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EDITORIAL

Hello Team Veritas, Welcome to Livewire!

This edition brings you exciting news of our award for SME Connect by Governance now, our first communication meeting, our all women branch at Chennai and our partnership with institutes like Great Lakes, Madras Management Association which is a prominent learning and development initiative.

The Annual Business Meet for the year 2019 was held in Goa, lived up to its name of breaking boundaries. The entire business meet is captured in a beautiful collage.

To increase the Green Cover, We have instituted the Green Champion change on the Environmental Day 2019. The experiences of our young leaders who have joined us as Management Trainees reflects our friendly and promising work environment.

Starting this edition we shall get to learn strategies and insights from Thirukural for our self development. The Thirukural is more like a manual and has kural on every aspect of human life; it devises the procedures and processes for all our everyday affairs.

The family of Veritas is growing in new geographies and also the new additions in the families, Congratulations to the new parents. Blessings to the new borns.

Our Gems Mr.Subrata Samantha and Mr.Suresh Kavuru got a special mention for their incredible contributions in Business. Why for an organisation customer is the king is best understood from our respectful customer Mr.Jhantu Mallik. Our commencement in Jharkand state, the Ranchi branch inauguration, the ESI awareness are few other important notifications in this edition.

The Creativethon and Rack your Brain contest are the usual thrills. Congratulations to the participants and the contest winner!

Thanks to everyone who contributed to Live Wire making it a great success, Happy reading!



A PROUD MOMENT FOR ALL OF US!

Veritas Finance is awarded the **SME Connect** (Integration of SME sector into the formal economy) by **Governance Now** at **4th India Banking Reforms Conclave & BFSI Award** event held at St Regis Hotel , Mumbai. Here's to setting our sights even higher for all our stakeholders!

ANNUAL BUSINESS MEET - 2019



The year began with an eventful ABM in the month of April 2019 at Goa where we had around 90 participants including our special invitee Gaurav Malhotra, Observer, CDC Group PLC & Shiv Chaudhary, Observer, Norwest Venture Partners who had shared their insights on how we could further strengthen our presence into the existing and newer markets in the days to come.

Some glimpses of the event :



GEM OF VERITAS FINANCE



Subrata Samantha,
Sales Manager- MSME, Barasat

Subrata Samantha, is a full-fledged working sales manager of Barasat Branch. He has been a part of Barasat Branch since its inception, he has seen the branch flourishing and has no doubt contributed to its growth in an efficient manner. Holding around 15 years of experience, Subrata has been expeditiously handling both business and collection. He holds a remarkable portfolio of 4 Cr. of which there are zero Over Due.

Subrata comes from a nuclear family including his retired father Mr.Subal Chandra Samantha and mother Mrs. Aarti Samantha. His wife Sujata makes a perfect homemaker and a sweet lad Srijal studying in class 5th. Thanks to his family's support, which has always been an inspiration in giving his best.

Apart from handling the sales, Subrata is a customer friendly person, determined to his work, focused and hardworking. He had been a good football player back in the past. He is a Bachelor of Commerce from Durgapur.

The entire Kolkata region recognizes him with due Respect and Love with the name "KAKA". Mr. Pranatosh the Regional Manager and the entire staff holds pride in having such a person as one of the key gems of the branch. Congratulations Subrata, Kudo's!

Suresh Kavuru, a best performer from Bhimavaram branch has single handedly done a total disbursement of 1.40 cr till May-2019. He joined Veritas in October 2018 and since then his contribution has been continuous. He has been recognized as "Gem Of The Month" for 3 times.

His characteristic way of thinking, convincing customers, commitment, sincerity and proper planning has always helped him to achieve his targets. He has set a Dream for all new joiners who have joined the team. He always maintains good rapport with the team by his friendly and transparent communication.

Suresh is a son of Mr.Pothuraju and Mrs. Seetharatnam. His father is a farmer and mother is a house wife. Suresh's wife Mrs.Pavani is a home maker. Suresh has completed his bachelor's degree in B.A from Andhra University. Thanks to his family for being a secret behind his success.



Kavuru Suresh
SM- MSME, Bhimavaram

Mr.Seelam Chandra babu is the proud branch manager, with Great team at Bhimavarm, and Suresh is one of the key gem of the Branch. Congratulations Suresh, Kudo's!

