

# SATIN TIMES



Date: Jan 08, 2021

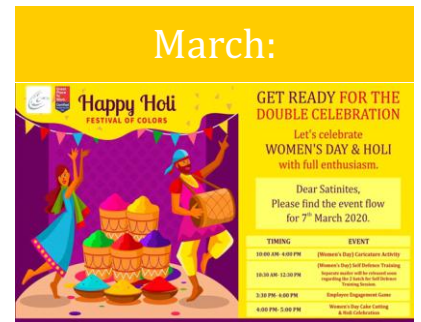
January:



February:



March:



April:



May:



June:



July:



August:



September:



October:



November:



December:



**A**dieu 2020! The year we all will remember for some good and some not so good things. It has been a rollercoaster year for the entire world, on one side the entire world went on lockdown on the other side it felt that mother nature had a reset.

On the business front barring few industry every other industry went into recession and have seen plethora of crisis which one could have ever imagined. It is indeed a time to get going and be ready to sail through this though waters. I wish you all a happy new year.

May this year bring to all us at Satin, a lot of optimism and positive thoughts. Let us make this a year of Satin. Let us take the resolution to work towards our mental and physical health for a better tomorrow.

I would like to thank you all to have shown your dedication towards work and your commitment towards the organization. Going through this phase of transition, your support has been a great contributor towards Satin. Hope that we all are resilient to overcome the past and look forward for a glorious 2021.



**MR.**  
**SUBIR ROY**  
**CHOWDHURY**

CHIEF HUMAN RESOURCE OFFICER

# JANUARY 2020

The Year 2020 has been marked as a milestone not only for the whole world but also for the economy. We have all seen highs and lows in our lives, but have also learned quite a few things that from within and around us.

The highlights of the year have been displayed in the Newsletter month-wise to celebrate the year with our achievements and growth.

Satin received the title of Great Place to Work in January for the Year 2020.



Hello Satinites,

I share the same level of excitement and vivacity as you would in hearing it, yes!! It's Official!! After a thorough process of surveys and audits, we are a certified Great Place to Work company.

When people think of Great Workplaces, they imagine a company with fancy lights, a chandelier at the reception and amazing benefits!! However, it is much deeper and thoughtful than that. In fact, at the center of it lies, the level of trust employees have in their managers, the pride which they feel being associated with the employer and the extent to which they enjoy being with their colleagues.

I am honored to share that we have scored the highest in the section which highlights the "Pride" of an employee in being associated with the company, followed by the credibility of Management and camaraderie among colleagues. Taking it ahead, I want to congratulate each one of you for taking this journey with us, for walking all the extra miles, and for being persistent through the rough waters.

Let us continue this journey of being the best workplace, where you can learn to the fullest and continue to create a culture of camaraderie, boundaryless behavior and passion. With commitment and contention, let us tell the world that it is "MY SATIN MY PRIDE".

Note: You can check the name of our organization featuring on the GPTW website, [www.greatplacetowork.in/get-certified/certified-organizations/](http://www.greatplacetowork.in/get-certified/certified-organizations/)

[CLICK HERE](#)



## Great Place to Work Certification Celebration : Glimpses of Cake Cutting Ceremony





# JANUARY 2020



## Launch of the Individual Development Program

We are launching the 360 degree survey  
on 20<sup>th</sup> January till 31<sup>st</sup> January 2020



# FEBRUARY 2020





Launch of new product by Operations team – “Aapki Madad Loan”



## AAPKI MADAD LOAN





Dear All,

We are happy to announce the launch of our new product for existing clients, “**Aapki Madad Loan**”.

We take this opportunity to inform that this initiative will be spearheaded by one of our most seasoned Deputy COO, **Mukund Madhav** in addition to his role as Dy COO for West UP. **Divyam** who is the ZCCM for West UP will be the project lead and will be working closely with Mukund.

Pls join us in wishing both Mukund and Divyam the very best in their new roles.!!

