

“No matter how much falls on us, we keep plowing ahead. That’s the only way to keep the roads clear.”

Each day brings with it the opportunity and the excuse to make a new start. With the right mindset, there is substantial optimism to be harvested from the ideas that starting over is possible and that new beginnings can create new and successful outcomes.

The outbreak of the novel coronavirus imposed massive restrictions on our daily life. Despite the COVID-19 crisis and its profound impact on societies around the world, we have had a very good start to the year with strong operational performance across the entire business.



Skillmine would like to extend a special and heartfelt Thanks to all Skillminer’s for doing an exceptional job in maintaining your professionalism and also focus on your health and safety during these challenging times. We all have worked hard to deliver and maintain business continuity across Skillmine’s critical operations and projects.

Keeping our people promises:

“We feel proud to announce the completion of our annual appraisal cycle for the year 2019-20 across the board amid coronavirus lockdown” which was completed in April 2020.

In light of the exceedingly challenging circumstances, here came the vital role of the human resources team in providing guidance, strategy and implementation support for our Annual Appraisal. This was truly a testament to our continuous efforts on putting the interest of skillminers above everything.

We take this opportunity to recognise and congratulate all Skillminers and express our appreciation for your valuable contribution during the year 2019-20. Your efforts added value to our shared vision and the overall business objective of the organisation.

We are delighted to inform regarding the below promotions.

We wish them every success to deliver and manage their new responsibilities.



Fahad Ibrahim M Ali
Senior Manager

Smruti Abha Dash
Assistant Manager-HRBP

Farhanaz M Tamboli
Senior Executive-Talent Delivery

Shabaz Khan
Account Manager

Harish Prakasam
Associate Vice President

Samir Mehta
Director

Naveed Baba
Senior Consultant

Sampath Kumar Polisetty
Associate Vice President

Savneet Nagi
Team Lead

Yash Agrawal
Business Analyst



Congratulations on your new born baby!

Sampath Kumar Polisetty- 28th march

Suriyaprakash- 19th April

Please extend your warmest welcome and good wishes to our new mates.

Welcome to SKILLMINE Family

April

Pravin Pralhad Wadgane	Gunupudi Rupesh	Naga Venkata	Santosh Manikanta
Pavan Kumar	Ganesh Kumar Khamitkar	Nikhil K	Harshal Vithalrao Deshmukh
Nihal Tahariya	Vutukuri Agasta Sai Ganesh	Sudev P	Tripti Sikdar
Shivam Kumar Agarwal	Abdul Khadar Shekh	Kottam Rajinikanth	Jagadeesan D

May

Srinivas A	Shivaraj Kumara H C	Bellamkonda Nitesh Varma	Venkata Subba Reddy
Roopashree	Venkata Karthik Vamkam	Madhushree K.A	Kinnari Varunkumar Shah
Pavan Kumar Jain	Venu Gopal Yadav		

June

Nayakula Naveen Kumar	Bodhisattwa Roy	M B Muthukumaresan	Vimal Prakash. T
Girish Reddy Dantu	Madhu Lingeswara Rao	Sandip Samadhan Dabre	Syed Khadar basha
Pooja kushwaha	Kanya Buvaneswari	Kapil Sharma	Leela Kiran Bobba

Celebrate this day and mark it in the calendar of your life to achieve many more milestones ahead!

April

	Mohamed Siraj	Narendra Kanna	Shivakumar S A	Sachin Patil
Abhishek Sivanathan	Arjun Chelladurai	Krishnan C	Bhavya Mathur	Shivendra Yadav
Teja Mangere	Babukumar Reddy	Priyanka Maroju	Vinoth T	Adil Raza Siddiqui

May

Vamsidhar Abburru	Ram Kishore Gottula	Manoj Kumar N	Shehnaz M	Rahul C
Ali Ahmed	Yashoda B Rao	Rose Kumar K	Praveena T S	Gokul Babu
Kishore Kumar	Shubha M	Mohd Farhan Zoheb	Manish v Mishra	Karthik K

June

Chowdareddy S N	Vineeth Krishnan	Chaitanya M	Rohit Kumabala	Deepak Verma
Racheesh K	Nitin Sharma	Jayaprakash J	Vydy Puneeth Kumar	Subasri M
Mohana Krishna P	Anjaneyareddy	Amol Ganpat Pagare	Anoop Kumar	Ram Reddy



“Be proud of the fact that you have the power to rise above any situation and deliver the best results no matter the circumstances. Excellent work Team!”