COMMUNICATION MEETING

Veritas Finance conducted its first communication meeting at HO, an opportunity for people to connect, collaborate and share updates. The corporate video was launched in the event by our MD, followed by our Executive Committee's words.

We had a open house at the end of the event, where all employee were invited to share their thoughts, followed by a High tea session during which our team felt more happy clarifying doubts from our senior team





New Borns' Added to Veritas Family



GIRL BABY
DOB : 16th Jan 2019
D/O Puran Nagar
Sales - Ratlam



BOY BABY
DOB : 19th Jan 2019
S/O Apurva Mishra
Legal - Kumbakonam



GIRL BABY
DOB : 03rd Apr 2019
D/O Anairajan
Collection - Kumbakonam



GIRL BABY
DOB : 4th Apr 2019
D/O Raja S
Operations - Virudhunagar



Aaron G
DOB : 6th Apr 2019
S/O George Muller G
Marketing - Chennai



BOY BABY
DOB : 8th Apr 2019
S/O Selvamani
WC - Thiruvapur



GIRL BABY
DOB : 9th Apr 2019
D/O Kommedi Srinivasreddy
Legal - Siddipet



Shreeja Das/Sagnik Das
DOB : 7th May 2019
D/O Sankar Prasad Dass
Collection - Kolkatta



GIRL BABY
DOB : 10th May 2019
D/O Manikandan
Branch manager - Selam



GIRL BABY
DOB : 13th May 2019
D/O Manojkumar
WC - Mayiladuthurai



GIRL BABY
DOB : 24th May 2019
D/O Sankar
Legal - Madurai



GIRL BABY
DOB : 27th May 2019
D/O Manu Moni
Collections - Marthandam



GIRL BABY
DOB : 1st June 2019
D/O Priyanka I Misser
Secretarial - HO



GIRL BABY
DOB : 8th June 2019
S/O Nikhilesh Sharma
BM - Mandsaur



GIRL BABY
DOB : 6th June 2019
D/O Sivasakthi
Credit - Tirupattur

Please share your new born's picture with us at hr@veritasfin.in

PEOPLE DEVELOPMENT AT VERITAS



Last quarter has been a time of Learning and development at Veritas. Our Senior Management team designed people development plans which are innovative and sincere in addressing the complex business and workforce needs, which is doable in less down time and distraction from the work.

Dreaming on behalf of us, about our lives and what motivates us, Veritas has partnered with top institutions to make our people development, a balanced and advantageous proposal.

- As part of our “Leadership Program” we have a team of Middle Management members enrolled in Management Development Program With Great Lakes Institute of Management, Chennai. This program is devised to develop our general management competencies and to fast track our growth to leadership roles. On campus residential experience is a bonus.
- We have become a member of Madras Management Association, for our short time learning programs. We had our first program of “Interviewing Skills” for hiring managers at HO and Communication skills training for our team mates at HO.



VERITAS CREATIVETHON



Most important things I have learned at Veritas, DETERMINATION, PERSEVERANCE, RESOLVE which gave me an unexpected burst of willpower. I really want to thank Veritas for giving me this opportunity and BUNDLE OF HAPPINESS

Vinitha A - Management Trainee - Pondicherry

Observing the credit of the customer and behaviour is very crucial and challenging, with the support of my ACM and BCM my work has become easier making me more confident

Mankena Kranthi Kumar Reddy - Management Trainee - Hyderabad

Proud to serve customers thru Veritas and being part of Veritas family is a great way to start my career.

Chandru R - Management Trainee - Hosur

This is a culture where everyone has their own value in the organization

Moota Praveen - Management Trainee - Hyderabad

In this organization the working environment is very friendly and the members in the organization are truly helpful in making freshers like us understand our services, I am enjoying

Kasala Rakesh - Management Trainee - Hyderabad

There were days where we had to work long, but was never bored, as the team and the work culture in Veritas made me to enjoy and love the work I do. I am happy that VERITAS chose me.

Deva Sendura Pandian A - Management Trainee - Cumbam

New interesting things, supportive team, I am learning happily

Prathap P - Management Trainee - Palladam branch

Good infrastructure and work culture that would aid employees growth along with the growth of the company, making it both employee centric and customer focused

Vangapati Kesava - Management Trainee - Hyderabad

As a credit officer I am enjoying the work and challenges, which made me confident in this one month of my joining.