The Leadership Team winning the “World HRD Congress Award”



# MARCH 2020



## Holi and Women's Day Celebration

An illustration for Holi featuring a woman in a blue dress and a man in a yellow shirt and blue turban playing with colorful powders. The text "Happy Holi FESTIVAL OF COLORS" is at the top.

### GET READY FOR THE DOUBLE CELEBRATION

Let's celebrate  
**WOMEN'S DAY & HOLI**  
with full enthusiasm.

Dear Satinites,  
Please find the event flow  
for 7<sup>th</sup> March 2020.

TIMING	EVENT
10:00 AM- 4:00 PM	(Women's Day) Caricature Activity
10:30 AM- 12:30 PM	(Women's Day) Self Defence Training <small>Separate mailer will be released soon regarding the 2 batch for Self Defence Training Session.</small>
3:30 PM- 4:00 PM	Employee Engagement Game
4:00 PM- 5:00 PM	Women's Day Cake Cutting & Holi Celebration

A graphic for Women's Day featuring a large white number "8" surrounded by pink and blue flowers. The word "MARCH" is written across the middle of the "8", and "WOMEN'S DAY" is at the bottom.

## Mr. Jugal Kataria moved to the role of Group Controller

A portrait of Mr. Jugal Kataria, a man with glasses and a mustache, wearing a dark suit and tie. He is standing in front of a backdrop that includes the SATIN logo and the text "SATIN CR... NETWORK...".

Dear Satinites,

With great pleasure, we would like to inform that, **Mr. Jugal Kataria** who has spear headed the Accounts, Finance, Treasury, Investor Relation, Legal and Corp Communication verticals for almost 20 years with SCNL is being elevated as "Group Controller" with immediate effect.

Let us congratulate and wish him all the very best for the enhanced role.

**(OUR CORE VALUES:)**

SEEKING EXCELLENCE

ACCOUNTABILITY & OWNERSHIP

TEAMWORK & COLLABORATION

INTEGRITY

NURTURING LIVES

# MARCH 2020



Khushboo Sondhi received the Best EA award



# APRIL 2020



## Launch of E – Learning Module



Dear Satinites,

We are glad to share the launch of Satin's E-Learning portal.  
This portal is all set to take your learning to the next level.

**WE ARE HAPPY TO SHARE THE BELOW MODULES:**

## E- LEARNING MODULES



Leadership  
Fundamentals



MS Excel  
Intermediate



Personal  
Effectiveness



MS Excel  
Advanced



The Winning  
Edge




Time  
Management

Happy Learning!!!

# MAY 2020



## Launch of the Satin ESS – HRMS Software




S Seeking Excellence



A Accountability & Ownership

T Teamwork & Collaboration

I Integrity

N Nurturing Lives





**Dear Satinites,**

It gives us immense pleasure to launch **SATIN Employee Self Service** as our new Human Capital Management software built by the collaboration of HR & IT Team, integrated with LMS.

The same is accessible over Laptop/Desktop by its URL and on TAB/Mobile through its application as per the links given-

Desktop/Laptop: <https://worklife.satincreditcare.com/#/login>  
Android Users: <https://play.google.com/store/apps/details?id=com.scnl.hrms>  
IOS Users: <https://apps.apple.com/gb/app/satin-ess/id1496766947?l=es>

For the first phase, we are going live with the below modules:

1. HRIS
2. Attendance
3. Leave
4. Confirmation
5. Exit

**Login Details:** Credentials would be same as LMS

**Actionable:** Please download the app on mobile for marking your attendance/regularisation/leaves. Get Ready to Enjoy our EXISTING PROCESS with NEW User INTERFACE.

**Guidance Videos Attached**

Note: Peoplestrong will no longer in use for any HR input w.e.f 21<sup>st</sup> April 2020.

## Ms. Aditi Singh was given an added responsibility of Corporate Communication along with Investor Relations

ORGANIZATION ANNOUNCEMENT



**Dear Satinites,**

We are happy to share that **Ms. Aditi Singh** who has been spearheading the Capital Market & Investor Relations vertical is entrusted with an additional responsibility of leading the Corporate Communication for the entire organization.

