a playful way to cheer each other on and boost team spirit.

Family is essential to Sean. Recently, his mother moved in with him to escape New York winters, and he loves spending time with his nieces, ages 8 and 14, who bring youthful energy to his life. "I spoil them all the time, and they love visiting sunny Tampa," he says.

After work, Sean unwinds with his hobbies. A good book often provides the relaxation he needs, and on weekends, he enjoys trying new recipes to share with friends. For a refreshing change of pace, he heads to the mountains in Vermont, where the peace and beauty of nature always help him recharge.

With over a decade of dedication, Sean has built a career grounded in Teamwork, innovation, and a deep commitment to his colleagues. Whether mentoring a new Team Member, celebrating achievements, or unwinding in nature, he brings passion and positivity to all he does.



# RISING EAST

Step into the vibrant world of Eastern India, where traditions, natural beauty, and modern developments create a unique blend. From the tea valleys of Assam to the industrial landscapes of Odisha, the region offers growth stories alongside its rich cultural heritage.



## SCENIC SPLENDORS

Eastern India features stunning landscapes. Picture the tranquil tea gardens of Assam, framed by misty hills and the majestic Brahmaputra River, where serenity envelops you. Sikkim boasts the awe-inspiring Kanchenjunga, the third highest mountain in the world, alongside serene lakes like Tsomgo, offering breathtaking vistas that linger in the memory. Explore Meghalaya's enchanting living root bridges, the lush Dzukou Valley in Nagaland, and the serene Loktak Lake in Manipur, along with the coastal charm of Odisha's Puri Beach, all waiting to be discovered.

## EVOLVING LANDSCAPES

Eastern India beautifully blends tradition with modern development. Kolkata stands out as a vibrant hub for IT and education, while Bihar is transforming through new infrastructure. Assam flourishes with its tea and oil industries, and Odisha thrives in mining and manufacturing. The northeastern states are embracing eco-tourism, showcasing their stunning landscapes and rich cultural heritage.



## CULTURAL MOSAIC

Eastern India is a mosaic of vibrant traditions. Bihar's Bodh Gaya is a significant Buddhist site, while West Bengal thrives in art and literature, with Durga Puja at its heart. The cultural richness of the northeastern states shines through tribal festivals like Nagaland's Hornbill and Mizoram's Chapchar Kut. Odisha's classical Odissi dance further highlights the region's deep artistic heritage.

## FLAVORS OF THE EAST

The region's cuisine is equally diverse, featuring spicy curries, aromatic teas, and rice dishes that tell the story of the land and its people. Bihar offers earthy dishes like Litti Chokha, while West Bengal delights with Rasgulla and Fish Curry. Assam's Masor Tenga and Nagaland's Smoked Pork offer bold flavors, while Odisha serves classics like Dalma and Chhena Poda. Sikkim's cuisine reflects its Himalayan roots, with comforting dishes like "momo" and "thukpa" warming the soul.



The journey through East India reveals a captivating blend of history, culture, and natural beauty. By traversing its varied terrains, travelers discover not only picturesque landscapes but also the deep-rooted stories that define the spirit of the region.