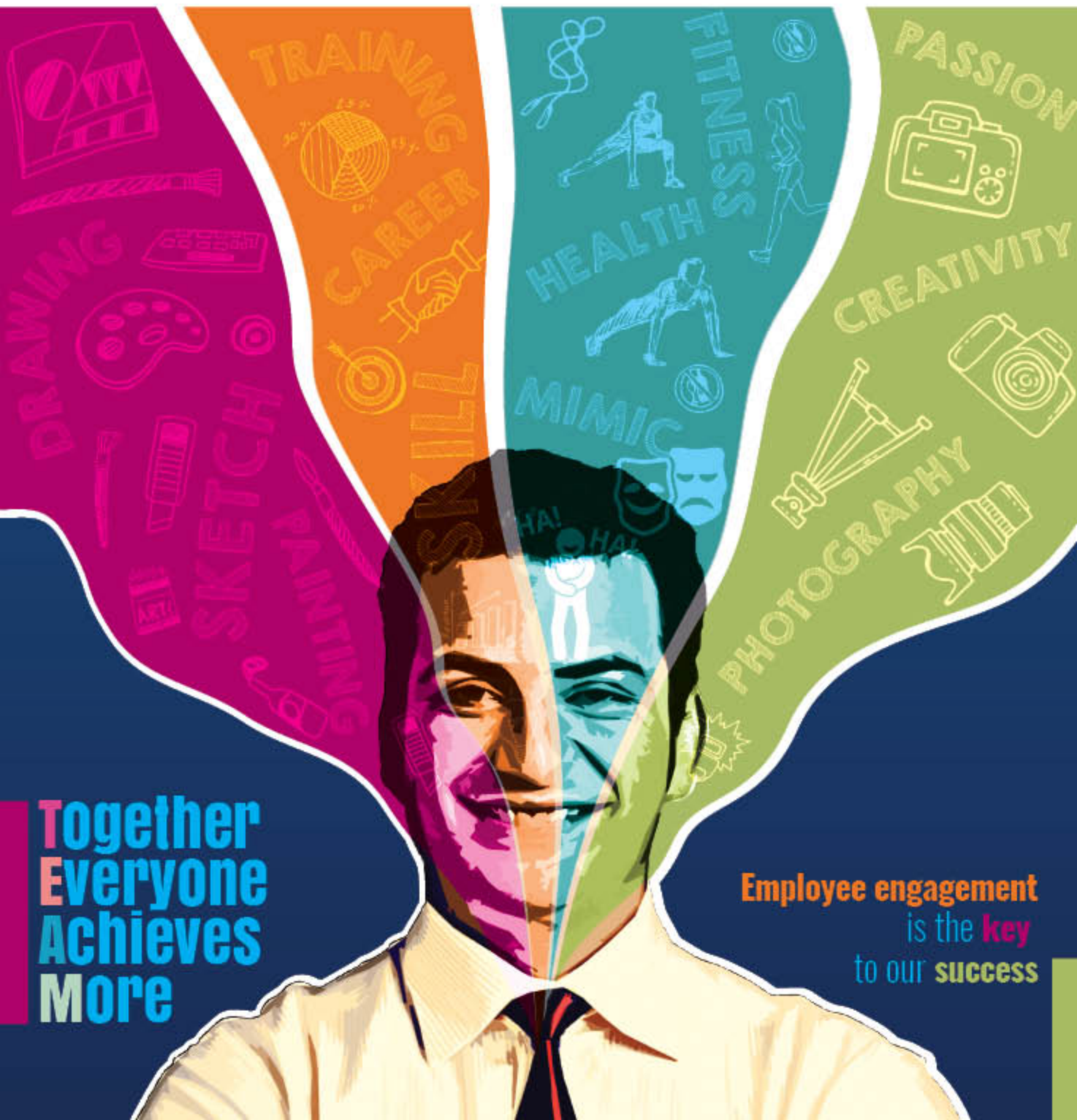


Q2 (2020-21)

PRAGATI

EDITION 15



**Together
Everyone
Achieves
More**

**Employee engagement
is the key
to our success**



VIJAY SETHI - HEAD HR

A GLIMPSE OF CHANGING CORPORATE SCENARIO DURING COVID THROUGH THE LENS OF HR @AAVAS

It is believed that the post Covid-19 world has put pressure on the corporate sector. While the situations have changed, I believe it has also given an opportunity to all the employees and employers to unlearn old practices, learn new skills and still keep delivering with innovative ideas and practices. It has changed the rules of the game. The one who enjoys the game will sail through these difficult times too.

Since the last 7 months, the world has been going through one of the worst pandemics in the history of mankind. COVID-19 has not only changed the way people work but also the perception of various social & corporate norms.

I believe some of the major facets which will witness change would be as follows:

Contrast in Empathy & Sympathy Levels in Organizations

After COVID-19, I anticipate a sharp decline in emotional values like empathy and sympathy, especially among senior leaders as this layer will be under tremendous pressure to meet the business objectives to justify themselves. While among the lower and middle level employees, empathy and sympathy may increase as many of them will be the sufferers during these times.

New Job Roles Will Evolve

The organizations will strive to do more with less and focus on becoming more productive. I foresee new kinds of job roles emerging as employees may not start taking other responsibilities and may start doing multiple assignments to make themselves more relevant for the organization.

Short Term Plans to take over Long Term Plans

The organizations will now start focusing more on the short and immediate plans and targets. The long plans will be taking a back seat for the time being as the question will now be of survival and not expansion. There is going to be a shift in the thinking process as well.

Rethinking Gender Diversity

Work from home will force us to rethink the gender diversity issue, as now both genders are playing on a level field. Now that all are working from home and still being productive, it will be a case study to think whether more women will take charge and embrace leadership roles.

HR @ Aavas

During such times, the HR Team at Aavas has constantly tried keeping the workforce engaged and involved through various interventions as it is believed that only the engaged employees can be productive.

We realized we have to think differently and at the same time keep the motivation of employees really high so that our productivity is not hampered and this has helped us to come out as winners. While we have introduced many initiatives in COVID-19 times, I would like to share few of them with you all:

Employee Wellbeing

We at Aavas are adhering the local guidelines and have tried to curtail presence of employee strength in our offices by allowing them to work from home so that the employees can take care of their wellbeing & keep themselves safe along with their family members.

Medical Assistance to the Employees: We have introduced on call doctor helpline with our Company's empaneled doctor to help the employees and their family for medical consultation in these tough times. Employees have been provided with phone and video consultation facilities with the doctor. If any employee or their family member is tested positive and requires medical care, we have ensured that all the necessary support and required facilities are provided to them. With our cashless medical assistance, it has become easier for any employee to avail any medical benefit at any hospital in close proximity.

COVID-19 Awareness Webinars: We are keeping the periodical webinar with some of the prominent doctors so that employees could understand the advancement made in curing COVID and also to understand the facts rather than the myths regarding the pandemic.

HR Connect: During these testing times we made sure that we are in touch with each and every employee of the organization so that we are able to understand & address the difficulties faced by them and see how we can help them during such challenging times.

Fitness for Employees and their Families: We all understand physical fitness is the key to face this challenging time head on. So, to ensure the same, we introduced Aavas Marathon where the employees along with their family could participate. Of course, Virtual Marathon! At the same time, we introduced various fitness challenges for the employees like Aavas Plank Challenge, and Aavas Push Up Challenges. To keep this fitness regime, we introduced Online Masala Bhangra classes for the employees and their families. All these initiatives were online.

Recognizing the Frontline Workers: The entire senior management team Aavas recognized & rewarded the frontline workers for their hard work and dedication they have shown in this tough time. Masks and food items were also distributed.

Employee Engagement Programmes: We have introduced many employee engagement activities like Inhouse Photography Competition, Sketching Competition, Patriotic Song Competition, and Mimicry Competition.

We have tried to engage the employees as well as their family members by keeping some of the competitions dedicated to the employee's children like drawing competition, singing competition, etc. At the same time we have also kept some activities like Aavas Kitchen Champion & Monsoon Photography Competition for employees and their spouses.