We wish her all the very best for this role.





OUR CORE VALUES

1

SEEKING EXCELLENCE

2

ACCOUNTABILITY & OWNERSHIP

3

TEAMWORK & COLLABORATION

4

INTEGRITY

5

NURTURING LIVES

# MAY 2020



VC with HR Sessions during the lockdown



# JUNE 2020



Taraashna **completed 8 years** in the Industry



## GLORIOUS 8 YEARS COMPLETION

Dear Fellow colleagues,

Today, 09th June, 2020, Taraashna Financial Services Ltd. completes its 8th glorious years of operations & steps into its 9th ambitious year of operations. The energy of the number "8" represents completion, but not finality. Think of it more in a cyclical sense; it's about the ending of one cycle and the potential it creates for another cycle to commence. The number "9" in Numerology acts as an usher in this process of transition or transformation, guiding and empowering us with its wisdom. 'We', are there at "9".

'We', wish to express sincere, heartfelt gratitude to all of our employees & all others who have helped us to be where we are serving the community across diversified geographies, is the vision that we have always worked for. Taraashna, was founded in May 2012, our growth from a single product-single partnership company to a multiproduct-multiple partnership-multi geography company, with a committed staff spread across 6 states in India now. We have come so far with the selfless contribution, support and hard work by each one of you & your families. Taraashna will continue to provide us learning and growth in our career. We would also thank our Parent Satin Credit Care, Hon. CMD Sir and the entire Ex-Comm. team for all their unrelenting support, learning & strength that we derive from them on a daily basis.

Let us put together our hands for an applaud to cheer the achievements of past 8 glorious years, from Taraashna's teams & scale new heights after learning from our mistakes and slips in the past. Aspire to fly, where eagle dares to fly.

We Thank all our employees, partners & vendors for supporting us during all these years. We look ahead to grow & prosper, 'Together'.

Yoga se Hoga Challenge done PAN India



## YOGA ADD YEARS TO YOUR LIFE AND LIFE TO YOUR YEARS

Dear Satinites,

We would like to apprise you all, that we are coming upwith  
**"YOGA SE HOGA CHALLENGE"**  
all you have to do is follow these simple steps:

- 1) Click a picture while practicing yoga (Pic can be of self or with family/colleagues)
- 2) Send it to [HR@satincreditcare.com](mailto:HR@satincreditcare.com) with your E-Code, Name, Region & Branch
- 3) Best entries will be rewarded

