

SATIN TIMES



Date: May 11, 2021

GPTW CELEBRATION



Women's Day Celebration



HOLI CELEBRATION



Contributing



GPTW CELEBRATION



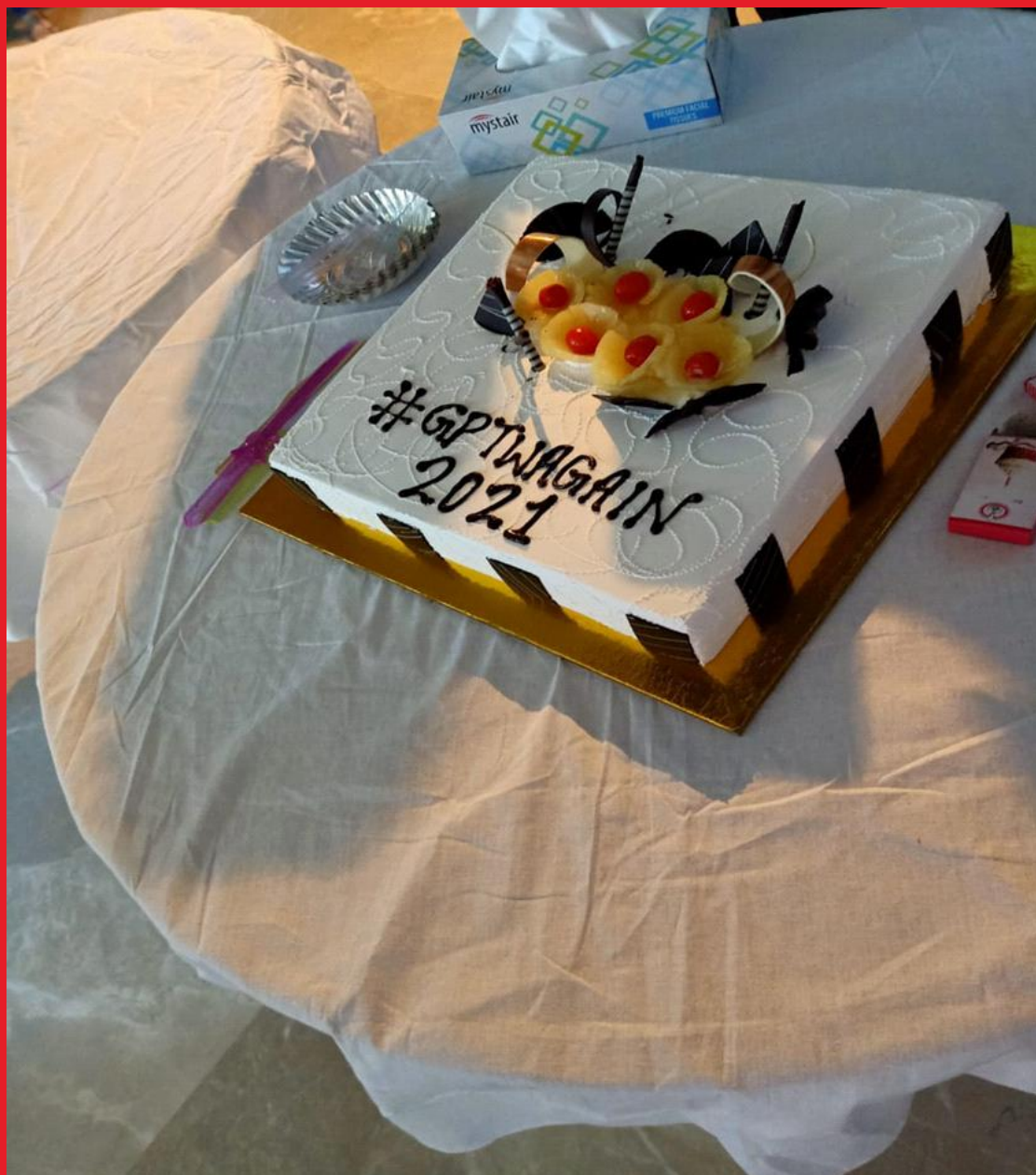
Great
Place
To
Work®

Certified

MAR 2021-FEB 2022
INDIA



Satin got certified again as a Great Place to Work from the period March 2021 to Feb 2022. The celebration took place at HO with all employees. It started with a brief about the HR initiatives that helped achieve this and concluded with a few words by the CHRO and the CMD. It was followed by a cake cutting ceremony and the GPTW certificate was felicitated to the Corporate HR Team.



GPTW

CELEBRATION



Great
Place
To
Work®

Certified

MAR 2021-FEB 2022

INDIA

Women's Day Celebration



Where there is a woman, there is magic. Satin celebrated its women employees in its own different ways. Here are a few glimpses of the celebration at Regional offices.



Women's Day Celebration



VOICE OF FEMALE EMPLOYEES



Voicing the thoughts and experiences of female employees at Satin on the occasion of Women's Day.

