



# TIL TALK

Vol. 21 • Issue 2 • 2012

OUR NEWS VIEWS & EVENTS





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**TIL** Tractors India



Dear Reader,

Welcome to the latest edition of TILTalk, our in-house magazine.

The business environment has been one of the most challenging ones we have faced in the recent past. The pessimism in short and medium term business outlook is attributed to volatile global conditions, weak investor confidence, policy paralysis, and tight monetary conditions. The infrastructure space in which we operate is also witnessing a downward trend. These have impacted our financials for the fiscal 2011-12. While the top line showed some growth, the downslide in the profits affected the overall performance.

The long term prospects of India, however, are still strong and with positive indications of infrastructure development gaining traction. The government is committed to take all possible measures to restore the momentum of growth in the coming days.

Despite the challenges faced by TIL, this edition of TILTalk has a variety of news to share. The historic event has been our Kamarhatty facility completing 50 long years - a testament of TIL's legacy of manufacturing prowess. This is a milestone for us and wouldn't have been possible without the support of all our stakeholders. The grand golden jubilee celebration also saw another remarkable feat - the launch of the legacy book titled 'Technology Innovation Leadership - Living the Values - an Organization's Journey', capturing TIL's life span of over 68 years. The book was launched by our Chairman, Mr Avijit Mazumdar.

There are articles of our CSR initiatives - the recent eye camps we conducted for senior citizens under BPL category - providing free cataract surgery, various customer meets to enhance our customer centric approach, training and capability development initiatives which TIL pursues relentlessly. Also in the news is the award conferred upon the head of our KRM - Ms Shilpa Chakraborty for best practices on HR management, an award that is also a recognition of TIL as a people oriented company. Other regular sections of news, views and events continue - reflecting Team TIL's spirit and commitment that form the cornerstone of our success.

Without a doubt, 2012-13 will be a tough year, but it's important to remember that tough times don't last forever, tough people do. Throughout our history, TIL has witnessed many adversities and challenges and yet never wavered in its determination to march forward with its indomitable spirit of perseverance. This is true testimony of the spirit and commitment of the members of Team TIL.

I hope you will find this issue of TILTalk an enjoyable reading experience.



Sumit Mazumdar





## ***Celebrating 50 years of Manufacturing Excellence***

2012 marks the 50th year of TIL's Kamarhatty manufacturing plant. A memorable landmark for TIL - completing 50 years of Manufacturing Excellence.

50 years ago, in 1962, a 10 tonne crane rolled out of TIL's Kamarhatty plant marking a milestone for TIL [then called Tractors India]. After beginning as a Caterpillar dealer in 1944, TIL ventured into manufacturing for the first time in 1962. The 10 tonne crane being India's first indigenously built model, the roll out reaffirmed the growing image of Indian engineering capability.

TIL's Kamarhatty factory started operations in 1962 – the first and only purpose-built Tyre Mounted Mobile Crane Factory in India, and the 10 tonne Diesel Electric Version Crane was the forerunner to more than 5000 cranes - that have since come out of TIL's Kamarhatty Plant. The track record of TIL's Kamarhatty plant shows many "Firsts". Some of these are: The First Self Propelled Diesel Electric Version Crane, The First Truck Mounted Crane, The First Hydraulic Crane, The First Rough Terrain Crane, The First 100 Tonne Crane.

50th Anniversary of our Kamarhatty Manufacturing Plant adds a great deal to the credibility of our organization as it signifies longevity, perseverance and resilience. It is also a testament to the unwavering spirit of Team TIL.

***From making a 10 tonne capacity crane to 100 tonne in a span of just 50 years, TIL has surely come a long way.***

**COVER  
STORY**



*Glimpses of Golden Jubilee Celebration at Science City Auditorium*



*Glimpses of Golden Jubilee Celebration .....contd.*



The milestone occasion was celebrated on 30th April, 2012 at a gala event held at Kolkata's Science City auditorium. The celebration – a day of joy and pride was attended by the entire Kamarhatty team TIL, and its family members. The vibrant and colorful soiree was graced by Mr Avijit Mazumdar, Chairman, Mrs Pia Mazumdar, Mr Sumit Mazumder, Vice Chairman and Managing Director and Mrs Manju Mazumder, Mr Alope Banerjee, President & CFO, Mr Somnath Bhattacharjee, President, MHS and EPS Business, Mr Pinaki Niyogy, Associate Vice President, Manufacturing.