Aavas HR at these trailing times is continuously innovating in people practices and trying to create vibrancy in the working place, online as well offline.

Yes, I know that the world is going through a very difficult time right now but I believe we should not lose our faith in humanity, and our incredible ability to overcome just about anything. The world needs more love and compassion rather than money and growth. Our responsibility is to do what we can, learn what we must, improve the solutions, and pass them on.

Let's try our bit to make this world a much happier place to live in.

I wish you, your family members and near and dear ones a safe, healthy and happy times ahead!!!

May God Bless!!!



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Quarter Update



Statement Of Unaudited Standalone Financial results for the Second Quarter ended 30th Sep, 2020

PARAMETERS	Q2 20-21	REMARKS (Growth YoY)
AUM	8367 Cr	Up by 24%
Disbursement	667 Cr	Up by 3%
Total Income	270 Cr	Up by 17%
NIM	154 Cr	Up by 6%
PAT	67 Cr	Down by 13%
ROA	3.21%	Maintained above 2.5%
Branches	259	43 new in last 12 months
GNPA	0.47%	Down by 15 bps
Active Loan Accounts	112500+	Up by 25%

Data as per Ind AS

259 BRANCH UPDATE

STATE NAME	BRANCH COUNT
CHHATTISGARH	5
DELHI	4
GUJARAT	37
HARYANA	14
HIMACHAL PRADESH	4
M.P	36
MAHARASHTRA	44
PUNJAB	2
RAJASTHAN	88
UP	16
UTTARAKHAND	9
GRAND TOTAL	259

Q2 Qualified Branches



Nagpur-2 Score - 3.4



Morbi Score - 8.8



Botad Score - 3.9



Bagru Score - 9.3

Q2 Best Branches

July 2020



NAGPUR-2
Category - A (3.4)



MORBI
Category - B (7.7)



NAROL
Category - C (8.3)



PINJORE
Category - D (10)

August 2020



SURENDRANAGAR
Category - A (4.45)



MORBI
Category - B (7.7)



SIKAR
Category - C (7.3)



RAJGARH
Category - D (10.3)

September 2020



NAGPUR-2
Category - A (6.8)



MORBI
Category - B (7.8)



Botad
Category - C (6.9)



Bagru
Category - D (10)

Q2 STAR BRANCH



Q2 STAR BRANCH - BAGRU - SCORE 9.3

Branch Head Name - Suresh Kumar Nagar

Credit Manager - Shubham Jain

Extending our services now in Himachal Pradesh

Mandi



Solan



Shimla



Una





Rating Upgrade

ICRA A+ to AA-

Aavas is so delighted to share with everyone that our ratings have upgraded from A+ (Positive) to AA- (Stable) from ICRA on 18th August 2020.

It's a proud moment for all of us.



Lights Camera **Action!**

In the spirit of fun and entertainment, we at Aavas invited all our employees to share a 45 second video of their best mimicry performance. We got to see some really funny and dramatic clips. Our employees have so much more to them than meets the eye. The best performer won Amazon Gift Vouchers!

Name	Department	Location
Prateek Vijay	Technical	Jaipur-Traditional Office

IMAGINATION ARE THE WINGS OF CREATIVITY

Sometimes we can learn a lot from children. Especially from the way they use their imagination. So, we organized a drawing competition for our employees' kids, and we got some amazing and insightful entries. As far as Aavas employees are concerned, the apple definitely doesn't fall far from the tree. Have a look at the winning entries below.



EMPLOYEE NAME	KID'S NAME	KID'S AGE
NISHU SONE	NAMISH SONE	6
CATEGORY	LOCATION	
(Category 4-7 years)	JAPURMANSARDHAR	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
AJAY TANWAR	YUVIKA TANWAR	6
CATEGORY	LOCATION	
(Category 4-7 years)	YAMUNA NAGAR	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
PRITESH KARNAWAT	NISHU KARNAWAT	7
CATEGORY	LOCATION	
(Category 4-7 years)	NAGPUR	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
NAVAJAN PARDEK	HEMSHIKHA PARDEK	5
CATEGORY	LOCATION	
(Category 4-7 years)	SANGARIA	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
PRAVEN KUMAR SHARMA	UMANGJI BHARGAVA	8
CATEGORY	LOCATION	
(Category 8-11 years)	PUNE	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
RAJPREET SINGH	SAHIBA KAUR	11
CATEGORY	LOCATION	
(Category 8-11 years)	Jaipur Mansarovar	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
SACHIN SRIVASTAVA	AKSHAY SRIVASTAVA	10
CATEGORY	LOCATION	
(Category 8-11 years)	INDORE	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
SUDARSHAN AVINASH GHARPURE	ARIYA SUDARSHAN GHARPURE	11
CATEGORY	LOCATION	
(Category 8-11 years)	NAGPUR	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
SATISH KUMAR GUPTA	AKSHAYA AGARWAL	13
CATEGORY	LOCATION	
(Category 12-18 years)	Jaipur Jagatpura	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
DEEPESH CHATURVEDI	MALUSHKA CHATURVEDI	12
CATEGORY	LOCATION	
(Category 12-18 years)	GHAZIABAD	



EMPLOYEE NAME	KID'S NAME	KID'S AGE
DEEPAK MATHUR	ARADHYA MATHUR	17
CATEGORY	LOCATION	
(Category 12-18 years)	Jaipur Mansarovar	

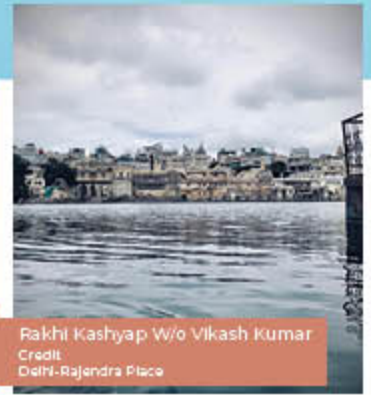


EMPLOYEE NAME	KID'S NAME	KID'S AGE
DEEPAK MATHUR	AADITYA MATHUR	13
CATEGORY	LOCATION	
(Category 12-18 years)	Jaipur Mansarovar	

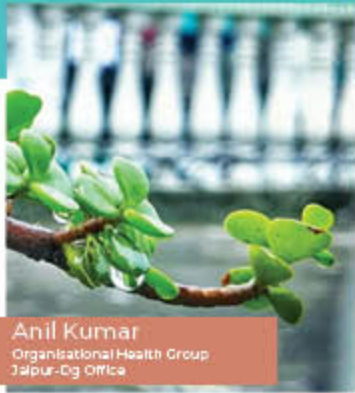
SHUTTER SPEED



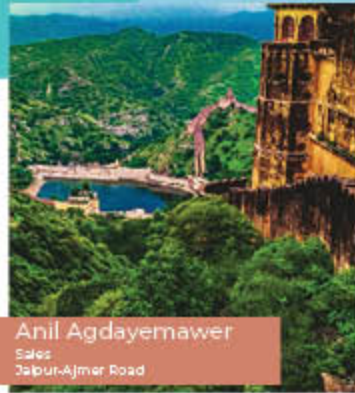
Monsoons are the perfect time to capture some of nature's beauty and bliss. And judging by our employees' social media accounts, we have some passionate in-house photographers among us. In the month of June we organized a monsoon photography contest for team Aavas to show off their photography skills and tricks.