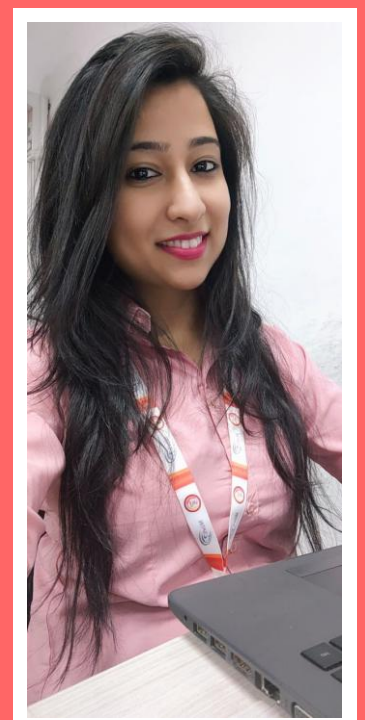


Satin has credited me with more than knowledge and inspiration. The ability to work for the betterment of people has enabled and empowered my betterment in ways unimaginable. I am beyond grateful for the faith Satin has invested in me and I shall continue to venture into possibilities this organization has to offer.

-By Manvinder Kaur(DGM-Product)

Being an HR in Microfinance for a woman is a bit challenging where we have 98% of male staff and we need to interact with them on daily basis at the ground level. However, I did not find it too difficult to perform because of my organization, who has always encouraged me to take more and more opportunities. Because of this support, I have built self-confidence in myself. I have been valued and recognised for my achievements, which has boosted my strength. I have been given equal opportunity to engage myself both internally and externally. I thank my organization for giving me the chance to prove myself.

-By Divya Sahani



VOICE OF FEMALE EMPLOYEES



Voicing the thoughts and experiences of female employees at Satin on the occasion of Women's Day.



"I must humbly say, based on the first few days', and now the first two months', new friendships, network and experiences, that taking on a job as an Assistant Manager in SATINCREDIT CARE is one of the best decisions I've ever made.

By Varsha Srivastava

I am very glad to become part of Satin family where always appreciated my inputs and opinions. A healthy working culture and a competitive environment which help me to do good job. Satin group is good work culture. I have work with satin creditcare network limited for 1 year than after currently work with Taraashna financial service limited. It was great opportunity for me to work with SCNL and TFSL. SCNL is offer endless growth and development opportunities.

I am thanking full to satin family who always support me and always encourage me to achieve my personal goal with organizational goal.

By POOJA VERMA
Assistant Manager, Insurance
TFSL (Satin Group)



Holi at Corporate Office



Employees were dressed in the colours of Satin Values. A few engagement activities were planned for the day to add fun to the festival.



Great Place To Work
Certified



Stay Tuned for Holi Special

SATIN KI DHUN

BURA NA MAANO **HOLI** HAI

Today at 3 P.M.



Featuring Smriti Bhushan & Mohsina Ghayas

Holi at Regions



All regions celebrated Holi in full spree. Here are the glimpses of the festival.



Holi at Regions



All regions celebrated Holi in full spree. Here are the glimpses of the festival.



SATIN PREMIER LEAGUE



Glimpses of Satin Premier League



WINNERS- NORTH PULLAINGO



RUNNERS- HIGHWAY HACKERS

MAN OF THE SERIES
Kothandan - DRM



BEST BATSMAN - Pugzhal



BEST BOWLER - Karthik



PMS

PROCESS



We are happy to announce that this year's PMS process has been completed on time for all employees. The number of employee promoted in field and support are X. The eligibility criteria for promotion was rating 4 and above. Whereas the rating scale was as below

Rating 5 :	Far Exceeds Expectations
Rating 4.5 :	Exceed Expectation
Rating 4 :	Consistently Meets Expectation
Rating 3.5 :	Meets Expectations
Rating 3 :	Somewhat Meets Expectations
Rating 2 :	Below Expectations
Rating 1 :	Far Below Expectations



Mon 26-04-2021 11:43
Subir Roy Chowdhury
Performance Evaluation, Increments and Promotions

To :

Dear All :

We have successfully completed the annual Performance Evaluation Process for the year 2020-21 and will be incorporating the increments and compensation changes with April salaries.

This year we have made changes to the compensation of all employees including field employees based on their performance under the UDAAN scheme and for Collection guys, based on their performance for last 9 months. We have taken a cut off on min 6 months for considering people for evaluation in this PMS cycle.

Wishing you the very best for a wonderful year ahead.

Thanks & Regards,

Subir Roy Chowdhury | Chief Human Resource Officer | Human Resources

SATIN CREDITCARE NETWORK LTD.



CIN - L65991DL1990PLC041796

Corporate Office: Plot No. 492, Udyog Vihar, Phase - III, Gurugram, Haryana - 122016, India

Registered Office: 5th Floor, Kundan Bhawan, Azadpur Commercial Complex, Azadpur, Delhi-110033, India

Mt. +91 9674448946

subir.roychowdhury@satincreditcare.com | www.satincreditcare.com

50 Best

Corporate Communication Leader – Ms. Aditi Singh

While all employees of Satin work on nurturing lives and helping the society and the clients as a family, our Corporate Communications department has helped us bring it on the Leader Board. We are delighted to inform you that **Ms. Aditi Singh, Head – Investor Relations & Corporate Communication, has been conferred as one of "50 Best Corporate Communications Leaders 2021" by "White Page International"**.