The evening began with 'Diya lighting' followed by "Mangalam", a traditional welcome dance recital invoking an auspicious future, by the troupe "Chhandam". This was followed by the Welcome Song presented by the wives of Kamarhatty employees.

Addressing the gathering, our Chairman reflected on the special day, TIL's journey over half a century and conveyed his deep appreciation of all the people, past and present whose dedication has made this achievement





possible. Mr Sumit Mazumder also spoke of the pioneering role Kamarhatty factory played in the manufacturing scenario and TIL's leadership in India's material handling segment. He reflected that this facility where TIL started crane manufacture 50 years ago, has remained an inspiration to all and is a benchmark of TIL's manufacturing prowess. He also congratulated team TIL on their commitment and contribution.

From their individual perspectives, Mr Alope Banerjee, Mr Somnath Bhattacharjee, Shri Kesto Biswas (General Secretary, Coles Cranes Workers Union), Shri Satya Ranjan Chakrabarti (General Secretary, Tractors India Sramick Karmachari Union) spoke of the enduring spirit of trust and understanding between the management and workers at Kamarhatty, their shared vision and the guidance of the management that have been the cornerstone of the success of our Kamarhatty plant. In a moving reminiscence, Mr Pinaki Niyogy shared with the audience the invaluable contributions of Late Satish Bhatnagar, who left behind a rich legacy of excellence. The event also saw some more memorable moments which are highlighted in the following pages. The evening was resplendent in dazzling performances by the famous "Violin Brothers" - Debsankar and Jyotisankar - mesmerizing all with their melodious compositions. This was followed by the enthralling performance of Rupankar Bagchi - one of Kolkata's acclaimed singers. Both the cultural programs were cherished by all and will stay in memory for years to come.

## Launch of TIL Legacy Book

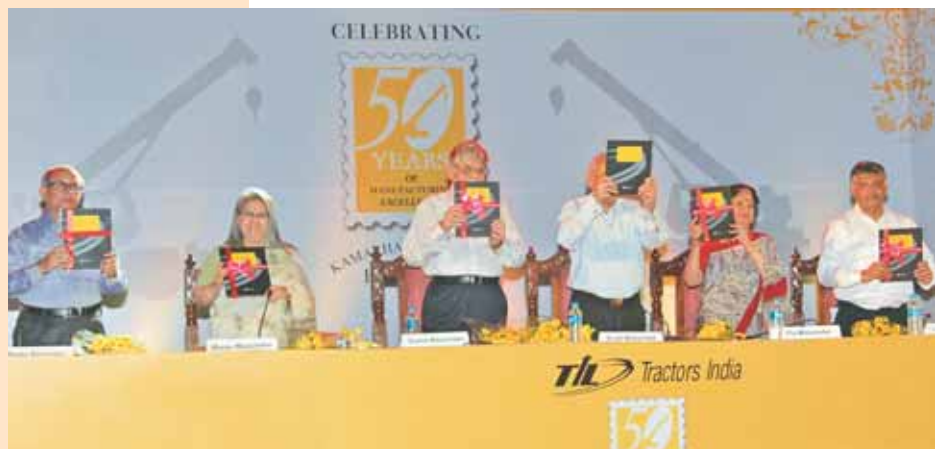
Another notable event at the Golden Jubilee celebration was the launch of a book on the history of TIL by our Chairman, Mr Avijit Mazumdar. Titled 'Technology Innovation



Chairman launching TIL Book

Leadership - Living the Values - an Organization's Journey', the book captures TIL's life span of over 68 years and brings to life - part factual history, part retrospect, part anecdotes, story of TIL and its people, their journey of excellence and the evolution of TIL in the process. The book contains messages from our principals, our directors, our customers and Team TIL - those who are with us and some who have long retired, yet cherish so many memories.