HRAM & TAM Migration at Tesco:

Responsibility equals accountability equals ownership. And a sense of ownership is the most powerful weapon a team or organization can have. This is 100% true to our team at **Tesco** that owned the whole delivery and drove the project in the short term. Our team at Tesco lead by **Mr. Sampath Polisetty & Randeep Tula** has done an excellent job from the past **8+** months. The team has successfully deployed **HRAM on 2600+** stores spread across **UK** with over **1000+** deployments.

Team Inseed- Sony

It is amazing that even during the lockdown, the Talent Aquisition & HR Team delivered INSEED 2.0 Fresher Capability Programme for 2020. We have already deployed 3 people in sony and 2 batches for close to 20 freshers are being cooked everyday. There is a lot of effort going into this and would like to mention the entire contributions of HR, TA and Delivery teams led by Bijaya, Sameer, Harish & Savneet



Project Delivery - Sanctum Wealth Managed Service

Sanctum Wealth Managed service was started in March 2020. India also went under lock down and from the day 1 the team started working under BCP mode. From Desktop, server, end-user, and Application support, everything was managed remotely by the team. The entire team who worked remotely has successfully completed the promised delivery for 3 months without a single escalation. Kudos! to the entire team led by Brahma & Harish



Project Delivery- Al-Ajou

Al-Ajou Managed services project was started in March 2020. Three months down the line our team at Al-Ajou has successfully tested DR failure in the production and has migrated the existing non-JD production environment to a new SQL environment which supports high availability. Team has also resolved and Enhanced the SQL environment and has solved active directory sync issues with implementing security features in Azure. Thank you for the exceptional performance of the team let by Narendra Kanna & Harish



We have expanded in London:

As we aspire to grow geographically. We take this opportunity to inform you all about our expansion in London. We have now set up an office in London.

160 Kemp House, City Road,
London EC1V 2NX



Accelerating Business growth in India.

It takes immense pleasure for us to announce that, In the month of April we have onboarded a pre-sales lead generation partner Talkd. Team Talkd in the past few months has been an active contributor and is opening doors for us in generating more business opportunities. Talkd has generated more than 25 new business opportunities to name a few are HDFC Bank, Axis Bank, Kotak Securities, Sun Pharma, Aditya Birla Groups. etc.



Hi- Tech Software Delivery And Technology Solutions team:

We are proud to announce the formation of two new engineering teams (Software Delivery and Technology Solutions) to accelerate our innovation to better serve the needs of our customers and partnering long into the future.

Over the past year, we have shared our vision on how the Software and Technology solution will shape the next phase of innovation. Software delivery is more powerful and ubiquitous from the edge. Technology capabilities are rapidly advancing across perception and cognition fueled by data and knowledge of the world. Physical and virtual worlds are coming together to create richer experiences that understand the context surrounding people, the things they use, the places they go, and their activities and relationships.



Today we have enabled ourselves to step up to this opportunity and responsibility. Software delivery is being led by **Mr. Vimal Prakash** and Technology Solutions by **Mr. Fahad Ibrahim** under the able leadership of Mr. Vishwa Kiran.

What's New ??

Skill-mine Auth: Single solution for all kind of services and security.

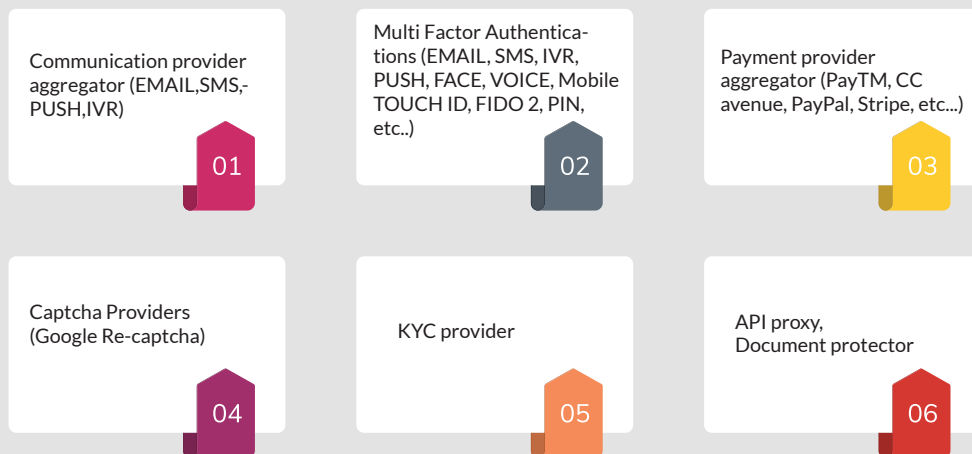
We are pleased to announce the addition of Skill-Mine Auth into our solution offerings portfolio. Skill-mine Auth is the single solution to solve various project needs, such as

Skill-Mine Auth is a flexible, drop-in solution to add authentication and authorization services to your applications (with OAUTH2, OPENID CONNECT, SAML, AD, LDAP, Classical Login, Password Less auth, Social Logins and Enterprise providers). Your team and organization can avoid the cost, time, and risk that comes with building your own solution to authenticate and authorize users.