Rakhi Kashyap W/o Vikash Kumar
Credit:
Delhi-Rajendra Place



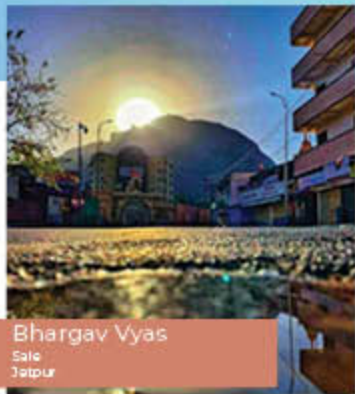
Anil Kumar
Organisational Health Group
Jaipur-Dg Office



Anil Agdayemawer
Sales
Jaipur-Ajmer Road



Ayush Sharma
Technical
Banswara



Bhargav Vyas
Sales
Jaipur



Gaurav Shivaji Malusare
Cash Management System
Mumbai-Thane



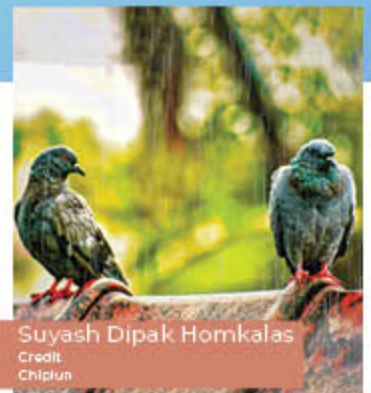
Gireesh Kumar Vishwakarma
Credit:
Bhopal



Parikshit Singh
Organisational Health Group
Jaipur-Mansarovar Office



Neetima Saxena
W/o Sunil Kumar Saxena
Alternate Channel
Jaipur-Traditional Office



Suyash Dipak Homkalas
Credit:
Chiplun

Patriotic Song Competition

We are a nation with a rich and diverse history. And to see how far we have progressed, fills our hearts with pride and utmost joy. And there's no better way to express that pride, but through songs of glory and patriotism. So, in the month of August Aavas invited all employees to share a 60 second video performance of their singing, and the 10 best singers won Amazon Gift Vouchers!



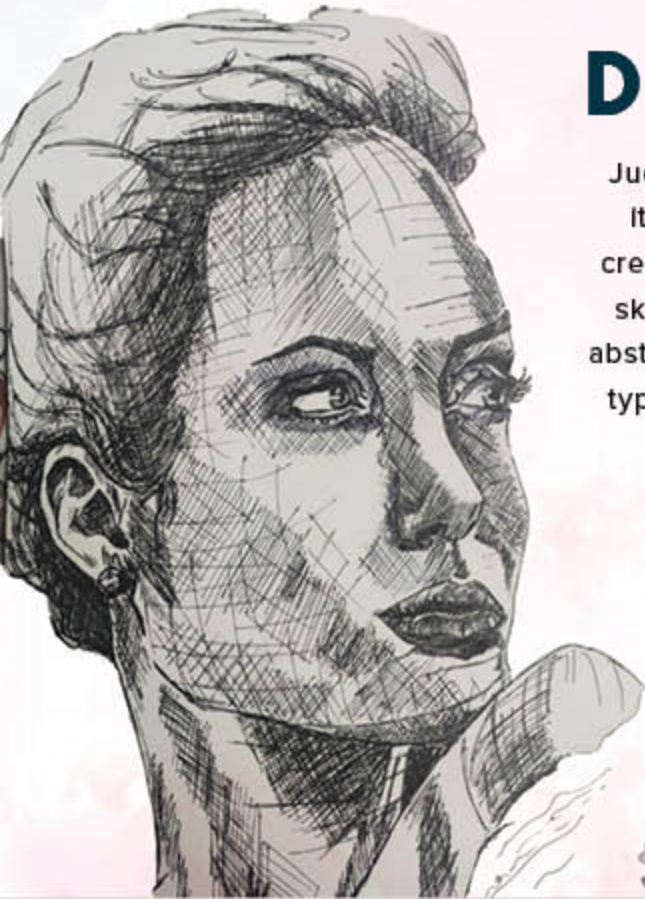
NAME	DEPARTMENT	BRANCH
Shrikant Choudhary	Sales	Jabalpur
Sandeep Kumar Singh	Information Technology	Noida
Anuj Tiwari	Accounts	Jaipur-Mansarovar Office
Rohit Soni	Compliance	Jaipur-Mansarovar Office
Babasaheb Bhosale	Sales	Pune
Anil Gadhe	Sales	Akola
Surendra Kumar	Sales	Modinagar
Nilesh Sunder Kamble	Sales	Ahmednagar
Maneesh Kumar Sharma	Sales	Jabalpur
Shilpa Sharma	Human Resource	Jaipur-Mansarovar Office

DIFFERENT STROKES

for

DIFFERENT FOLKS

Judging by our employees' kids drawing Competition, it will be fair to say that we have some distinctively creative minds in our ranks. The response to the Aavas sketching Competition was overwhelming, with many abstract, hyper realistic, surreal and many more different types of sketches. Below are the top five winners who won Amazon Gift Vouchers!



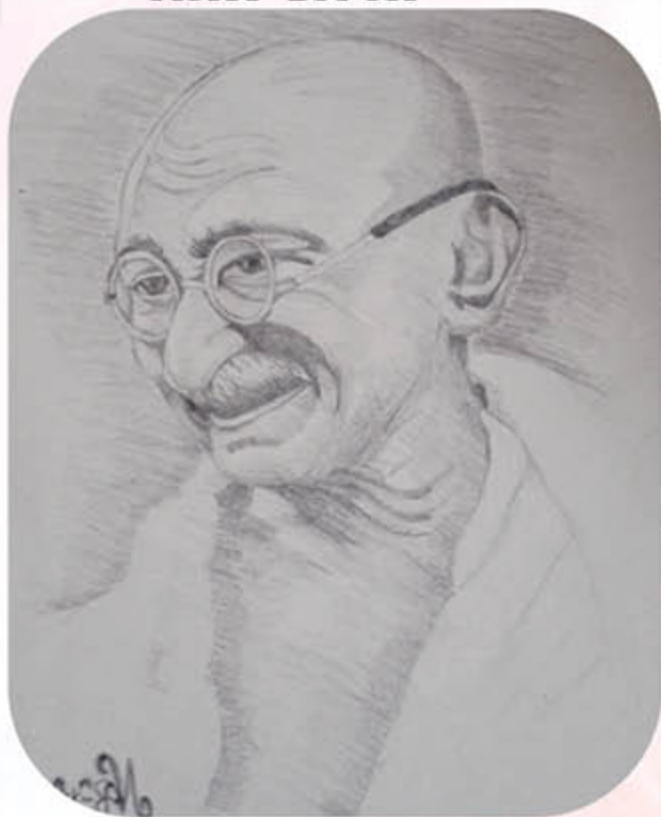
SONIA SHARMA



VIKAS KUMAR



VIJAY GUPTA



NARENDRA JANGIR



KRITI LODHA

ULTIMATE FITNESS CHALLENGE

Aavas organized an exclusive Plank Challenge for its employees. We are pleased to say that our employees were really excited about this challenge and the responses kept coming in.

Some of the attempts and scores were quite inspirational.

Below are the top five winners who won Amazon Gift Vouchers!

RAJESH JHA
(DELHI-RAJENDRA PLACE)

DEEPAK GHADAI
(DELHI-RAJENDRA PLACE)

VASUDEV DADHICH
(GANGAPUR)

ADESH BHARDWAJ
(JAIPUR-MANSAROVAR BRANCH)

RIDHI KOCHAR
(JAIPUR-MANSAROVAR BRANCH)



SPORTS FITNESS



DRILL

TRAINING PROGRAM

Fitness holds paramount importance, especially in today's uncertain times. Keeping the same in mind, a sports fitness drill training programme was conducted by Aavas on 22nd August 2020 for its employees. Under the guidance and training of the wonderful fitness trainer, Mr. Ram Khajuria, our employees learned new fitness techniques to march towards a healthy lifestyle.



THE JOURNEY OF QUITTING SMOKING



I picked the habit of smoking when I was in Indianapolis, USA. There was only one other Indian person on my office floor along with me. Regular smoking breaks together became an excuse for me to de-stress and connect. My family was horrified to learn about this vice when I came back to India. However, I did not care enough then.