Most importantly, the book traces the myriad contributions of one who continues to be TIL's guiding light - Mr Avijit Mazumdar, our Chairman.



From L-R : Alope Banerjee, Manju Mazumder, Sumit Mazumder, Avijit Mazumdar, Pia Mazumdar, Somnath Bhattacharjee - Launching TIL Book

### Felicitating our Chairman on completing 52 years with TIL

The event also befittingly celebrated 52 years that Mr Avijit (Bobby) Mazumdar has spent with TIL. A continuing career of over 50 years in an organization's journey of close to seven decades is rare in corporate experience. Mr Bobby Mazumdar joined TIL in 1960. He took over as MD in 1976 and has been our Chairman since 1986. On the occasion of Kamarhatty's golden jubilee, TIL Kamarhatty team was proud to honor Avijit (Bobby) Mazumdar for completing 52 years with TIL. His Vision and Leadership consistently inspired Kamarhatty plant to become a benchmark of excellence.



*Avijit Mazumdar receives the silver plaque in the felicitation ceremony*

Bobby Mazumdar has stewarded TIL into a world class organization and his contribution has extended to a wider influence beyond TIL. Mr Mazumdar held premier positions in some of India's most reputed chambers of commerce where he engaged in responsible dialogue with the Government on policies and reforms with his views always being held in high esteem by the industry. He led many industry delegations across the world. On the global scene, he was the Chairman of the World Chambers Federation (WCF) of the International Chamber of Commerce, Paris for eight years and provided direction in the areas of networking and cooperation between global chambers. He has been the Honorary Consul for Spain in Kolkata for over three decades.

The range and depth of his achievements are so vast that it is difficult to summarize. For 52 years he has strengthened TIL's linkages with global partners. For 52 years he has helped transform our Kamarhatty plant as a model crane manufacturing unit that continues to be acclaimed by our customers and our overseas collaborators. For 52 years he



*Avijit Mazumdar addresses the audience after his felicitation*

has inspired all of us in TIL by leading with examples of dedication, commitment, transparency and empathy for people. And for 52 years he has been responsible for creating TIL's image as a dynamic company and as a nation builder.

He is a visionary and his people centricity, trust, humility and caring are the hallmark of his success.

Bobby Mazumdar is as much a part of TIL as TIL is of him. He remains a continuing inspiration.

In the same forum TIL also felicitated four of the longest serving employees at the Kamarhatty factory - once again demonstrating TIL's people - bonding attribute irrespective of rank. Mr Avijit Mazumdar and Mr Sumit Mazumder personally presented each of these employees with a shawl, reflecting the affection and respect in which they are held. The felicitated employees were:

**Shri G C Dey (1963-1998)**

**Shri P K Ghoshal (1972-2000)**

**Shri Kanai Lal Chakraborty (1974-2004)**

**Shri Sukumar Bhattacharyya (1984-2000)**



*L - R : Sukumar Bhattacharyya, P K Ghoshal, G C Dey, Sumit Mazumder, Kanailal Chakraborty, Avijit Mazumdar at the felicitation ceremony*





## Simply World Class

### TIPL Component Rebuild Center Awarded 5 Star Rating

TIPL (the wholly owned subsidiary of TIL) inaugurated its state-of-the-art Component Rebuild Center (CRC) at Asansol, West Bengal – to provide world class machine and component repair experiences to the customers.

Equipped to rebuild and test all major components of the Cat equipment, TIPL's CRC facility is designed to meet the Caterpillar benchmark of Safety, Quality and Contamination standards.

Recently Caterpillar completed its annual CRC audit and rated our CRC Asansol 5 Star - the highest standard for a repair facility.

This 5 Star certification is awarded for successfully deploying and maintaining the Contamination Control measures as well as for ensuring the process controls laid down by Caterpillar.