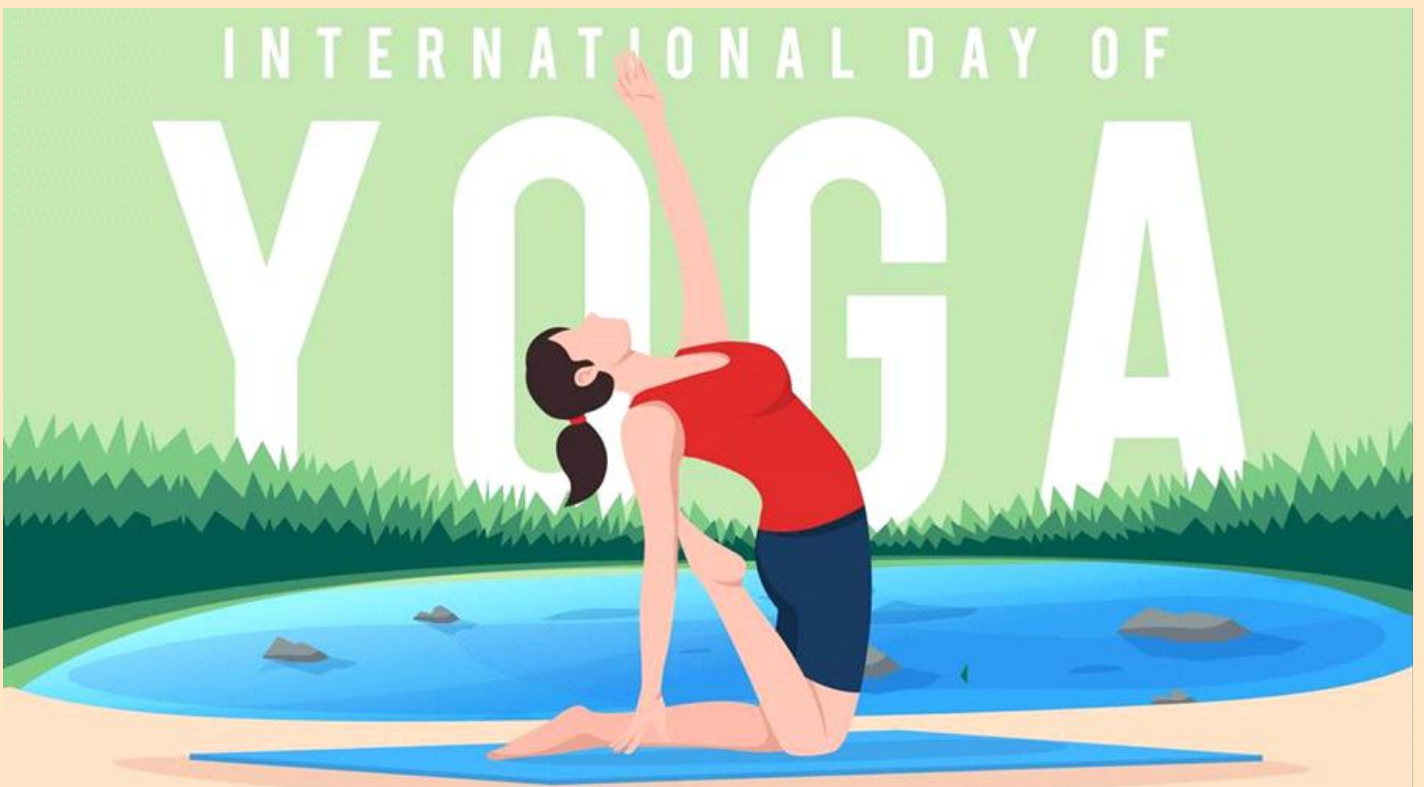
The competition is open from 24<sup>th</sup> June 2020 to 28<sup>th</sup> June 2020 Midnight.

We request all of you to participate in this activity and incorporate the benefit of yoga in your day-to-day life.

# JUNE 2020



Yoga se Hoga Challenge done PAN India



## YOGA SE HOGA - WINNERS

### 2nd Winner



Jyoti Satnami (Branch: Ratlam / Region: Ratlam)

### 1st Winner



Bhaskar Gogoi (Branch: Titabar / Region: Sivasagar)

### 3rd Winner



Pankaj Samrah (Branch: Bishwanath Charali / Region: Tezpur Region)

# JULY 2020



Branch Employees cleaned the branches for maintaining hygiene and safety at the workplace.



Dear Satinites,

Kindly find some glimpses of various initiatives taken by the Regional and Branch staff to propagate ways of **healthy living** and **staying engaged** with each other during these testing times.

#### THE ACTIVITIES CONDUCTED WERE

- \*Healthy Pot luck at Moga Jalandhar branch
- \*Branch Cleaning at Amritsar 2 Jalandhar
- \*Immunity Boosting Day with healthy cooking and living ideas in Bhopal Region
- \*Games day at Pali Branch – Jaipur Region (balloon race, lemon race)
- \*Digital Connect @ Satin (Chaigaon Branch – Indore Region) (Hanumangarh Territory – Jaipur Region)
- \*Birthday Celebration at Kishangarh Branch (Jaipur Region) & Udaipur City Branch



# JULY 2020



## Implementation of Satin Sahyog



### SATIN SAHYOG



Dear Satinites :