Doctors and relatives subsequently advised me to at least replace smoking with nicotine chewing gums or nicotine strips. A lot of anti-smoking literature also began to be shared with me by my family. Finally, I moved on to nicotine chewing gum. The reasons were two-fold for me. One, the chewing gums contain only a single toxin - nicotine, compared to thousands in a cigarette smoke. Second, the chewing gum releases nicotine very slowly in the body. It does not directly hit the brain as cigarette smoke does. Thus, addiction to nicotine is reduced.

But it was still not enough. I was taking 10 mg of nicotine via

chewing gums every day. The dentist told me that the tissues in my mouth had hardened irreversibly. Eventually, one day I decided that I had harmed my body enough and quit smoking. Just like that. I did not scale down the dosage gradually like recommended on the packaging. One day I was consuming 10 nicotine and the next day, the count was zero.

It did take a lot of determination to come over. I felt very nauseated the first week after quitting. Informing my close friends and family strengthened my resolve. Even today, I keep reminding myself about how harmful it was. I now take Center fresh (or any other regular chewing gum) whenever I develop a longing for gums.

PARIMAL BAJPAI

Sr. Manager - IT
Jaipur Mansarovar Office

A STEP TOWARDS *Green Jaipur*



It's easy to plant trees but difficult to protect and nurture them. AAVAS Foundation has provided 1800 iron tree-guards branded with names of the Foundation and Jaipur Development Authority (JDA) to the latter for developing green zones in Jaipur. These tree-guards will be used or distributed as per JDA policy. The goal is to protect trees and reduce pollution in the city. The handover ceremony was held on 18th September 2020, in the presence of Mr. Gaurav Goyal, JDC; Mr. Virendra Singh Sundar, Conservator Forest; Mr. Mahesh Tiwari, DCF Senior Horticulture; Mr. Manish Tiwari, Head CSR; Mr. Avadhesh Joshi; Mr. Sitaram Sharma and Mr. Anuj Tiwari.

JDA welcomed the initiative by presenting a letter of appreciation to the Foundation.

IMPROVING ACCESS TO INFRASTRUCTURE FACILITIES AT JK LON HOSPITAL JAIPUR

Hospitals play a key role in ensuring the well-being of a nation's citizens, especially for the disadvantaged communities which face a lack of access to primary health care... Infrastructural improvement within the healthcare system fosters better care for patients and welfare of the masses. In addition to this, availability of competent and responsible hospital staff is also crucial for maintaining health and safety of the patients. In the time of an ongoing pandemic, maintaining a good quality of healthcare services becomes a real challenge especially when the hospitals have to entertain a large number of visiting patients on a daily basis. In this regard, government hospitals face even greater obstacles because of limited resources and administrative delays. One such government hospital in Jaipur is JK Lon Hospital. Being one of the biggest hospitals in the city, it caters to the needs of the city as well as nearby villages.

As a part of its latest CSR initiatives, Aavas recognized JK Lon's urgent need for infrastructural support, especially in the background of COVID-19 pandemic. A big waiting area with chairs, fans, light and overhead shade has been developed for the OPD of JK Lon. A green area with plants and paintings, especially designed keeping in mind the likings of children, has also been set up. This newly developed children-friendly zone was handed over to the administration in the presence of JK Lon Hospital Superintendent Mr. Ashok Gupta, Mr. Prakash Arya, Priyanshu Mathur, Mr. Manish Tiwari-CSR Head & Our CSR Team.



FIGHTING WITH THE PANDEMIC HEAD ON

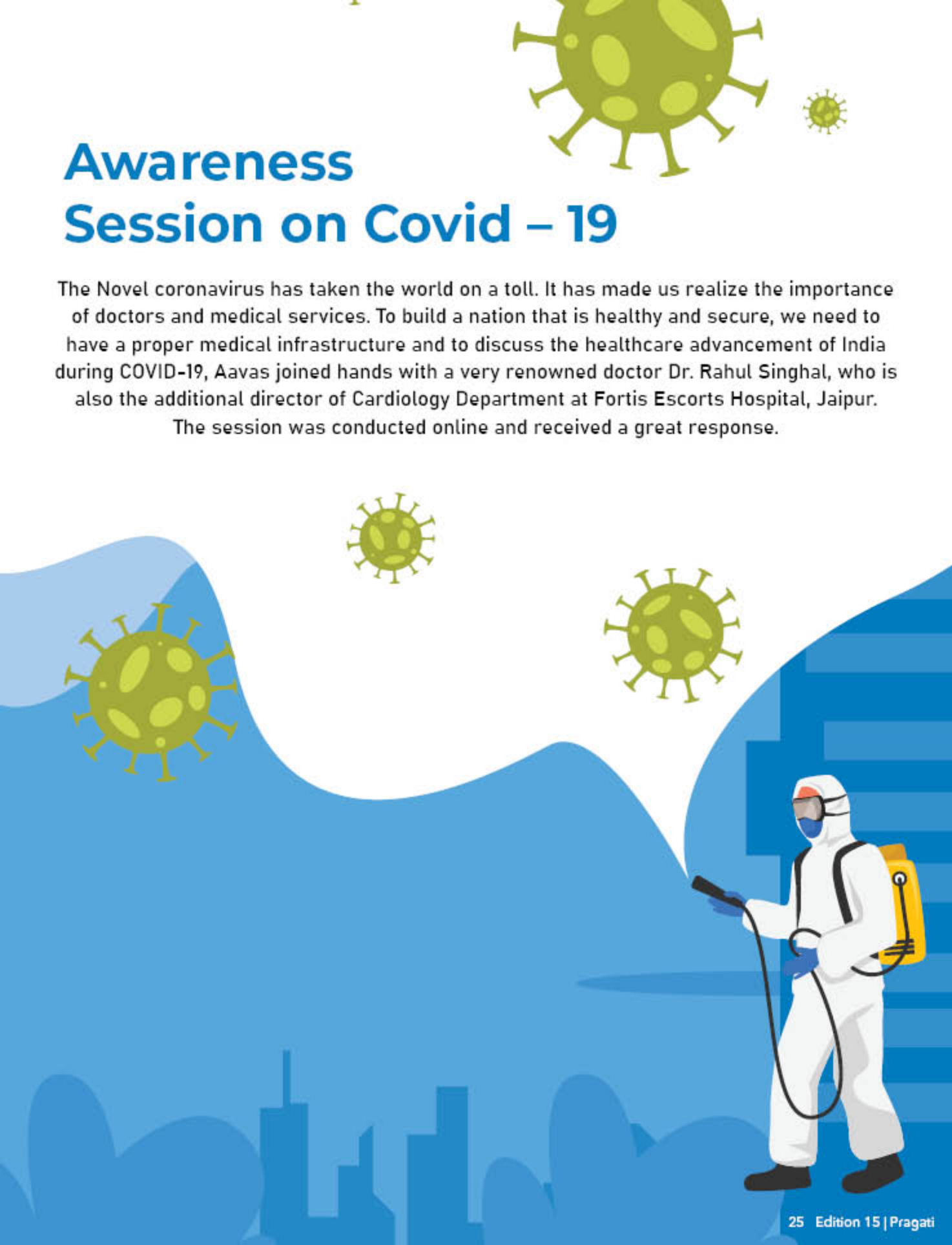
As part of our CSR initiatives, Aavas has conceptualized and launched an outreach campaign with the objective of sensitizing and educating rural communities about COVID-19. This further includes the precautions to be taken, prevention techniques and the importance of personal hygiene. The poster for Corona Awareness under the joint initiative of Aavas Foundation and Rajasthan State Road Transport Corporation was released by Mr. Naveen Jain, Chairman and Managing Director. Mr. Sharad Pathak, Trustee of Aavas Foundation, Mr. Manish Tiwari, CSR Head of Aavas Financiers Limited, Mr. Avadhesh Joshi, and Mr. Sitaram Sharma from Aavas Foundation were also present at the ceremony.