Each rebuild follows a Cat - approved repair process—beginning with a thorough cleaning of every component and ending with rigorous testing to ensure quality. Our CRC team worked relentlessly to improve upon the repair processes aiming at higher levels of quality



*Steve Lancot handing over the 'plaque of honor' to Sumit Mazumder in presence of GVR Murthy*

standards. The Caterpillar Quality Auditor inspected the facility and expressed total satisfaction over the quality control measures, repair processes and testing facilities and conferred the 5 Star certification upon TIPL CRC.

Mr Steve Lancot - Asia Regional Manager on his visit to India presented the 'plaque of honor' recognizing TIPL Asansol CRC as a World-Class 5 Star facility.

The visit by Mr Lancot and other senior Cat officials was a source of great motivation for the TIPL CRC team.



*Steve Lancot, Ed Melicor, EC Manohar, Nishanth Y of Caterpillar with senior TIPL members and CRC Team*



## Maximizing Opportunity

### TIPL Commissions Gas Based Power Plant at ONGC Agartala

TIPL has been sharing a long and enduring bond with ONGC over many years. Recently this was further reinforced through another demonstration of service commitment by TIPL.

Due to the demand supply gap in electric power, the ONGC Tripura asset was facing difficulties in operation. TIPL, demonstrating its customer-driven approach, offered a solution by providing 2 x G3516 (1400 Kwe) natural gas engine based captive power plant that provided clean, cost effective, continuous and reliable power supply.

TIPL's scope of work included design, detailed engineering, procurement, supply, installation, commissioning, testing of the Gas Gensets - one on continuous operation, and other on standby to meet the present load requirement of the ONGC Tripura Asset and to ensure synchronized operation to meet the increased load in future. This is first of its kind LSTK project TIPL has executed involving Civil,



*GVR Murthy handing over the plaque of honor to S Basudeva*

Mechanical & Electrical work as well as Operation & Maintenance of the Gensets for the next five years.

At a ceremony held at the site, the installation was inaugurated by CMD of ONGC, Mr S Vasudeva where he commended TIPL for working hand in hand with ONGC to make the project completion a successful one. Mr K S Jamestin, Director HR, Mr K Satyanarayanan, GGM-ED Tripura Asset were among the other senior officials present from ONGC who voiced the same sentiment and appreciated TIPL's service commitment.

On behalf of TIPL, the inauguration ceremony was attended by Mr GVR Murthy - JT MD who expressed gratitude to ONGC for reposing its confidence in TIPL's service capabilities. Mr G Srikanth and Mr D Sharma from Caterpillar were also present at the ceremony. This project is going to be a milestone for TIPL and will also pave the way for similar opportunities with ONGC's other assets.



*Arijit Chanda with ONGC senior officials in Agartala*

## Trusted Partner to Indian Defense

### Order for 68 Cranes for Akash Missile

As a responsible nation builder, TIL offers a range of sophisticated and application specific equipment to address our country's defense requirements. TIL's Material Handling Solutions (MHS) division - Northern Region has recently procured an order for 68 cranes designated as "Transporter Cum Loader Vehicle" (TLV) for the prestigious Akash Missile Project, which is being executed by Bharat Dynamics Limited (BDL).

Out of the 68 cranes, 36 will be utilized by Indian Air Force and balance 32 by Indian Army.

Prior to this, 12 of similar cranes were supplied to Indian Air Force through BDL during 2009-10 and 2010-11. The order is the result of MHS team's relentless endeavor and focus on meeting the specialized requirements of defense projects.

## Partnership in Action

### TIPL and Tata Steel

TIPL and Tata Steel association, with its continuity of decades is an example of two organizations in an enduring and growing partnership. The Caterpillar products which TIPL has been supplying to Tata Steel over the years at its different locations presently represent a fleet of over 160 machines – a fleet that sees regular expansion.

TIPL's Jamshedpur branch recently concluded an order from Tata Steel for 5 Cat 973 D Track Type Loaders meant for operation at Tata Steel's blast furnaces at their Jamshedpur plant. Another prestigious order from Tata Steel covers 5 Cat 773 E Off Highway Trucks which was secured by TIPL – FRS, West Bokaro against strong competition.

Recently Tata Steel, West Bokaro (South Eastern Block) added another machine under the existing MARC operation. This is the Cat 14 M Motor Grader which

was commissioned for a range of operations in the maintenance of haul roads.

