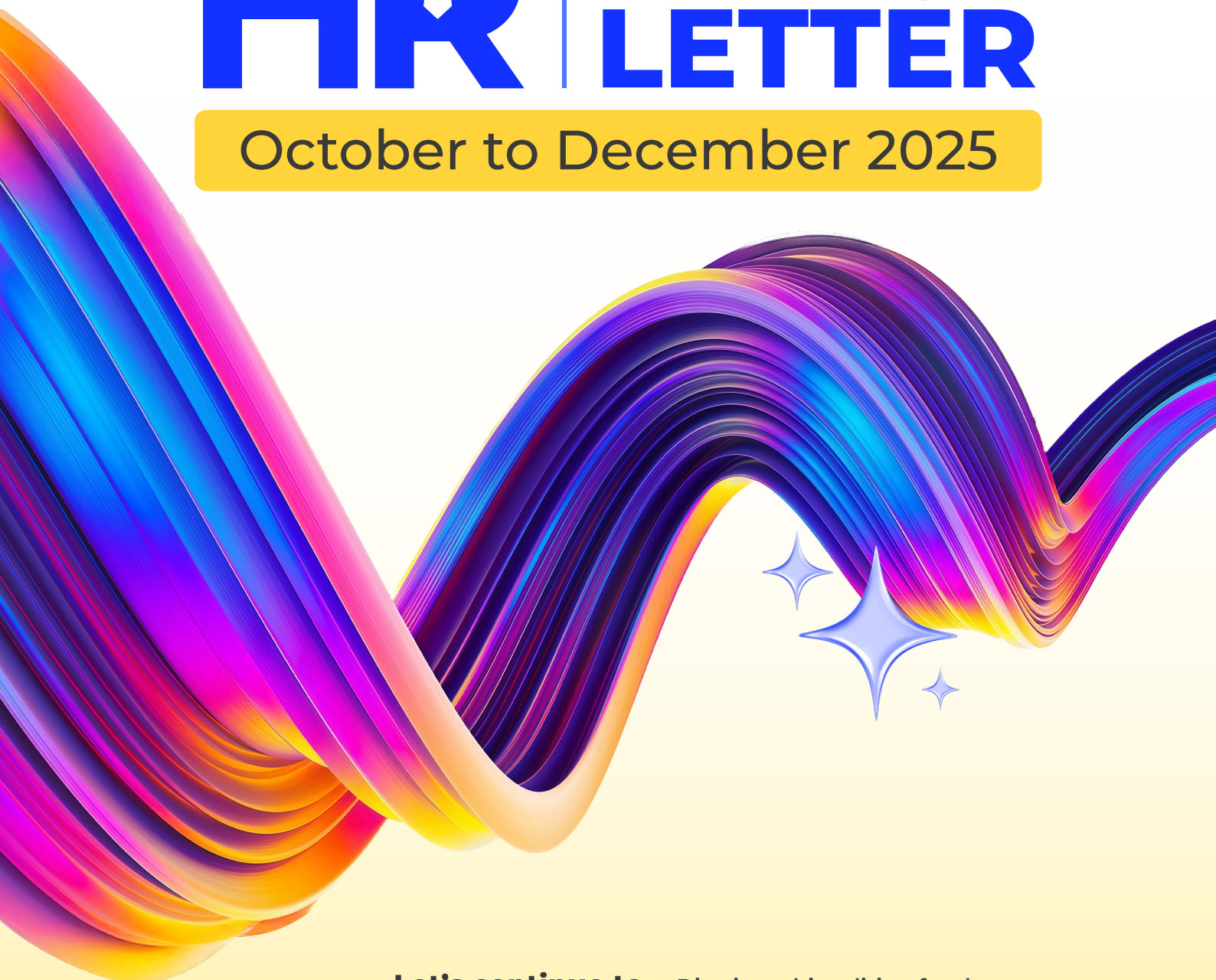


# HR | NEWS LETTER

October to December 2025



Let's continue to  
**Grow, Connect, &  
Thrive Together!**

Dive into this edition for the latest updates, employee spotlights, success stories, and tips to make the most of the upcoming months.

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# Giving Back to The Community



## Winter Donation Drive

Cold weather, warm hearts!

- Our Noida and Bangalore colleagues bundled up food, blankets, winter wear, and essentials for those in need.

- With support from SEVA Group Foundation and Madhu Mansion Charitable Trust, this Winter Donation Drive was all about sharing warmth - inside and out!

## Ho! Ho! Ho! & 100 Wishes to Go!

Smiles, surprises, and a whole lot of cheer!

- Our Noida team played Santa by fulfilling 100 wishes for the students of Kiddies Foundation.
- The gifts were personally handed over during a joyful visit to their school, Balvatika, making this drive truly unforgettable.



# Learning & Development



Microsoft  
Certifications:

**60+**  
Applications



Databricks  
Certifications:

**~70%**  
Increase in  
Success Rate (from Q2 - @3)



Solution  
Architect

**28**  
Participants

# Certifications

Python  
Trainings

GET  
Trainings

Shadow  
Trainings

Cross  
Trainings

Anaplan  
Trainings

Pigment  
Trainings



**SHARPENING  
SKILLS**

**ONE  
TECHNOLOGY  
AT A TIME**

# Organisational Activities

## R&R Ceremony



Recognized  
**200+ employees**

for Quarterly High Impact R&R Awards

## Long Service Awards 2025



**30+ employees**

were recognized for their years of dedicated service. Their families joined the celebration, making the moments even more meaningful.

## People Manager Spotlight



Runku  
Chakradhar

As a dad, I see how my 14-month-old struggles with eating, sleeping, and staying home ironically the things I sometimes wish for. Talking with others, I notice similar fears: anxiety about showcasing skills, discomfort with new places, or being held back by others' stories. It reminds me how growth comes from embracing new experiences, and I'm grateful for this opportunity to do just that.



Urvashi  
Sharma

The People Manager initiative allowed me to connect with new colleagues and gain diverse perspectives across the organization. Supporting and guiding others by sharing my experiences was deeply rewarding, while every interaction also taught me something new. It reinforced that people management is a two-way journey helping others grow while continuing to grow yourself.

### Consistent 100% Conversations in Q3

## People Manager Initiative

### 1 Consistency is key

Complete your assigned conversations each month of the quarter to create real impact.

### 2 Get recognized

Finish all conversations and become eligible for the High Impact People Manager R&R Award

### 3 Lead with intent

When managers show up, teams feel heard, supported, and motivated.

# Wellness Hour Sessions

## Zumba Sessions



## Health Camp



## Financial Empowerment Session



# Event Recap

## Hobby Clubs



1984  
by George Orwell



The Trial  
by Franz Kafka



Raat ka Reporter  
by Nirmal Verma



Recommendations shared  
for the Quarter



Where teammates bond over shared interests

In the **Art & Craft Hobby Club**, employees enjoyed a fun Skip & Paint session, creating perfectly imperfect artwork together.

## International Men's Day:



Cheers to

**Our Men**



# Event Recap

## Diwali Party & Celebration



**Noida**



We Work Hard **We Party Harder!**



**Kolkata**



**Bengaluru**



# Event Recap

## Fun Friday & Birthday Celebrations:



## Christmas Celebration



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 1Platform, 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.

## Our Leadership



### Vision

Being the best organization in the world empowering businesses in their pursuit of excellence.



### Mission

We guide organizations across the globe in transforming their business by providing best-in-class industry solutions, combining state of the art technologies and exceptional talent.



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ANALYTICS