The corona awareness posters were installed on 150 buses of Jaipur Depot, 50 buses of Jodhpur depot, 50 buses of Kota depot, 50 buses of Bikaner Depot, 50 buses of Udaipur depot and 50 buses of Sikar depot. The main idea behind this initiative is to reach all the corners of Rajasthan with the help of these 400 Rajasthan Roadways buses. Aavas hopes that this endeavor will engender positivity and a ray of hope in minds of Rajasthanis amidst the prevalent anxiety surrounding the novel coronavirus.



Awareness Session on Covid – 19

The Novel coronavirus has taken the world on a toll. It has made us realize the importance of doctors and medical services. To build a nation that is healthy and secure, we need to have a proper medical infrastructure and to discuss the healthcare advancement of India during COVID-19, Aavas joined hands with a very renowned doctor Dr. Rahul Singhal, who is also the additional director of Cardiology Department at Fortis Escorts Hospital, Jaipur. The session was conducted online and received a great response.





A STEP TOWARDS MAKING INDIA COVID FREE

Extending our support towards COVID-19 testing





VARSHIKOTSAV

Aavas launched a new month-long campaign, Varshikotsav, to celebrate six of its branches that completed two successful years of glory. The campaign was held from 14th September 2020 to 13th October 2020 at our branches situated in Mathura, Aligarh, Kurukshetra, Yamuna Nagar, Karnal and Yavatmal.

The Varshikotsav campaign turned out to be a huge fun affair with all the branches adorned with balloons, ribbons and posters. In addition to this, a special offer with 50% off on processing fees was given to all the customers who connected with us during the anniversary month. The campaign was celebrated not just for the customers but for the valuable employees as well. Aavas T-shirts were gifted to all our employees at these branches along with distribution of Aavas pens and keychains to every branch visitor.



SAMPARK : THE LEAD REFERRAL PROGRAMME FOR NON SALES EMPLOYEES

Aavas launched a lead referral programme, Sampark, exclusively for its Non-Sales Employees. The programme was initiated on 14th July 2020 and aimed at motivating our employees with non-sales functions to share references and leads of people who were in the need of a loan. All leads were shared by accessing the 'SAMPARK' tab within the 'EMPLOYEES CORNER' of the website and a slab-wise giveaway structure was devised for rewards disbursements.



SAMPARK

THE GIVE WAY STRUCTURE:

Loan Amount (Gross Sanction Amount)	Amount
5 - 7.99 Lac	1000
8 - 14.99 Lac	2500
15 - 24.99 Lac	5000
25 Lac and above	7500

THE CUSTOMER REFERRAL PROGRAMME

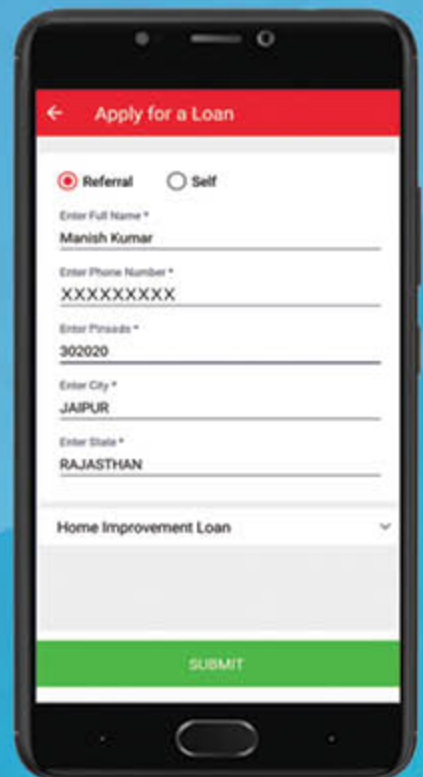
साथी
साथ.विश्वास.उन्नति

Aavas is thrilled to launch a customer referral programme named Saathi. The programme is an initiative to reach out to our existing customers and motivate them to share details of their friends and relatives who are seeking a home loan as well. Through this 'refer and earn' programme the customers could submit the leads through the Aavas Loan App and earn between ₹ 1000 to ₹ 7500 on successful loan disbursal for the references shared.



CONVENIENCE JUST A TAP AWAY

Aavas launched its brand new Aavas Loan App on September 4th, 2020 for easy facilitation of the needs of our customers. Through this app, all loan related information is just a tap away as customers can now have an easy access to their loan status, and pay EMIs, locate the nearest branch and seek customer support. They can further access their insurance copy, welcome letter etc and share leads for Saathi, the customer referral programme from anywhere.



Launch of Gurukul Virtual Training Studio



Under the guidance and support of Mr. Ram Naresh, CBO and Mr. Ashutosh Atre, CRO, a Virtual Studio for Gurukul was set up at the HO. This virtual studio (along with virtual connectivity platform) has state-of-the-art infrastructure to enable world-class connectivity with all branches and is equipped with an Interactive Touch Panel LED, HD Camera and a proper studio for webinars and management interactions. In Q2 we did 3 webinars for all users of Aavas on various subjects.

Motivational Session: To motivate & inspire all Aavas employees during these challenging times, an inspirational virtual session was conducted exclusively for Aavas by the well-known athlete Ms. Deepa Malik, who is a Padam Shri recipient, an Arjuna award winner & the first Indian female athlete to win a medal at the Paralympic. Deepaji shared her real life story of grit & determination and her ability to transcend challenges and set-backs. The session was attended by more than 650 Aavas family members, both through webcast & YouTube live. The session generated many positive comments and it infused positive energy and generated great enthusiasm.

Customer Service Focus: Aavas created this Virtual Studio to give a greater impetus to the Training Initiative. During the inauguration on 14th September, Chief Risk Officer (CRO) Mr. Ashutosh Atre shared his perspective on "Customer Sales

the training session on "Customer App" and highlighted its importance, usage & application. More than 650 Branch team



Service" with select BHs. As one of the training initiatives Branch Heads have to lead the training effort-so on 21st September a special "Manager as A Trainer" session was conducted by senior Facilitator Mr. Vivek Sharma for select Branch Heads.

Monday Training Hour: On 28th September Chief Business Officer Mr Ram Naresh launched

members participated in the session through the virtual platform (including Youtube). The session was interactive-with live showcasing, an exciting Quiz & a video. An exciting Pre & Post Polling Quiz was conducted with more than 500 participants-on similar lines as "Fastest Fingers First" of KBC.

New Vision towards the 'New Normal'

– Ashish Bakliwal (DVP)

Dear Friends,

Century has witnessed a historic moment which has changed perception about our life. Economy worldwide has undergone adversity which entails disaster management mechanisms to survive “The New Normal”.



Pandemic Impact on Economy

World Growth forecasts are being revised negatively with the passing calendar. India has been adversely affected due to population & developing economy scenario. GDP of India is being forecasted at -11.5% for FY2021 with inflation adding negative return on investment pegged at around 6.80% for Q2 FY2021 which will get contained during the year at around 4.50%.

Presently the overall industry is operating at around 60% of their capacity with a major toll taken by the hospitality, travel, entertainment & tourism sector. Total unemployment peaked in the initial pandemic period at around 24.00% in April'20 with reducing trend seen month on month currently improving at 6.70%. As per NHB, capital adequacy of 15% to be maintained, Housing industry was pegged last year at 12% with 3 year targeted to strike norms. India being adversely affected due to lack of infrastructure with relief measures extended under COVID-19 Stimulus Package of Rs 20.97 Lac crore (actual cash outflow of around Rs 2.50 lac crore), i.e., around 10% of GDP widening the fiscal gap. Developed economies like US & Japan are leading with support packages at around 13% & 21% of their GDP respectively. Due to widening fiscal gap & deteriorating asset quality clubbed with unemployment, India's country rating forecast has been downgraded to BAA 3 negative outlook.

Way Forward

Even in this pandemic there is a silver lining for countries like Europe & China for getting their currency “Euro” (Europe) & “Renminbi” (China) as universally acceptable.

In my view Europe has a better chance of getting this niche since China has yet to regain trust in the market & make global roadmap for ease of doing business, this change will adversely impact Dollar Exchange price.