Tata Steel's on-going purchases from TIPL are testament to the quality and performance of Caterpillar machines and TIPL's demonstrated service commitments. TIPL ensures that Tata Steel continues to derive the productivity and worklife that it demands from these machines.



TIPL and Tata Steel Team at West Bokaro (South Eastern Block)

## TIPL Widens its User Segment Profile

### Rental DG sets on call – express delivery and installation

A fleet of 15 Cat diesel generator sets was recently delivered on a rental agreement, to Palst India Exhibition, a Delhi based event management company specializing in trade shows.

So what makes this rental deal special? The answer - TIPL's record speed of installation. These 15 Cat DG sets of 250 - 1000 kVA rating were installed in just 72 hours. For TIPL, the challenges to install these DG sets were many. Competition was intense, but TIPL was successful in receiving the contract on the basis

of its proven expertise and its reputation for reliability. The installation involved elaborate logistics - starting from delivery to the worksite, to testing and start up. Significantly, this is TIPL's maiden rental order in the exhibition segment, one that offers potential for our Power Systems Solutions (PSS) business.

Congratulations to the PSS team in Delhi on this impressive achievement that once again demonstrates TIPL's commitment to provide fast, speedy service to its customers.



## Building and Construction – The Road Ahead

### Caterpillar and TIPL sign BCP Agreement

Early this year, Caterpillar and TIPL signed an agreement on Building and Construction Products (BCP), one of Caterpillar's important verticals and product groups. In the Indian context, Building and Construction represents one of the country's most prominent market segments. TIPL's consistent initiatives in this segment have been through marketing a range of products specifically suited to building and construction projects, some of the notable products through which TIPL is serving this sector include Cat 424B Backhoe Loaders, Hindustan Wheel Loaders (2012 Z) and Cat D5 K Track Dozers. The agreement signed at TIPL Kolkata covers business objectives

and plans for this particular vertical. The agreement was signed by Mr Max Martin, Global Marketing & Distribution Director - Caterpillar, Mr Vivek Chandrasekharan, India Manager - Caterpillar BCP and the TIPL leadership team, with other officials of Caterpillar BCP Team in India in attendance.



Max Martin, Vivek Chandrasekharan, and other Caterpillar officials along with TIPL senior members after the BCP agreement signing ceremony

## Service to the 'Shanti Ke Rakhwale'

### Tailor made training for Indian Air Force

Among the dynamics of making customers more profitable in their business, product training and capability enhancement is considered as critical. The recently conducted training for the Indian Air Force underscores the value that both TIL and Indian Air Force (IAF) place on such trainings.

The Indian Air Force has an operating fleet of 78 TIL cranes, a mix of industrial (AP 415 & AP 418) and truck mounted (Hydra 830 M) versions.

The training program for 46 IAF personnel from across



TIL and IAF officials at Palam

the country at the Air Force complex at Palam, New Delhi comprised intensive class room and 'hands - on' training on the best operation and maintenance practices designed to ensure that the IAF derives the highest possible availability and productivity from their crane fleet.

Senior IAF officials, appreciative of the quality and result orientation of TIL trainings, have requested for more such product trainings for IAF operation and maintenance crew.



Training session in progress at IAF, Palam

## Training – TIL's Focus Area

### Hyster Equipment

TIL conducts regular training courses designed to ensure optimum equipment work life. Recently a week long technical training on Hyster equipment was held which was conducted by Mr Henk Van, Training Manager for Hyster Europe. This was carried out in two phases. The first phase - at our Kamarhatty plant covered Reachstackers while the second phase in Chennai dealt with Forklift Trucks.