Kovuru Sanju Sree - Management Trainee - Hyderabad

I am glad that I have started my career in Veritas, It's a great experience to meet the different customers and different businesses every time when we go for customer visit.

Viswanatham Udayasree - Management Trainee - Hyderabad

Happy and helping work environment, It is a pleasant opportunity to be part of Veritas

Suseenthar V - Management Trainee - Dindigul

No day is ever the same for me to work with Veritas Finance. Seniors here are providing me with enough opportunities to learn new things and thereby letting me take responsibility for my tasks, encouraging me to take decisions.

Meenakshi K - Management Trainee - Pollachi

Team work & support from colleagues, SMs, AM, BM and AVP boosts us and helps to complete the month end successfully. I admire the team work which creates healthy growth of Veritas.

Navaneetha Krishnan B - Management Trainee - Theni

People will forget what you said, people will also forget what you did but people will never forget how you made them feel. Veritas feels like a family to me & it has given me a wonderful opportunity to create positive impact on livelihood of people in the bottom of Pyramid. Veritas not only focuses on productivity, but also cares for employee well-being and believes in meaningful contribution to the underserved which makes us to feel gratified. I'm proud to be part of Veritas where I can bring smiles across the lives of people, Thank you Veritas.

Shona S - Management Trainee - Erode



GREEN CHAMPION



Environmental Wellness Campaign at Veritas:

Veritas habitually inspires us to live a lifestyle that is respectful of our surroundings. This encourages us to live in harmony with our mother Earth, promoting interaction with nature and makes us environmental conscious simply by raising our awareness. We started our action of promoting greener Earth on the Environment day 2019, by planting trees across all branches at Veritas.

The program was inaugurated by our MD, Mr.Arulmany, by planting a tree at the head office along with our senior management. After which all the branches had the plantation done. The branch which maintains the tree well would be awarded a “Green Champion Award” in the next environment day. A well designed fence was provided to protect the tree from external hazards. The program ended with a pledge of planting more trees and nurturing them, minimizing office supplies made out of deforestation and to “Go Green” in everyday life.

Inspired?? Plant trees near you and you are welcome to take part in the “Green Champion” challenge.



ALL WOMEN BRANCH (AWB)



Veritas showcased its belief in Women, from moving ahead of inclusive workforce to an exclusive All Women Branch. Our first AWB started its operations in Mylapore, Chennai with four women ambassadors.

Ms. DURGA THANIGAI VELAN is the Branch Manager and Ms. Shoba, Ms.Ammu and Ms.Sathyabama are the field force driving sales. Rock your way, team!



CUSTOMER IS THE KING



Jhantu Mallick, a renowned customer of our Siliguri Branch, belongs to a small family of his wife and 2 children in Jalpaiguri District. He has a shop with Spare parts for Bicycles and plastic house hold items. He has been in the Bicycle repair business for more than 5 years now.

When he started the business, it was a cycle repair shop. After 2 years of hardships with little of his savings, he started selling Bicycle spare parts in a smaller quantity. After that he tried to increase his stock level and to expand his business, but due to low capital he was not able to succeed in his plan. When he thought of a business loan, he was not able to avail one because he was unable to fulfill the tedious documentation, Income tax return records and good

banking transaction.

After a few months, when Veritas had started Mortgage Loan for undeserved customer in North Bengal, our Sales Manager met Jhantu Mallick. That was the day, when Jhantu Mallick was able to realize his dream. He availed a 4 lac loan from Veritas and increased his stocks in the shop. With his earnings, he established another shop with plastic household items, which is more successful presently.