Economy major roadblock is COVID-19 vaccine which may take around 1 year before getting access to masses. However, the government is taking various steps viz. Rate cut mechanism (Current Repo Rate @ 4.00 %), Disinvestment, Revisiting tax structure, Job Creation etc. to stabilize Indian financial market.

Housing Industry – Changing Consumer Behaviour & Credit Risk Prospective

Consumer Behaviour

Consumer behavior is an ever-evolving subject, during this catastrophic time there is a paradigm shift in the customer mindset for buying a house which is being considered as a good investment. Further, high demand is visualized in affordable segment.



The article is personal opinion of the writer



There is a sense of security linked with Physical asset & availing housing loan at lower interest rate. Deferring the need to buy a house may turn out to be an expensive proposition. Now buyers are considering investment in outskirts with larger living space for the upcoming need of Work from Home (WFH) & buy within their budget norms.

Credit Risk Prospective

In the recent past, a lot of control & disclosure mechanism had already been put in place making us better off to handle the expected impact of moratorium since we had strong review mechanism already in place. India will not be repeating history as Lehman Brothers crisis since we are lending on cash flow rather than Asset Backed funding.

However, need has arisen for handling Transaction & Portfolio risk on a proactive basis being triggered during Credit & Operational Risk Assessment taking cognizance of pandemic impact.

Risk Rating model to factor in Business, Financial, Transaction & Operational based risk considering expected loss for which premium to be charged for risk assessed i.e. Low, Medium & High-Risk category. Further proactive portfolio monitoring to be done basis Early Warning Signal (EWS).

Funding right Product mix with liberal LTV parameters within regulatory framework is of paramount importance since the economy has bottom out on asset valuation which would appreciate in the near future giving transactions better coverage. Digital platforms with Business



Continuity Plan (BCP) are new key essentials due to work pattern change, however it raises risk over data security.

Collection pattern is another facet to be catered by monitoring a more conservative bucketing approach. Basis Analytical tools, data should be derived for proactive working over probable delinquency with sectoral analysis.

There is a consistent need to identify New & Dynamic Fraud & Risk.

This Pandemic has not only helped us in developing our skills differently but also proven time & again the power of the human mind to be adaptive for adversity & make it “The New Normal”.

CUSTOMER STORY

Yogesh Chand Jain



The real-life story of our disbursed case in the name of Late Mr. YOGESH CHAND JAIN_LNSRH02616-170029157/ CMJAY- FALNA nagar palika/4 lac/Affordable housing is a testament to our dedication towards our customers.

Late Mr. Yogesh Chand Jain was a salaried person at Kishangarh, Ajmer and living there with his family including his wife & 2 daughters who are currently studying.

He was allotted a flat by CMJAY_FALNA Nagar Palika 5Lac which was eligible for subsidy. Aavas Financiers supported him with a loan of 4 lacs on the flat and the money was directly given to the municipality.

Due to a sudden heart attack, Mr. Yogesh Chand lost his life on 21 May 2020. A total of 38 EMIs, i.e., Rs 5,193 were paid to us before Late Mr. Yogesh Jain left for the heavenly abode.

The death of her husband put Mrs. Kalpana Jain under serious financial problems as she had to pay the remaining EMIs. She was completely unaware about the life insurance taken by her late husband until we initiated the claim. The death claim of 4 lacs was finally approved by BALIC and our loan was closed with the principal amount of Rs 3,80,284. The remaining amount of Rs 19,716 was instantly transferred to the bank amount of the co-applicant, Mrs. Kalpana Jain's bank account.

Today Mrs. Kalpana Jain visited the office to collect property papers & NOC. Her two daughters and Mrs Kalpana Jain who visited our Sirohi branch were extremely thankful to Aavas Financiers and satisfied by our services. They appreciated our easy claim settlement facility and the great coordination among our employees.



— EMPLOYEE — ARTICLES





SHIVSHANKAR AWASTHI

(INFORMATION TECHNOLOGY) JAIPUR MANSAROVER

निगेटिव रिपोर्ट का कमाल

10 दिन की जघोजहद के बाद एक आदमी अपनी कोरोना नेगेटिव की रिपोर्ट हाथ में लेकर अस्पताल के रिसेप्शन पर खड़ा था।

आसपास कुछ लोग तालियां बजा रहे थे, उसका अभिनंदन कर रहे थे।

‘जंग जो जीत कर आया था वो।’

लेकिन उस शख्स के चेहरे पर बेचौनी की गहरी छाया थी। गाड़ी से घर के रास्ते भर उसे याद आता रहा आइसोलेशन नामक खतरनाक और असहनीय दौर का वो मंजर।

न्यूनतम सुविधाओं वाला छोटा सा कमरा, अपर्याप्त उजाला, मनोरंजन के किसी साधन की अनुपलब्धता, कोई बात नहीं करता था और न ही कोई नजदीक आता था। खाना भी बस प्लेट में भरकर सरका दिया जाता था।

कैसे गुजारे उसने वे 10 दिन, वही जानता था।

घर पहुंचते ही स्वागत में खड़े उत्साही पत्नी और बच्चों को छोड़ कर वह शख्स सीधे घर के एक उपेक्षित कोने के कमरे में गया, जहाँ माँ पिछले पाँच वर्षों से पड़ी थी। माँ के पावों में गिरकर वह खूब रोया और उन्हें लेकर बाहर आया।

पिता की मृत्यु के बाद पिछले 5 वर्षों से ‘कांतवास’ आइसोलेशन भोग रही माँ से कहा कि माँ आज से आप हम सब एक साथ एक जगह पर ही रहेंगे।

माँ को भी बड़ा आश्चर्य लगा कि आखिर बेटे ने उसकी पत्नी के सामने ऐसा कहने की हिम्मत कैसे कर ली? इतना बड़ा हृदय परिवर्तन एकाएक कैसे हो गया? बेटे ने फिर अपने एकांतवास की सारी परिस्थितियाँ माँ को बताई और बोला अब

मुझे अहसास हुआ कि ‘एकांतवास’ कितना दुखदायी होता है? बेटे की ‘नेगेटिव रिपोर्ट’ उसकी जिंदगी की ‘पॉजिटिव रिपोर्ट’ बन गयी।



BHANU SHARMA

(CREDIT) JAIPUR MANSAROVER

जीत के दावेदार

सितम्बर की हवाओं में है हलचल,

थोड़े ज्यादा समझदार हो जाइए।

तूफान आने की है आहट

थोड़े और खबरदार हो जाइए।

बुझ ना जाए बेवक्त कहीं कोई चराम

इन हवाओं से फिजाओं में

गुजारिश है सबसे यही कि,

थोड़े और होशियार हो जाइए।

मिलने मिलाने के लिए अब

बेवजह आना जाना छोड़िए

अप्रैल के लॉक डाउन की तरह अब फिर से खुद में सिमट जाइये

कोरोना है चरम पर

दवाखाने हैं न खाली

मौत से न डरो—डराओ, फकत

बिजी अस्पतालों के इलाज से तो घबराइए

हरने आई ये हवाएं, चौंन ओ सुकून जिंदगी का,

सब कुछ छोड़ के पहले, फिर से खुद के पहरेदार हो जाइए।

कैद कर के खुद को अब फिर से, घर में गुलजार हो जाइए।

ठहर के अपने मुकाम पे,

जीत के दावेदार हो जाइए।



AKSHITA KHUTETA

(LEGAL MORTGAGE) JAIPUR MANSAROVER

#Depression: #Notasolution!

How easy is it to say, I am a great observer. Even I am among those who felt like, I observe people easily through their actions, gestures and expressions. Sorry, an extreme apology from my side if I have ever said this. We can't even perceive what a person is going through!!

Every person on this planet is fighting his own rattles and battles, conceiving his or her problem as the biggest. We have to understand the pattern of the "Universe" which clearly shows that this life is not what you have had expected ever! It is full of despair, turmoil, stress, anxiety, negative energies, dejection, regret, sorrow, pain, tension, pressure, strain or what not?? We have to understand, amid the chaos we still have to survive facing all the extremities...the hard-headed is, life has never been easy but as long as we are here we shall experience excruciating pain which may reduce but it is immortal.

