

# HR | NEWS LETTER

**Welcome to the July – September 2025 edition of our HR Newsletter!**

As we move into the second half of the year, our HR calendar is brimming with exciting events, initiatives, and stories to celebrate. Dive into this edition for the latest updates, employee spotlights, success stories, and tips to make the most of the upcoming months. Let's continue to grow, connect, and thrive together!



# Table of Content

## Giving Back to The Community

- World's Senior Citizens Day
- Tree Plantation Drive
- New NGO Collaborations

## Learning & Development

- Technical Trainings
- Shadow Training
- Delivery Diaries
- L&D Certifications
- GET Convocation

## Organization Activities

- R&R Ceremony
- Career Management Initiative
- People Managers Initiative

## Event Recap

- Hobby Clubs
- Employee Benefits
- Desk-O-Mania
- Fun Friday & Birthday Celebrations
- Independence Day Celebration

## Sports Buzz - Game On!

- Table Tennis (Doubles)
- Online Chess Tournament
- Pool (Doubles) Tournament



# Giving Back to The Community

## World's Senior Citizens Day



➤ This year on World's Senior Citizens Day, we celebrated across Noida, Kolkata, and Bangalore, making the day extra special for our elders. From interactive games to heartfelt conversations, our teams made sure the seniors felt valued and celebrated.

➤ In Noida, 19 employees volunteered at Aangan Old Age Home.

➤ In Kolkata, 10 employees contributed their time to Help Age - Kalyan Ashram.

➤ Meanwhile, in Bangalore, 11 employees engaged with seniors at Asha Bhavan.



## Tree Plantation Drive

➤ Green thumbs were out in full force as 40 employees participated in tree planting drives in Noida and Bangalore, partnering with Aangan Old Age Home and Asha Bhavan.

➤ The initiative aimed at promoting sustainability and environmental awareness, reminding us all that even a single sapling can grow into a forest of change.



# Giving Back to The Community



गूज..

GOONJ.. a voice, an effort  
www.goonj.org



## New NGO Collaborations

Expanding our social impact footprint, we partnered with several new NGOs across locations.

- Globally, we teamed up with Goonj for all types of donations.
- In Noida, our efforts now include supporting underprivileged children through Ank Foundation, contributing to all donation drives with SEVA Group Foundation, and assisting senior citizens at Aangan Old Age Home.
- Kolkata and Bangalore also saw meaningful collaborations with BITAN, Help Age – Kalyan Ashram, and Asha Bhawan, further reinforcing our commitment to giving back.

July

August

2025



Drive

CSR

September

# Learning & Development

## Technical Trainings

- Our BA training plan kicked off with a strong line-up of sessions designed to empower newly joined BAs. Power BI, Anaplan and Azure trainings have already been wrapped up successfully.
- GCP trainings are currently in progress, while Snowflake trainings have concluded and are now moving into final evaluations.