Jhantu proudly recalls his memories of how his one shop grew up to two and Veritas's role in increasing his business size and his income. He thanks Veritas for its service, understanding of his paper less business and the promising opportunity it gave to him and his family. **Veritas values Jhantu Mallick's honesty and appreciates his "NIL OD customer" title.**

LOS/LMS FOR MSME

As part of its continuing technology upgradation process, Veritas would shortly be launching a mobility based Digital Sourcing App and a state of the art new Loan Management System for its MSME portfolio. Significant features include

- Fully digital & paperless sourcing of loans with our sales executives being equipped with a Tab
- Real time connectivity from field to Credit Bureau's & other data registries
- Completely rules driven workflow
- Replacement of our existing LMS, with a new fully digital & paperless LMS solution compatible with our digital sourcing, collections and customer apps
- The LMS for secured lending would be an industry leading product that would scale seamlessly with Veritas's growth
- The sourcing would originate in the sourcing app, flow into LMS for disbursement and integrate with the collections app and the customer app for EMI collection

The development for these products have been completed and field tests are currently being held along with UAT testing. Significant efforts have been expended in training the field force for these new initiatives. With a special emphasis to ensure that each Sales executive is individually trained on these initiatives senior members from the IT and Business teams have travelled to each regional office and have conducted workshops with hands on training.

This has ensured that that each executive has not only been provided with a TAB but they have also been trained to digitally source cases using the same. As part of the same training exercise, users of the new LMS (including the credit, legal and operations teams), have been trained on the features of the system. Both these new systems are proposed to launch very shortly.





क.रा.बी.नि.
ESIC

ESI - A BLESSING

Employees' State Insurance Act, 1948 was promulgated to safeguard the workmen in the contingencies like sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families.

You and your family are covered under ESI, if your gross pay is lesser than Rs. 21,000/- a month are entitled to health insurance cover and other benefits, under the ESI Act.

Medical Coverage - Full range surgical, medical, and obstetric treatment which consists of out-door treatment, supply of all dressings and drugs, in-patient treatment, radiological and pathological investigations, pre and post-natal care, ambulance services, super specialty consultation and treatment, provision of artificial appliances, etc.

Family members are covered same as the insured and can avail medical care whenever needed, even during the insured's period of unemployment where he/she receives unemployment allowance. Family members are also be entitled to prosthetics like artificial limbs, and artificial appliances as part of their medical treatment.

Other Benefits include unemployment allowance to workers who face involuntary unemployment due to injury, or closure of factory or establishment, Sickness benefits at the rate of 70 percent, Old age medical care expenses, Dependent benefits and Physical aid.

ESI Hospitals are on par with private hospitals - How??

- A 24X7 Medical Helpline No.1800 11 3839 Has Been Provided In All Esic Hospitals
- Electronic Health Record will be made available to the IP family members on-line. The record will also include laboratory record in digital format and there will be no need to visit the hospital for getting this information
- ESIC Hospitals change BED SHEETS every day and for each day of the week specific colour of bed sheet has been fixed based on VIBGYOR pattern to ensure hygiene.
- ESIC Hospitals have started to operate Special OPD every day in the afternoon from 3.00 pm to 5.00 pm for senior citizens/differently-abled patients.
- Ever since its inception in 1952, the ESI Corporation has, so far, set up 154 Hospitals, 1489 Dispensaries, 174 ISM Units, 815 Branch/Pay Offices where ESI subscribers can avail of their cash benefits and 63 Regional and Sub-Regional Offices. In addition, several state government hospitals offer beds exclusively for the use of ESI beneficiaries.
- We had ESI Awareness Camp in Chennai, and got astonished when the Authority said that in ESI they have spent 2.5 Crores for a Insured Person to cure his disease.

Like to know more?? write to us at hr@veritasfin.in

Courtesy: ESI Guindy , web : <https://www.esic.nic.in/>

RACK YOUR BRAIN
4TH ISSUE WINNER



SARANYA.P,
Admin - Puduchery, T.N

Congratulations



KNOW YOUR BRANCH- Ranchi

- Jharkhand state was formed on 15th November 2000 with Ranchi as its capital.
- The most popular and renowned player of our Indian Cricket Team Mahindra Singh Dhoni was born in the famous city of Ranchi.
- The area is known for the Dokra art form while festivals such as Basant Panchami, Holi, Diwali, Chath, Jitya Bhaiya are celebrated here.
- Ranchi is famous for ancient temples like the Sun Temple, Pahari Mandir, Jagannathpur Temple.
- It is also known as 'City of Waterfalls. Waterfalls like the Hundru Falls, the Jonha Falls, Dassam Falls and the Hirni Falls are well known in Ranchi.
- Ranchi has a Rock Garden, carved out of the rocks of Gonda Hill.
- Tagore Hill, famous for the 300-feet-high cottage is known to be Nobel laureate Rabindranath Tagore's resting place where he spent most of his time.
- Birsa Zoological Park is part of the ex-situ conservation practices adopted by the Jharkhand Wildlife Association. This is a habitat of many wild animals, the Sambar, the Barking Deer etc.
- In the heart of the City, there is Nakshatra Van, a park that has been divided under different sections centered on fundamental Nakshatras