You can connect any application (written in any language or on any stack) to Skill-Mine Auth and define the identity providers you want to use (how you want your users to log in).

Based on your app's technology, choose one of our SDKs (or call our API), and hook it up to your app. Now each time a user tries to authenticate, Skill-Mine Auth will verify their identity and send the required information back to your app.

It also offers following features,



It also can be expanded to sub projects like

Bio-metric Attendance system

Real world people tracking

Real world vehicle tracking

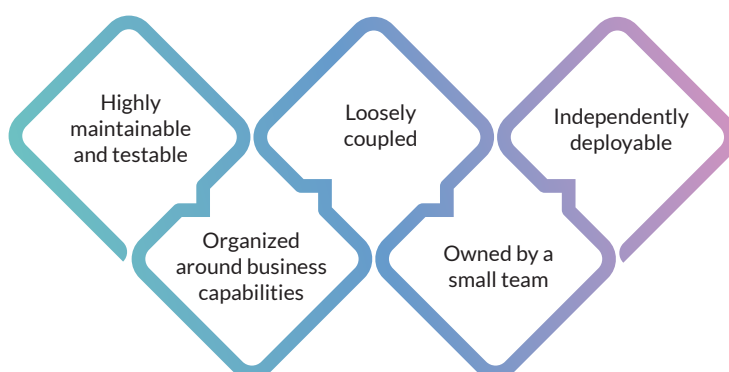
Newsletter management

Campaign management

We would like to take this opportunity in appreciating Mr. Vimal Prakash for all his hard work and dedication towards Skill-mine Auth.

Introduced Micro Service Architecture:

Microservices - also known as the microservice architecture - is an architectural style that structures an application as a collection of services that are



The microservice architecture enables the rapid, frequent and reliable delivery of large, complex applications. It also enables an organization to evolve its technology stack.

DataV: (Data Visualization Tool)

DataV is a Data visualization tool that permits organizations to analyze and present large and complex data indexes as visual dashboards. DataV has been designed, developed, tested and made ready for integrating at a Client places. Sanctum Wealth Management Pvt Ltd in one of first customer to onboard DataV and integrate with its SDP and OP Manager. We would like to congratulate the team for their great success.



COMPLYment

COMPLYment is a Compliance Management System. It helps managing compliance by configuring and monitoring compliance tasks across Organizations. It reminds stakeholders of approaching tasks and felicitates Global audit. From the past few months our software engineering team, has converted the current system by adopting new technologies including Python, NodeJS, MongoDB, Python, Kafka, SocketHub, and has been successfully implemented Audit Management solution as their first level of success. The team is currently looking to develop the complete GRC solution latest by July.

Formation of POSH (prevention of Sexual Harassment) committee:

Skillmine believes its employees to be biggest asset of the company, and as per it, interest of all its employees is our top priority. As our Company - Skillmine is Growing/Developing & Expanding there is a need of some Policies to work for us as when required.

We have created a committee under POSH - (Prevention of Sexual Harassment at Workplace policy) for a safe & secured Workplace Environment for our employees to ensure that they shall not be subjected to Sexual Harassment at Workplace. As every Corporate/Institution in India is liable & Legally responsible to follow SHWW (Sexual Harassment of Women at Workplace) Act 2013.



The below Committee will take decision on any Harassment case been reported to them. This team will work in & out on the facts, details and circumstances will accordingly stand on the decision.

Details of Committee Members is mentioned below:-

Ruchita Rao	Presiding Officer	Bijaya Tripathy	Member
Sanjay Bokadia	Executive Member	Brahma Biswal	Member
Anshika Agarwal	Member		

"Yoga is the journey of the self, through the self, to the self" inspired with the quote Skillmine had participated in Great Corporate Fitness Festival on the Twelve Week Challenge App on 22nd 23rd and 24th June'20. The event was a combination of fitness assessment, fitness sessions, expert talk, certificate of participation and the winner. The funniest part of this event was that, the participants had to post their picture of yoga poses with their representative company name. Skillmine has accepted the challenge and made full contribution to it.



#MyOneDay (lending helping hands in fight against COVID-19)

As part of our CSR initiative, Skillminer's had pledged our one day salary (**#MyOneDay**) to the **PM Cares** Fund to strengthen the fight against COVID-19 and as part of **HariNirmal.org** Trust has contributed an equal amount in order to double the contribution Funds. we have also provided support to the adopted orphanage school "**Panathur Primary Govt. school**", Bellandur with food and other daily essential items.