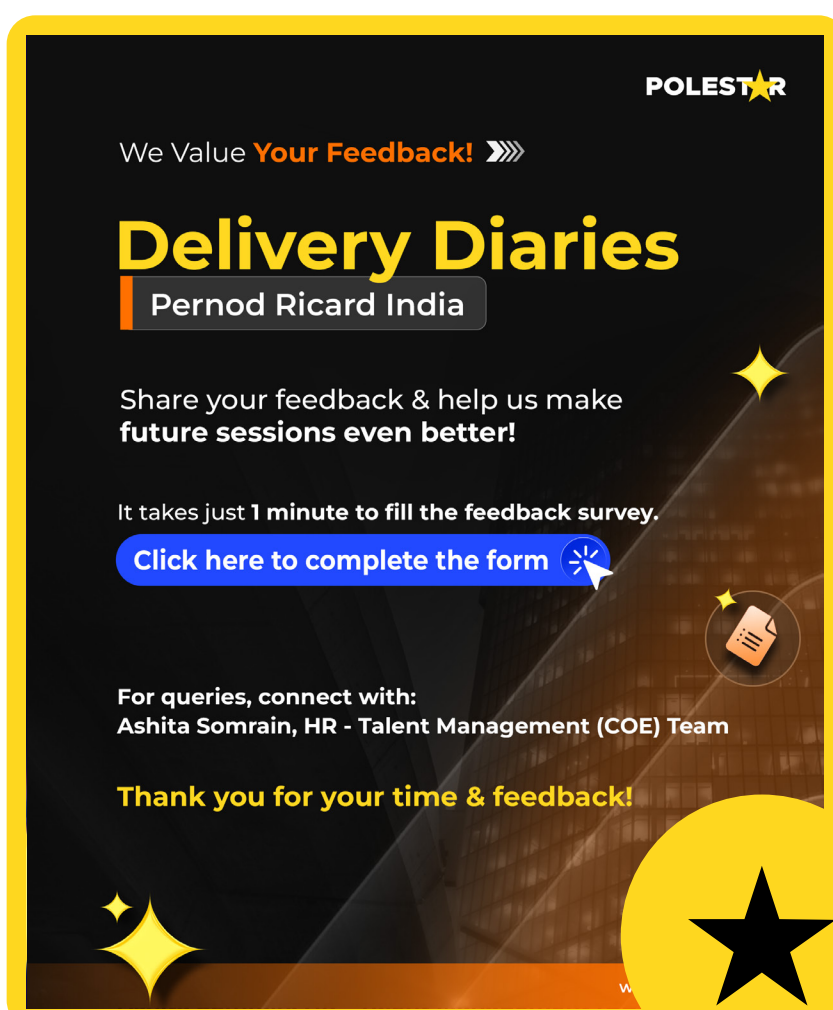
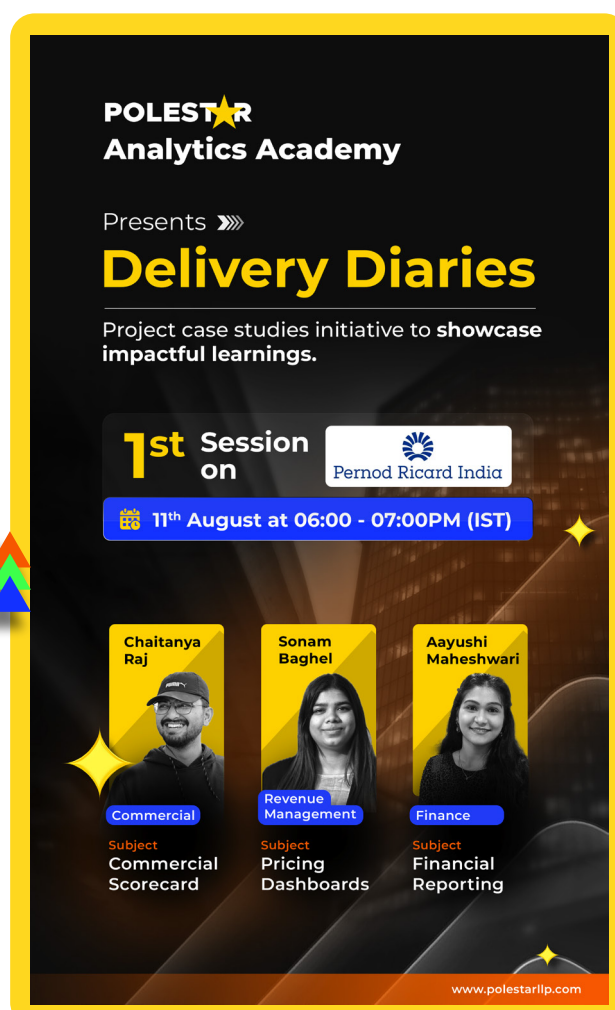
## Shadow Training

- This quarter, three Shadow Training batches were launched, engaging 40 employees, and to further boost participation and commitment, program guidelines and training incentives were introduced.
- One batch has already concluded, with most participants deployed during or after training, while two batches are underway.



## Delivery Diaries

- We launched the Delivery Diaries initiative to spotlight real project case studies.
- The first session, featuring Pernod Ricard India, received enthusiastic participation.



# Learning & Development

## L&D Certifications

- Our employees have successfully cleared Microsoft Security certifications, marking another milestone in capability building.
- Additionally, 65+ Databricks certification vouchers have been received and are being allotted to encourage more employees to get certified.



## GET Convocation

- A diverse group of 37 GETs - graduates who joined us directly after college, have successfully completed six months of intensive training across multiple technologies.
- This quarter, they were convocated and are now ready to be deployed in projects.



Here's to continuous growth, collaboration, and exciting L&D initiatives ahead!

# Organisational Activities

## R&R Ceremony

- This quarter's Rewards & Recognition ceremony was nothing short of spectacular! With 150+ winners (Apr-Jun 2025), we celebrated achievements across all locations; live-streamed globally, including the US, making it a truly inclusive celebration of excellence.



## Career Management Initiative

- While Batch 1 of our career management journey is already in full swing, here's the exciting news - Batch 2 is all set to launch soon!

Stay tuned for the next chapter in shaping growth & opportunities.



## People Manager Initiative

- Our 112 people managers have taken employee connect to the next level. Average monthly conversations recorded grew 14X quarter-over-quarter - an incredible increase!
- A big thanks to all people managers for driving meaningful connections and strengthening our culture.