Our 157th branch, Ranchi was inaugurated by **Ms R Priyamvada**, *Nominee Director* on 27th June 2019 in the presence of **Mr J Prakash Rayen**, COO & **Mr Sekhar Vikas**, Sr VP - Sales (East)



THIRUKURAL

The Tirukkural praised as "the Universal Veda" and "the Universal Code of Conduct," is a classic Tamil text consisting of 1,330 couplets or Kurals, dealing with the everyday virtues of an individual. It was authored by Thiruvalluvar. This epic encompasses the whole gamut of human life. This classical work written in Tamil, has been translated in over 60 languages of the world. Starting this edition, we shall read one kural and its explanation in our newsletter.

Reflect on Feedback and Criticism

இடிப்பாரை இல்லாத ஏமரா மன்னன்
கெடுப்பா ரிலானுங் கெடும்.

Explanation

The King, who is without the guard of men who can rebuke him, will perish, even though there be no one to destroy him.

Feedback is a valuable tool in our life. Especially at workplace, it allows the individual to learn and grow. But quite often we don't realize the worth of it. Few benefits of feedback at workplace are:

1. Increases insight and perspective.

- a) Shows opportunity for improvement
- b) Opens our eyes to things we may have overlooked/never considered
- c) provides that wake-up call and ignites us into action

2. Creates Bond

- a) When it is seen as care that the giver has on us it creates a healthy bond
- b) No one cares to give feedback if they want us to fail

3. Cultivates trust worthy workplace.

- a) Openness to feedback enables a transparent, collaborative work atmosphere
- b) Proactive work environment without demeaning people after failure

Working through our reactions will help us become a calmer, conscious and emotionally intelligent person. Feedback and criticism are forms of honesty, Lets embrace feedback and criticism!



1) What was the net worth of the company as on 31st March 2019?

- | | |
|-----------|------------|
| a. 450crs | b. 166crs |
| c. 444crs | d. 1000crs |

2) How many lenders Veritas had as on 31st March 2019?

- | | |
|-------|-------|
| a. 30 | b. 35 |
| c. 29 | d. 40 |

3) Which is our 157th Branch?

- | | |
|------------|---------------|
| a. Ranchi | b. Kendrapara |
| c. Basanti | d. Gadwal |

4) What is the portfolio size of our Gem Subrata Samantha?

- | | |
|------------|------------|
| a. 4 crs | b. 3 crs |
| c. 4.5 crs | d. 3.5 Crs |

5) How many times did Kavuru Suresh win the Gem Awards?

- | | |
|------|------|
| a. 3 | b. 2 |
| c. 4 | d. 1 |

6) You and your family are eligible for ESI if your gross pay is less than?

- | | |
|-----------|-----------|
| a. 20,000 | b. 21,000 |
| c. 15,000 | d. 23,000 |

7) Our 157th branch "Ranchi" was inaugurated on?

- | | |
|-------------------|-------------------|
| a. 25th June 2019 | b. 28th June 2019 |
| c. 27th June 2019 | d. 30th June 2019 |

8) What is the loan amount of our customer Mr.Jhantu Mallick?

- | | |
|----------|----------|
| a. 6 Lac | b. 4 Lac |
| c. 3 Lac | d. 7 Lac |

9) Where is Great Lakes situated?

- | | |
|------------|--------------|
| a. Mumbai | b. Kolkatta |
| c. Chennai | d. Bengaluru |

10) What was the theme for ABM?

- | | |
|------------------------|------------------------|
| a. Breaking Boundaries | b. Go Goaaaa! |
| c. Aiming High! | d. Scaling new Heights |

We'll Be Back in October!

We hope you liked and learned something new from this issue of Live Wire!

Do share your feedback and inputs at corpcomm@veritasfin.in

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