Thank you Skillminers for your participation. We are thrilled to have your support.



World No Tobacco Day:

Skillmine had set-up a stage where skillminers can share their message to the general public in an inventive manner to raise the awareness of utilization of Tobacco on World No Tobacco Day. We heartily congratulating to all participants for doing such a great job and creating an innovative way of awareness.



Ms. Palak Prashant shared a beautiful painting indicating the harmful effect of tobacco, an upstanding article by **Ms. Aparsi Das** and an animated picture from our ingenious employee **Mr. Anand Patil**.

Skillmine Got Talent:

"Skillmine Got Talent" a challenging competition organized with some exciting prizes where Skillminers offered to show their hidden talent and help to persuade and perking up everybody's mood during these laborious times.

Winner of the competition was **Mr. Nitin Sharma**, followed by the 1st runner-up **Ms. Aparsi Das**, and 2nd runner-up **Ms. Anusha Gutala**. Skillmine feels so fortunate to have such a great talent.

Skillmine Speaking Corner



Bhumika Dinesh Bhatt

Business Analyst- Finance

With the name meaning Character, Bhumika joined Skillmine in January 2020 in our finance team. She is a pet lover and likes feeding and rescuing animals. She is also a social activist and feeds around 85 cats every day and has been doing it from the past 15 years.

Bhumika speaks "I have been working in Skillmine for the last six months and I feel fortunate to be a part of Skillmine. Skillmine has always given a good exposure and a freedom to forge our own path and generate ideas to help contribute to the success of the team and company"



Paresh Chotaliya

IT Consultant

Gracing the Skillmine family in June 2018 as an IT consultant, Paresh has been actively contributing the team continuedly. Being a Foot Ball and Cricket lover, he is also a keen learner of new Technology and likes writing songs in his free time.

Paresh Speaks "Skillmine is a great place to work for people who look for a company that values culture. Skillmine's work culture is the driving force to a great work environment. I have got a good experience with the managers & colleagues from the day 1 of my career in Skillmine."



Brahma Biketan Biswal

Senior Manager-Managed services

Name meaning creator the God in Sanskrit, Brahma joined Skillmine as a Senior Manager- Managed Services in the month of March 2020. Brahma is a new gem to Skillmine and a keen follower of Technology. Brahma has completed his master's from Punjab Technical University.

Brahma Speaks " Being a new employee in Skillmine, I have always wanted to work in a company where I wasn't proverbial square peg, and after nearly 15 years of my career I believe that I have found the company that compliments the ideologies of its people. Still a long way ahead."



Anusha Gutala

HR Officer

With a calm, smiling face and excellent talent in singing Anusha, spreads the kind of warmth needed in the Human resource space. She started her journey in Skillmine in August 2019, ever since then she has been continuedly contributing our HR team in Bangalore.

Anusha speaks "Skillmine gave me an opportunity to start back my career with loads of energy, new work and always allowed me learn to work better than yesterday and yes Skillmine is going to go along with a continued dedication and positivity .Extremely overwhelmed to be a part of Skillmine"



Anoop Barthwal

Consultant - IT

Anoop, an IT consultant of Skillmine working at Sony for the last two years. he has proved to be a valuable gem of Skillmine. He has been adding high impact at his workplace with his enthusiastic, & smart work. Anoop is a Volleyball champion.

Anoop speaks "My Journey in Skillmine so far has been great. When I compare Skillmine with my previous workplaces Skillmine has been excellent in giving clarity, communication, transparency, timely update etc. Skillmine is a people-oriented organization. I still have a long journey ahead in Skillmine"



Raghu H.M

Main frame specialist

Raghu is actively contributing Skillmine from March 2019 with our team at Tesco. Having good taste in music, Sports and travel, Raghu finds time to make short trips frequently and also participate in Basketball competitions.

Raghu speaks "Skillmine is one of the best companies I have ever worked for that continues to learn and grow. Skillmine is a home where one can make the best of skills and surround yourself with people who are smart, humble and hardworking. The management here has been absolutely fantastic and always helps and listens to its employees."

Key Note



Vishwa Kiran

Executive Vice President

As the world around us has been thrown into turmoil, I hope all of us are thinking hard about how we will approach our work and life once this pandemic is past us. A lot of new opportunity is bound to be opened up and here's a chance for us to refocus and reprioritize what really matters. The need of the hour will be better skills and better productivity in the technology domain. Each of us will have to relook at what we were doing and re-skill and upskill so that we are ready for the new post pandemic world.

As history shows, after such a shock, the economy bounces back with new and fresh ideas with greater vigor and progress. Lets make this necessity the mother of new invention together as a team.



THANK YOU!