Our heart bleeds when we hear news of our dear colleagues who succumb to fatal accidents and passes away in the line of duty. As an organization, we have pledged to stand by all such families who loses their near and dear ones and we are committed to take care of them. As a part of our organization philosophy we have decided to support the families in the following way :

- 1 Term life Insurance cover of min 10 lacs in case of normal death and additional 10 lacs in case of accidental death to the nominee member.
- 2 EDLI insurance of 6 lacs
- 3 Pension of Rs 10000 per family till the time one member of the family is eligible for a job
- 4 Education assistance upto 2 children for Rs 2500 per child. (i.e max Rs 5000)
- 5 A job for one member of the family if he/she is min 21 yrs of age and XII pass (family pension will be stopped as and when job is given to family member).
- 6 Lifetime Mediclaim cover for entire family (max 5 members).

The finer details of the coverage will be available in our policy which will be uploaded in the intranet. We hope this small token of support will help the families of our colleagues to sail through the most toughest times and ensure the families are safe and secure.

MY SATIN MY PRIDE...

## Implementation of Covid 19 – Combatting Policy

- We at Satin are determined and committed towards the health and well-being of our employees. In this epidemic situation if any employee is infected by Covid-19, we as an organization will bear the entire expense pertaining to the healthcare including the testing of employees who were in contact with the infected employee with immediate effect.
- Apart from this, infected employee will also be entitled for 15 days Covid leave and post that 15 days complete work from home facility.
- As a part of maintaining hygiene, office premises will be fumigated and sanitized.



# AUGUST 2020

The month full of Celebration



Independence Day

## Winner Ethnic Clothes Competition



Ms. Rajasthan- Renu  
Branch- Beawer  
Emp. Code- 89641



Mr. Rajasthan- Ankur  
Branch- Gangar Talai  
Emp. Code- 80858



## CONGRATULATIONS

Ganesh Chaturthi



# AUGUST 2020

The month full of Celebration



## Superstar Sibling

Dear Satinites,

Let's celebrate this **Raksha Bandhan** by sharing an amazing talent of your younger /elder one in our **#Sibling Superstar Contest**.

To participate please share the video/photo of their talent on WhatsApp (9811958307) or over mail [HR@satincreditcare.com](mailto:HR@satincreditcare.com) with your name and sibling's name, E code, Region and Branch.

**#Sibling Superstar Contest is open from 30<sup>th</sup> July till 5<sup>th</sup> August 2020.**

(List of talent you can present- Dancing/Acting, Painting/Sketching, Gymnastic/Fitness, Singing/Instrumental, Writing/Poetry, etc.)

## Annual Performance Appraisal

Thu 27-08-2020 16:17  
Subir Roy Chowdhury  
Annual Performance Review and Promotions 2020

To

This message was sent with High importance.

FINAL PROMOTION LIST 2020.pdf  
262 KB

Dear All :

I would like to take this opportunity to inform you that we have completed our performance review process for the year 2019-20. We thank all the team leads and HODs to complete the reviews on time and we would request all HODs to download the feedback to their respective team members and also set the expectations for this Financial year. This year we have made some changes to the ratings scale and have moved to a 6 point evaluation system which is as follows :

Rating 5 : Far Exceeds Expectations  
Rating 4+ : Consistently Exceed Expectation  
Rating 4 : Exceeds Expectation  
Rating 3 : Meets Expectations  
Rating 2 : Below Expectations  
Rating 1 : Far Below Expectations

We are also decided to start a formal review process on quarterly basis from this year and the details of the same will be shared shortly with you.

We are glad to share that we have around 190 promotions this year (list attached) and we Congratulate each one of you for this achievement. The ratings & promotions letters will be uploaded by tomorrow.

In this current scenario of changing economic and business landscape due to COVID, it will extremely critical for us to manage our business with minimal disruption and be sustainable and ensure we get back to normal mode as early as possible and hence the organization has decided not to have any monetary increase in our compensation this year. However, we have also decided to reinstate 50% of our salaries from Oct 20 payroll and 100% from Jan 21 Payroll.