DOING
It RIGHT 



SAFETY AT SATIN



Seeing the increase in the number of cases, all employees are requested to adhere to the social distancing norms and maintaining good hygiene at office or home. Here are a few Do's & Don'ts to keep in mind as precautions against Covid 19.

आवश्यक सूचना

ब्रांच में साफ़ सफ़ाई का विशेष ध्यान रखना है कुछ भी छूने से पहले हाथ साफ़ करें।

नोट गिनने के बाद हैंड वाश करना है बिना हैंड वाश के किसी भी वस्तु को नहीं छूना है।

आवश्यक सूचना

फील्ड से आने के बाद किसी भी वस्तु को नहीं छूना है कैश ऑफिस में ही गिनना है कैश गिनने के बाद हैंड वाश करें फिर किसी वस्तु को छुएं।

हमारी सुरक्षा हमारे देश की सुरक्षा स्वच्छ रहे स्वस्थ रहे !!!

आवश्यक सूचना

अफवाहों पर ध्यान ना दें, कंपनी हमेशा आप के साथ है, आप कंपनी का महत्वपूर्ण अंग है किसी भी तरह घबराना नहीं है।

आप सभी कंपनी का महत्वपूर्ण हिस्सा हो अपनी सुरक्षा हमको ही करना है इसलिए ब्रांच में साफ़ सफ़ाई का विशेष ध्यान रखें।

हेलमेट का उपयोग करना है बिना हेलमेट के फील्ड में नहीं जाना है।

मीटिंग करने के बाद सेनेटीज़र से हाथ साफ़ करना है और मीटिंग मास्क पहनकर करनी है मीटिंग में मेम्बरो से थोड़ा दूरी बनाए रखना है।



Contributing



Employees at Jaipur RO, took the initiative to help orphan kids at Naya Savera for their Mission Bachpan. This was a contribution done by the employees to nurture lives of kids in need.



Contributing



Employees at Jaipur RO, took the initiative to help orphan kids at Naya Savera for their Mission Bachpan. This was a contribution done by the employees to nurture lives of kids in need.



Contributing One Day's Salary for Covid

The month has indeed been a difficult one for our country. But, our employees have stood by us and our clients in these tough times. We at Satin, take the initiative to raise an additional fund apart from all benefits provided against Covid 19 to help employees in need of extra funds for themselves and their family. This fund will be raised by the **employees contributing their one day's salary in the month of May.**



Sat 01-05-2021 21:50

HR

Let's Contribute for Covid!!

To

Bcc: all_internal_scnl

Dear Satinites,

We are a family, and we will stand tall together to support each other during these tough times.

As we all are aware that employees are in need of financial assistance for medical exigencies, we request all employees to **Contribute One days' salary for the month of May** to help each other get through this tough time. Kindly note one day's salary of all employees will be deducted this month for this fund, but it will be used for employees in need with effect from 1st May, 2021.

While the organisation is trying to cover all employees under Covid insurance and will also contribute financially, this fund will come handy for any further help.

We hope this little contribution from each employee will help in saving lives of Satin's family members. Stay safe and stay healthy.

Regards,
Team HR



POSITIVITY DRIVE

We all know, that this is a difficult time, and all we look forward to is your good health and happiness. As an initiative and of spreading positivity, we would request you to share

- your story on how to remain positive during these times

- photos of yourself practicing yoga or meditation

On Newsletter@satincare.com and get featured in the upcoming Newsletter.

We would also like to recommend a few books that might help you in bringing positivity to your mind and your body:

1. **The Power of Positive Thinking – Norman Vincent Peale**
2. **How to Stop Worrying and Start Living – Dale Carnegie**
3. **The Magic of Believing – Claude M Bristol**
4. **Think and Grow Rich – Napoleon Hill**
5. **The Power of Your Subconscious Mind – Joseph Murphy**
6. **A Man Thinketh – James Allen**
7. **Positive Thinking – The Power to Succeed**
8. **Bringing Yoga to Life By Donna Farhi**
9. **The Secret of the Yoga Sutra by Pandit Rajmani Tigunait**
10. **Do Your Om Thing by Rebecca Pacheco**



GPTW Hashtags

Since now we are a Great Place to Work,
employees can spread the word
through their initiatives on social media
through the below hashtags.

#GPTWagain

#SatinIsAGPTWagain

#GPTW2021

#GPTWValuesofSatin

#GPTW4All

YouTube: <https://www.youtube.com/channel/UC-BD0Q7wl6Ej5dHalsg7hEw>

Instagram: https://www.instagram.com/satin_creditcare/



**“HOLD ON
TIGHT AND
FIGHT
AS HARD
AS YOU CAN.”**

- A.A. FREDA