So, it's very important to pay attention to the patterns of people who are close to you and show kindness towards them. The world needs most of it. Spread as much happiness as you can. Learn to ignore silly stuffs that are no longer going to serve you. Give time to your family, love them, respect them they are the only one who stand by you no matter what! No money, social status, recognition, love from others can serve you happiness.

Always remember, "self-love is first love! Respect yourself much more than anything.

Suicide, mental illness, depression, panic attacks are viruses or you can say negative energies which I know

we may get infected to it but everything has a solution and we may combat such energies by simple techniques such as yoga, meditation, focus etc. that look farce to you, but it has amazing ground-breaking results.

My last message is please Live your life! Feel the goodness in everything. Whatever you have is amazing.



AMIT SAINI

(AUDIT) JAIPUR MANSAROVER

As a group of frogs was traveling through the woods, two of them fell into a deep pit. When the other frogs crowded around the pit and saw how deep it was, they told the two frogs that there was no hope left for them. However, the two frogs decided to ignore what the others were saying and they proceeded to **try and jump out of the pit.**

Despite their efforts, the group of frogs at the top of the pit was still saying that they should just give up that they would never make it out.

Eventually, one of the frogs took heed to what the others were saying and he gave up, falling down to his death. The other frog continued to jump as hard as he could. Again, the crowd of frogs yelled at him to stop the pain and just die.

He jumped even harder and finally made it out. When he got out, the other frogs said, "Did you not hear us?"

The frog explained to them that he was deaf. He thought they were encouraging him the entire time.

Moral Story:

People's words can have a big effect on other's lives. Think about what you say before it comes out of your mouth. It might just be the difference between life and death.



ANURAG JAIN

(SALES) JAIPUR SANGAM TOWER

कभी उनकी महक में डूबे रुमाल की हसरत थी
आज उनके चूमे हुए मास्क के दीवाने हैं
जिसने इस चमकते चांद को पर्दे में कर दिया
उस नकाब में ना जाने कैद कितने गुलाबी फसाने हैं
अब गर लब हिले भी तो पता क्या चले, बामुश्किल
आंखों से बयां लफ्ज अब आंखों से ही समझाने हैं
खुदा उन्हें हर हाल में सलामत बस रखे
कहाँ दीदार ए यार को तरसते वो पहले से जमाने हैं
दर पे सेनेटाइजर लिए करते हैं इंतजार
पाक गोरे हाथ उनके फिर जो धुलाने है
वो आए मेरी गली में सुन के कोई बीमार मिला है।



SHAILESH SHARMA

(CLASSIFICATION) JAIPUR MANSAROVER

नई सदी से मिल रही दर्द भरी सौगात,
बेटा कहता बाप से तेरी क्या औकात।
मंदिर में पूजा करें घर में करें बलेश,
माँ बाप तो बोझ लगे, पत्थर लगे गणेश।
बचे कहां अब शेष हैं दया, धर्म, ईमान
पत्थर के भगवान हैं पत्थर दिल इंसान।

पत्थर के भगवान को लगते छप्पन भोग।
मर जाते हैं फुटपाथ पर भूखे प्यासे लोग।



VARUN ACHARYA

(MARKETING) JAIPUR MANSAROVER

Guess What

Piercing the murk and gloom O'the night,
O'the night so dark, O'the night so warm,
Filling the whites with serene darkness,
Making it look like a twinkle of light,
...Into a night so dark, a night so calm.

Regard them as sentinels, esteem them as saviors,
Saviors of the innocence they encompass,
Saviors of the kindness they enclose,
From the evils that maul the brain,
In a world, so dazzling, a world full of strain.

When you want them in distress, and you rejoice the care,
You can feel that –'...distance makes the eyes go fonder',
You barely had a sight of the pair,
You can but I can't wait to possess them,
To get them or not, is for you to ponder.

Out I rush from my own gloomy feelings,
Out into the streets, for a vision live,
As I intrude their precious dwellings, and ask for the gogs, and their price,
The optician coolly smiles and says, '(Rs.) Nineteen Ninety Five',
And I always said, 'Read the poem twice!'
- Varun Acharya



JITENDER SINGH
(COLLECTION) JAIPUR MANSAROVER

18 Powerful Ways to Build Your Mental Toughness

Intelligence is helpful if you want to be successful, but commitment and mental toughness are mandatory. Keep yourself on track with these valuable habits.

It's a well-known adage: What happens to us plays far less a role in our happiness and success than our responses.

To develop and maintain the kind of mental toughness that success requires, it's crucial that you keep your thoughts and self-talk positive and avoid the habits that lead to negativity and unhealthy behaviors.

The strongest people are not those who show strength in front of us but those who win battles we never see them fight.

Help keep yourself prepared for whatever comes your way tomorrow by practicing good habits of mind and attitude:

- 1. Emotional stability.** Leadership often requires that you make good decisions under pressure. It's important that you maintain your capacity to stay objective and deliver the same level of performance regardless of what you're feeling.
- 2. Perspective.** Mental strength lets you carry on when the world seems to have turned against you. Learn to keep your troubles in proper perspective without losing sight of what you need to accomplish.
- 3. Readiness for change.** If change is truly the only constant, then flexibility and adaptability are among the most important traits you can develop.

4. Detachment. You can get through setbacks and come out even stronger if you can remember that it's not about you. Don't take things personally or waste time wondering Why me? Instead focus on what you can control.

5. Strength under stress. Maintain resilience in the face of negative pressures by developing your capacity to deal with stressful situations.

6. Preparation for challenges. Life and business are filled with everyday demands, the occasional crisis, and unexpected twists. Make sure you have the resources to withstand the professional and personal crises that you'll sooner or later be facing.

7. Focus. Keep your attention on the long-term outcomes to stay steady in the face of real or potential obstacles.

8. The right attitude toward setbacks. Complications, unintended side effects, and complete failures are all part of landscape. Mitigate the damage, learn the lessons that will help you in the future, and move on.

9. Self-validation. Don't worry about pleasing others: That's a hit-or-miss proposition for anyone but the worst sort of waffler. Instead, make a concentrated effort to do what is right and to know what you stand for.

10. Patience. Don't expect results immediately or rush things to fruition before their time. Anything worthwhile takes hard work and endurance; view everything as a work in progress.

11. Control. Avoid giving away your power to others. You are in control of your actions and emotions; your strength is in your ability to manage the way you respond to what is happening to them.

12. Acceptance. Don't complain about the things you have no control over. Recognize that the one thing you can always control is your own response and attitude, and use those attributes effectively.

13. Endurance in the face of failure. View failure as an opportunity to grow and improve, not a reason to give up. Be willing to keep trying until you get it right.

14. Unwavering positivity. Stay positive even -- especially -- when you encounter negative people. Elevate them; never bring yourself down. Don't

allow naysayers to ruin the spirit of what you're accomplishing.

15. Contentment. Don't waste time being envious of anyone else's car, house, spouse, job, or family. Instead be grateful for what you have. Focus on what you've achieved and what you're going to achieve instead of looking over your shoulder and being envious of what someone else has.

16. Tenacity. It comes down to just three words: Never give up.

17. A strong inner compass. When your sense of direction is deeply internalized, you never have to worry about becoming lost. Stay true to your course.

18. Uncompromising standards. Tough times or business difficulties aren't good reasons to lower the bar. Keep your standards high.

Becoming a mentally strong person takes practice and mindfulness. It requires tuning in to your bad habits and making a point of learning new habits to replace them. And sometimes it simply means learning to get out of your own way and let things happen.



PRAVEEN SHARMA
(COLLECTION) PUNE

LIFE

I believe that everything in life is a lesson. There is an opportunity to learn from everything. And when you're faced with a hard situation, think about what you can learn from it and how you can benefit from it. Nothing

should be totally bad, that's not the way it is supposed to be. No one's life is perfect and no one turns out exactly the way they wanted or expected, but life shouldn't be a burden or something that you dread.