# SEPTEMBER 2020



## Dev Sir Farewell



## Teacher's day



To Dear Ramyash Sir,  
Thank you for all the lessons that you have helped me to learn. I feel really thankful for the practical insight that you have shared on how to approach the fields. Wishing you a very happy teachers day.  
*From: Sarvesh Chaturvedi*

Sir, You have encouraged me at every step and been my strongest pillar of support. Thank you for everything.  
*From: Lovlish Jadhav*

To Dear Hemant Sir,  
Great inventors and leaders are not born. They are motivated and inspired to do great things by great mentors like you.  
*From: Manish Dubey*

You are not less than a teacher to me. You have always taught me like a student and I am so fortunate to have someone like you in my life.  
*From: Rati nath Jha*

Your extraordinary ability and leadership to guide us at all times. While I still have the opportunity to say Thank you for all your guidance not only for me but for entire department. You are the most supportive Boss.  
*From: Viveka Joshi*



Dear Lovlish Sir,  
I get to learn something new from you everyday. The best thing of yours is that you balance your work and makes the workplace happier.  
*From: Purushottam Vishwakarma*

Dear Abhilash,  
I am blessed to have a boss like you who has always supported me and guided me through my career. My success is incomplete without you. Wishing you a very Happy Teacher's Day.  
*From: Sourabh Chandel*



# SEPTEMBER 2020



## DONATION DRIVE AT CORPORATE OFFICE



"We make a living by what we get. We make a life by what we give."

"For it is in giving that we receive."

"We rise by lifting others." – Robert Ingersoll

**"Our prime purpose  
in life is to help others"**

Come and donate for a noble cause in collaboration with RANN  
Foundation from 8<sup>th</sup> to 15<sup>th</sup> September.

**VENUE – ENTRY POINT (FIRST FLOOR)**

## RANN Foundation's collection drive for **Project EKJUT** Your trash is someone else's treasure

Things you  
can donate



Books  
newspapers



Grains  
rice



Clothes



Blankets  
Bed sheets



Other old  
recyclables

# OCTOBER 2020



WITH THE PEOPLE, FOR THE PEOPLE  
**SATIN TURNS 30!!**



## Releasing "Satin Ease"

### **MENSTRUAL** POLICY

"Experiences of menstruation and menopause can be very debilitating, yet we have been enculturated to mask its existence in the workplace, at schools and at home."

**This policy supports women** in their ability to adequately self-care during their period and menopause, while not being penalised by availing their leave balance."

**1**

**All women** will have the provision to **"Work from Home"** for one day during the menstrual cycle or for illness during menopause. It is up to the employee, if she wishes to avail the same or not.

**2**

Women employees can take this provision every month.

**3**

There will not be any leave deduction/addition for the same.

**4**

Facility for taking half day present would be available with employees.



# NOVEMBER 2020



## DIWALI CELEBRATIONS



# DECEMBER 2020



## BEST CEO AWARD

We are delighted to inform you that **Mr. HP Singh**, Chairman and Managing Director, Satin Creditcare Network Limited, has been conferred with the prestigious title of **"Best CEO of the Year"** for excellence and leadership in branding and marketing at the 7<sup>th</sup> Edition of **The Golden Globe Tigers, 2020, Malaysia**. The Golden Globe Tigers awards aims to recognise "TIGERS" driving excellence in marketing, branding, CSR & social innovation, education & academic.





# DECEMBER 2020



## CHRISTMAS AND THANKSGIVING CELEBRATIONS



# DECEMBER 2020



## GREAT MANAGERS AWARD

We are pleased to inform you that **Mr. Nikhil Mallah**, Vice President - HR, SCNL, has been conferred with the title, '**Young HR Leader 2020**' at the **Great Manager Awards 2020**'. The Great Manager Awards is a joint initiative between The Economic Times and People Business Consulting which aims to recognize great managers across the country as well as the companies with great managers.





2021

*Happy New Year*