# People Manager Spotlight

**Dhanraj  
Meghvanshi**



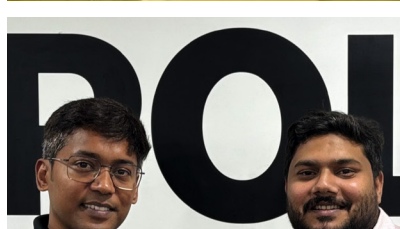
Consistent **100% Conversations** in Q2



July



August



High  
impact



2025

**R&R**



September



## Event Recap



### Hobby Clubs

- Our Book Club and Art & Craft Club continue to spark creativity and meaningful discussions among employees.
- Join in and share your creativity and interests!



### Employee Benefits

- Employees accessed support through the ICICI Bank and HDFC Bank Service Desks.
- Loop Onboarding Sessions were conducted to help all employees get up to speed on benefits and company processes.

loop

**Your Health, Our 24x7 Commitment**

Loop members have access to care along with super cool benefits. **All in the Loop app.**

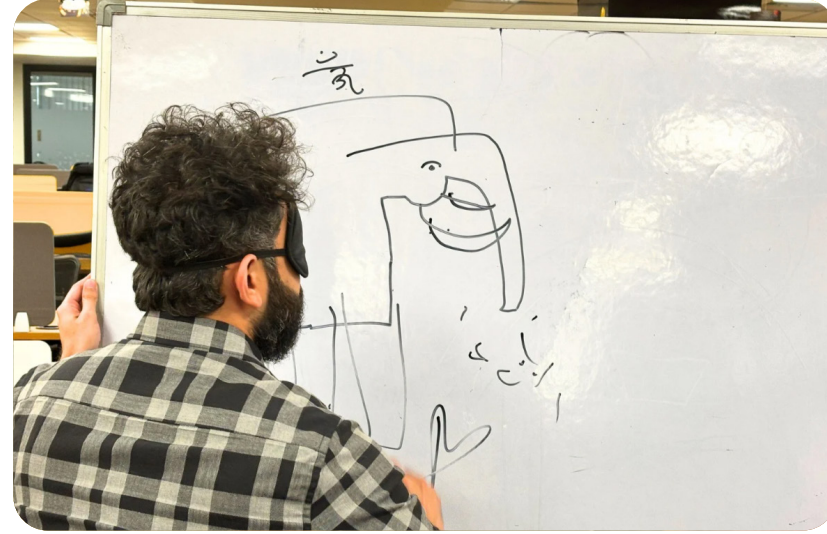


### Desk-O-Mania

- Our “Decorate Your Office Desk” competition showcased creativity and fun, highlighting the funniest, most innovative, and best-personality desks.



## Event Recap



### Fun Friday & Birthday Celebrations

- Birthdays were celebrated across July, August, and September, spreading joy throughout the workplace.
- Fun Friday brought employees together with the game Blindfold Pictionary, full of laughter and teamwork!



### Independence Day Celebration

- Independence Day was celebrated with great enthusiasm across all office locations in India, featuring intellectual quizzes, Best Dressed Awards, and lively Ramp Walks.

## Sports Buzz – Game On!



### Table Tennis (Doubles)

With 20 teams and 40 players, the matches were packed with fast rallies and fiery comebacks. In the end, 4 champs paddled their way to glory!

Congratulation to the Winners

★ Aditya Bisht ★ Prateek Jain

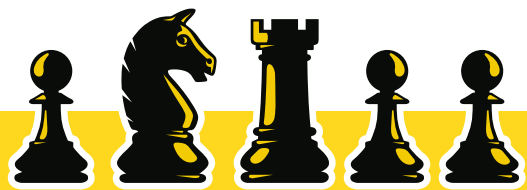


### Online Chess Tournament

A battle of brains where every move mattered. 60 participants locked horns in a test of strategy and patience, with 3 grand winners checkmating their way to victory.

Congratulation to the Winners

★ Aman Rawat ★ Sivaprakash S ★ Kartik Sharma

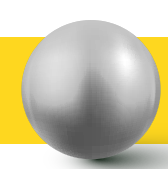


### Pool (Doubles) Tournament

Precision met pressure as 16 teams (32 players) fought it out on the green felt. Finally, 2 sharpshooters cleared the tables and claimed the crown.

Congratulation to the Winners

★ Yoginder Singh ★ Rakesh Kumar



About

# Polestar Analytics

Polestar Analytics is a leader in Data, Analytics, AI, and Enterprise Planning helping organizations to unlock intelligent outcomes through our proprietary products like IPlatform, accelerators, and services. Our expertise spans data engineering, data science, agentic and generative AI, and advanced planning for CPG/Retail, Pharmaceuticals, Manufacturing, IT/ITeS, and Financial Services.