The training module was consistent with more recent offerings of Hyster products from TIL comprising a



*Technical training session in progress*



*Henk Van along with TIL training officials during the Hyster Equipment technical training*

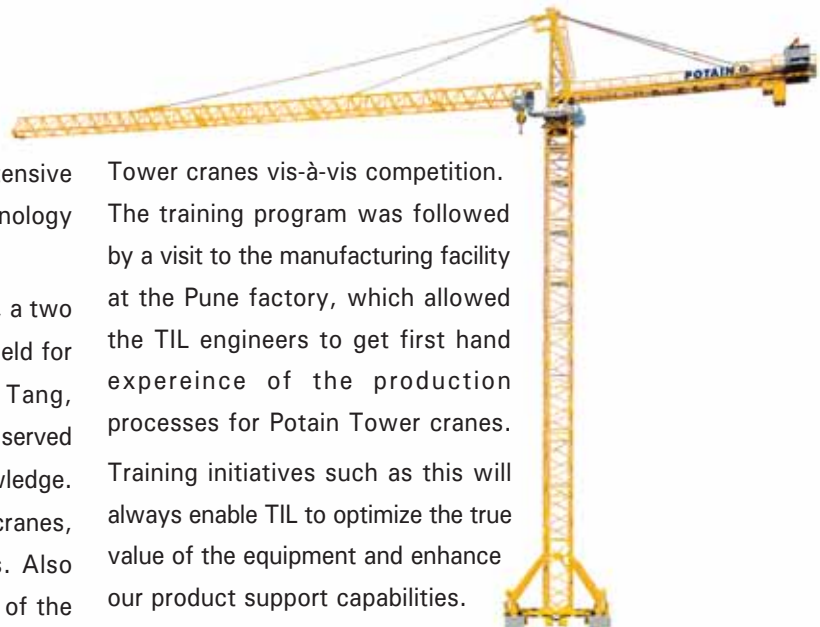
selected range of Reachstackers as well as heavy Forklift Trucks.

As a part of the on-going program, the training was designed for capability and skills enhancement of TIL engineers to enable them to support Hyster Reachstackers and Forklift Trucks operating in the different user segments. The training module, specific to Hyster technology focused on hydraulics, electronics, safety aspects and trouble shooting.

### Potain Tower Cranes

With the focus on increasing market coverage and population of Potain Tower cranes in TIL's territory, many initiatives are undertaken - intensive training on this particular product and its technology being one of them.

At the Potain India manufacturing plant in Pune, a two day sales development training program was held for TIL engineers. Conducted by Mr Raymond Tang, Product Manager, Potain Singapore, the training served as a course to enhance skills and product knowledge. The focus was on the Potain range of Tower cranes, their features, advantages and user benefits. Also imparted was the 'Value Selling' propositions of the



Tower cranes vis-à-vis competition.

The training program was followed by a visit to the manufacturing facility at the Pune factory, which allowed the TIL engineers to get first hand experience of the production processes for Potain Tower cranes.

Training initiatives such as this will always enable TIL to optimize the true value of the equipment and enhance our product support capabilities.



## Technology Upgradation

### Kamarhatty installs New Boom Welding Equipment

The installation of a new semi - automatic boom welding equipment at our Kamarhatty plant is a part of the program for continuous upgradation of production facilities.

TIL Chairman, Mr Avijit Mazumdar inaugurated this equipment at Kamarhatty. Gracing the occasion were Mrs Pia Mazumdar, Mr Sumit Mazumder and Mrs Manju Mazumder and other senior TIL members.



*Avijit Mazumdar, Sumit Mazumder along with senior TIL members in the inauguration ceremony*



*Avijit Mazumdar inaugurating the semi automatic boom equipment at the Kamarhatty plant*

The new semi - automatic boom welding machine ensures digitally controlled, specialized long seam welding. It represents the latest international design – KEMPPI fast MIG power source that guarantees smooth, uninterrupted welding, higher productivity, faster throughput times and providing spatter free welding, lower heat input in the welding zone. And it reflects the image of our Kamarhatty plant as one that is unceasingly committed to high-end technology.

## Enhancing Workplace Ambience

### New look Design Department at Kamarhatty

At another special event at our Kamarhatty crane manufacturing plant, Mr Sumit Mazumder, our Vice Chairman and Managing Director inaugurated the plant's new design office. The new design office has been completely renovated, incorporating advanced ergonomics for enhanced efficiency.