You're only young once, so you should enjoy it, and you shouldn't be in such a hurry to grow up. What doesn't kill you makes you stronger and everything that you do and all of the decisions that you make, the big ones and the small ones, are all important.

There is such a thing as destiny and fate, but it only takes you so far. You have to help yourself along the way. In life, the end product is certainly important, but it's how you got there that matters the most. No one wants to look back on their life and regret half of the things that they did.

You're going to have to choose between a lot of things in your life. Sometimes it will be an easy choice, sometimes it will be hard. But remember that you're not alone and everyone goes through what you're going through. You'll laugh and you'll cry; you'll get your heart broken at least once, and you'll probably break someone else's heart at least once.

Good things will happen to you and bad things will happen to you, but no matter what, don't let anything or anyone control or drastically change your life. Because it's your life, you're the one who's going to have to live it. And, sometimes, you really can't listen to what anybody else says, you just have to listen inside and follow your heart.

Do not undermine your worth by comparing yourself with others.

It is because we are different that each of us is special.

**By living your life one day at a time,
You live all the days of your life.**

Do not shut love out of your life by saying it is impossible to find.

**The quickest way to receive love is to give love;
The fastest way to lose love is to hold it too tightly.**

***Life is not a race, but a journey to be savored
each step of the way.***



VISHAL JAIN
(CREDIT) BEAWAR

हम भटकते रहे जिंदगी के लिए
गम के मौसम में यानी खुशी के लिए
दिल जलाने की कोई जरूरत नहीं
जल रहा है दिया रोशनी के लिए
जिंदा रहते मुहब्बत न मिल पाएगी,
मरना पड़ता है क्यो आशिकी के लिए,
दिन ये कब तक ढलेगा ऐ सूरज बता,
रात बेताब हैं चांदनी के लिए
गम का सागर है दिल में समाया मगर,
मुस्कुराता हूँ उनकी खुशी के लिए
सबको वाकिफ मुहब्बत का पैगाम दे
दिल में रख मत जगह दुश्मनी के लिए



JAI PRAKASH SHARMA
(SALES) BEGUN

“ मेरी लाड़ो ”

फूलों सी नाजूक, चाँदी सी उजली मेरी गुड़िया।
मेरी तो अपनी एक बस, यही प्यारी सी दुनिया।।

सरगम के लहक उठता मेरा आगन।
चलने से उसके, जब बजती पायलिया।।

जल तरंग सी छिड़ जाती है।
जब तुतलाती बोले, मेरी गुड़िया।।
गद-गद दिल मेरा हो जाये।
पापा-पापा कहकर लिपटे जब गुड़िया।।
कभी घोड़ा मुझे बनाकर-खुद सवारी करती गुड़िया।
बड़ी भली सी लगती है, जब मिट्टी के सनती गुड़िया।।
दफतर से जब लौटकर आऊ।
दौड़कर पानी लाती गुड़िया।।
कभी जो मैं, उसकी माँ से लड़ जाऊँ।
खुब डाटती नन्ही सी गुड़िया।।
फिर दोनों में सुलह कराती।
प्यारी-प्यारी बातों से गुड़िया।।
मेरी तो के कमजोरी है, मेरी सासों की डोरी है।
प्यारी नन्ही सी मेरी गुड़िया।।



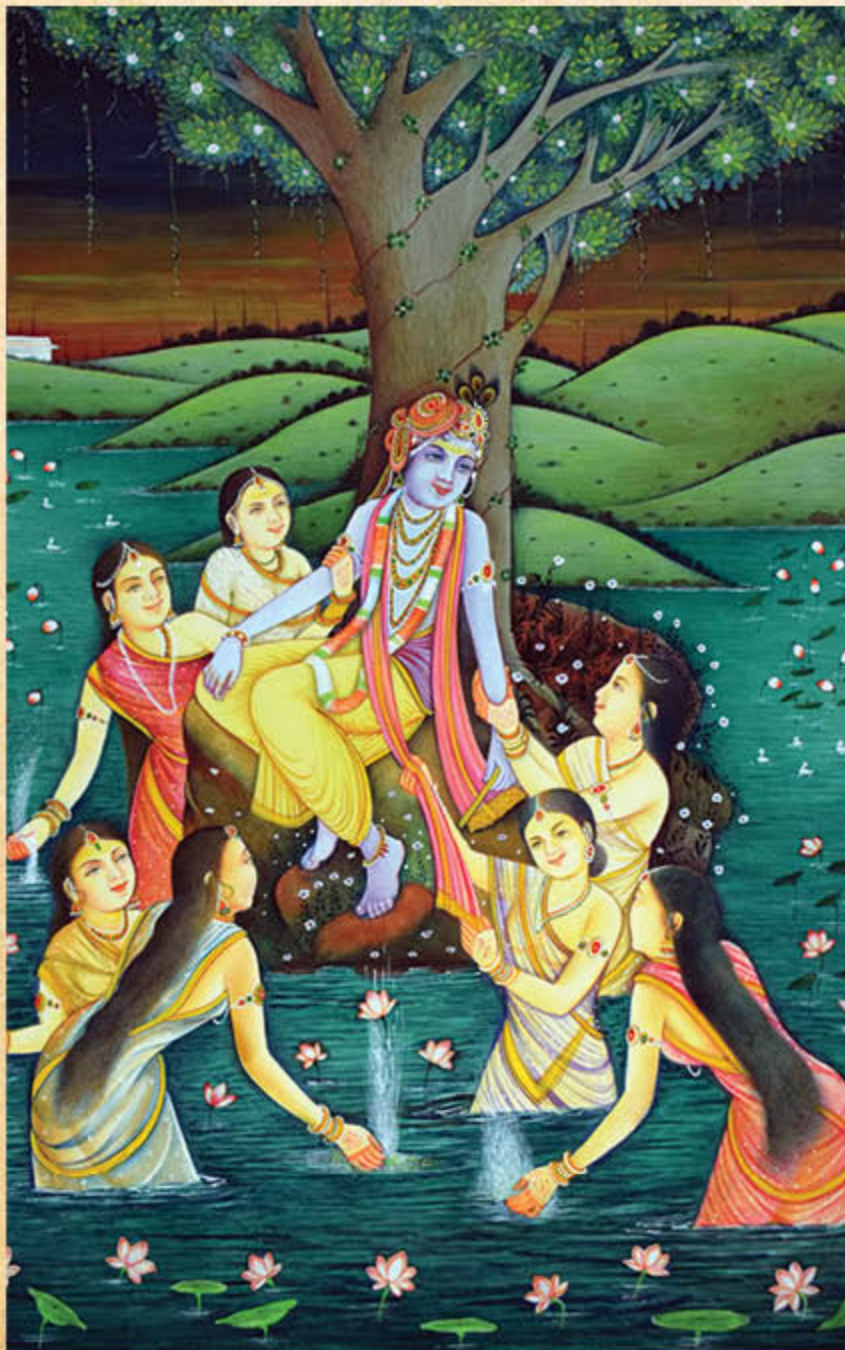
RAJKUMAR SINGH SIKARWAR
(SALES) INDORE

रह रहे हो आजकल तुम बेखबर मालूम है
घूमते हो बिन वजह क्यूँ ये शहर, मालूम है।
जा रहे हो छोड़कर, जिसकी बदौलत तुम हमें,
पास आओगे किसी दिन, लौटकर मालूम है।
काट लेंगे जिंदगी को, नाम लेकर हम तिरा,
इस जुदाई का बुरा होगा असर मालूम है।
जान लेकर वो हमारी बोलते हैं, कुछ नहीं,
हुस्नवालों का हसीं ये हुनर मालूम है।
भूख भी अब मर चुकी है, राह पर चलना कठिन,
मंजिलें हैं दूर लेकिन, ये सफर मालूम है।
आदमी को आदमी से किस तरह उलझा रहे,
नाफरती सौदागरों का, ये हुनर मालूम है।



Davendra Sharma

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