The renovated office with its well lit, clean and uncluttered look follows the standards of a sophisticated and productive design environment.



*A glimpse of renovated Design Department at Kamarhatty plant*

## CUSTOMER FIRST

### TIL – Manitowoc Customer Meet

Earlier this year TIL and Manitowoc jointly organized a Customer Meet in Gurgaon - North India. The event saw major customers such as Lanco Infra, Punj Lloyd, L&T, Soma Enterprise, BHEL and DMRC attending the Meet.

The principal focus at the Meet was imported crane business in India, particularly in the North. The opening address of Mr Raman Joshi, MD, Manitowoc India was followed by presentations that conveyed TIL – Manitowoc association, the array of Manitowoc products, the service offerings of TIL as Manitowoc dealer and highlighted TIL as a name foremost in India's material handling equipment sector.

Customers present at the Meet demonstrated enthusiasm, expressing their confidence in Manitowoc – TIL association; a trusted partnership providing globally reputed, high performance Manitowoc cranes, backed up with superior product support by TIL.

The Meet created a positive mix of response and feedback, with a good number of enquiries generated for imported Manitowoc products. The program rounded off with a lucky draw, and the winner, Mr B V Ranganayakulu, GM, Finance and Accounts of Lanco Infra was presented with an attractive Manitowoc crane model. Such endeavors to reach out and enhance customer experience go a long way in making TIL a preferred partner in customers' business success.



*Seen with customers - Raman Joshi, Manitowoc, T Ramesh, Sanjay Saxena and other senior TIL officials*



## International Mining Expo – IME 2012

### Caterpillar Wins Best Pavilion Award

The Caterpillar pavilion co-branded with TIPL and GMMCO at the International Mining Exhibition (IME 2012), held at the Salt Lake Stadium, Kolkata was adjudged the best stall in the International Manufacturers category. Organized by Tafcon Projects (India) Ltd in association with the Mining, Geological and Metrological Institute of India (MGMI), IME 2012 showcased a comprehensive range of mining equipment from leading Indian and global manufacturers. The pavilion was inaugurated by Shri Alok Perti, Secretary



*A glance of the Caterpillar stall at IME*

(Coal) Government of India and Shri N C Jha, Chairman and MD, Coal India Ltd.

The indoor pavilion, depicting the Caterpillar mining equipment range through impressive panels, attracted over 200 visitors who expressed interest in the Cat products - marketed and serviced by TIPL. Mr Robert Foss, MD, Caterpillar India (Mining Division) and Mr G V R Murthy, Joint MD, TIPL along with other TIPL & Cat representatives were present at the exhibition.



*TIPL officials interacting with customer at stall*

## Bengal Leads 2012

### Showcasing Brand TIL

Organized by the Government of West Bengal, 'Bengal Leads 2012' was a major exhibition cum business summit in Kolkata that showcased the State as an investment destination and exhibited areas of strength and opportunities, and facilitated interaction among all stakeholders. The TIL indoor pavilion was an elegant pictorial depiction of products from its manufacturing range – mobile cranes from our Kamarhaty plant and road building equipment from our Kharagpur plant. The stall design with branding was appreciated by many visitors.

TIL's presence at 'Bengal Leads 2012' helped reinforce the company's image as one of India's most respected companies in the field of infrastructure building equipment.



*A glance of the TIL stall at Bengal Leads*

## The Creative Dimension

### 42nd Annual Social Function

The 42nd Annual Social organized by the Tractors India Employees' Recreation Club in January was yet another evening of fine entertainment. Following the welcome address by Mr Alope Banerjee, Club President, Mr Sumit Mazumder warmly congratulated members of the club for their commitment and hard work that make this a special and successful event every year. Mementos were then awarded to the TIL employees who had completed 25 years of service with TIL and awards were presented to the meritorious children of TIL employees.

The rousing concert by "Chandrabindoo", Kolkata's renowned Bangla band was followed by the play, "Gulshan". Staged by members of the Recreation Club, and the highlight of the evening; this was once again a marvelous performance that kept the audience



Avijit Mazumdar, Pia Mazumdar, Sumit Mazumder  
at the Annual Social

engrossed. The Best Actor award went to Partha Pratim Chakraborty (Corporate Accounts) and the second prize to Haradhan Paul (Administration Department). The Best Supporting Actor award went to Samir Purakaystha (Corporate Accounts).

All in all, it was indeed a delightful evening enjoyed by everyone.



Glimpses of the cultural evening





## A Commitment to Social Awareness

### Free Cataract Surgery Screening Camp for Senior Citizens in BPL Category

As a part of TIL's CSR initiatives, TIL Welfare Trust recently organized nine eye care camps for free cataract operations at different locations in and around Garden

- 85 economically challenged senior citizens had successful cataract operations

- 740 people recieved free consultation through 9 eye camps

Reach and Kamarhatty areas. Several senior citizens in BPL category benefited from the free cataract operations organized by TIL. This CSR



Senior citizens at the eye camp



Cataract surgery camp in progress

initiative was carried out in association with Helpage India and Sushruth Eye Foundation & Research Centre. 740 people were provided free consultation by eye specialists and cataract operation with intra-ocular lens implant were performed on 85 elderly people at the Sushruth Eye Foundation Centre.

Good Corporate Citizenship and Corporate Social Responsibility remain integral to TIL's corporate vision - aimed at touching lives and making a difference.

## Bringing Smiles to Children

### "Khel Khel Mein" in Association with Concern India

TIL sponsored a team of 20 underprivileged street children who participated in "Khel Khel Mein", an NGO Sports event organized by Concern India in January, 2012. The event was organized on Modern High School ground, Kolkata. Children were presented with Tshirts, food packets. Medals were also awarded to winners.

A large number of underprivileged children participated from different NGOs at the sports meet. The main purpose of the sports day was to give these children a day filled with fun and enjoyment.



TIL officials along with the children on the day of 'Khel Khel Mein'



Agucha Mines



Bhubaneswar



Kharagpur



Taratolla



Varanasi

## Celebrating World Environment Day at TIL

5th June 2012 marked the 40th anniversary of World Environment Day (WED).

As a part of TIL's commitment to act responsibly to preserve a cleaner, greener, safer and healthier Mother Earth for ourselves and our future generations, saplings were planted on the occasion of World Environment Day on 5th June in



TIL locations at Agucha, Asansol, Bhubaneswar, Chandigarh, Kamarhatty, Sahibabad,

Taratolla, Udaipur, Varanasi, West Bokaro – SEB & West Bokaro – FRS.

A special issue of 'TIL Touch'- our CSR journal filled with WED facts and trivia was circulated to all employees - marking the occasion.



Asansol



Kamarhatty



Sahibabad



Udaipur



West Bokaro-SEB



West Bokaro-FRS



## Doing TIL Proud

### HR Leadership Award for Shilpa Chakraborty

Congratulations to Shilpa Chakraborty, Head-Knowledge Resource Management (KRM), on receiving the prestigious award in 2012 at the World HRD Congress (WHC), a conference that brings together internationally renowned experts from the field of HR management under one roof. The theme this year was 'Survive & Thrive - HR Leadership & Challenges in the coming years'. The awards are either nomination based or competition based.

The award category, 'Recruitment and Staffing – Best in Class [RASBIC]' was awarded to Shilpa in recognition

of her leadership in developing and sustaining TIL's recruitment and staffing program. The WHC award is as much a recognition of Shilpa's leadership as it is for TIL as an organization that visibly embraces its 'people first' philosophy.

This award comes at a very apt time and is in sync with the business and people initiatives of TIL. The company has been putting laser focus on its human resource and consistently strengthening the recruitment and retention practices, to bring them up to best in class level.

**Kudos – Shilpa.**



*Shilpa Chakraborty, Head - KRM, receiving the Award*

## International Insurance Conference

### Krishan Mishra of TIL participates as Chairperson

Krishan Mishra, Sr Manager Insurance, participated in a conference "APAC Bancassurance & Alternative Distribution Strategies Forum" as a Chairperson. The conference was held in March at Kuala Lumpur and was widely attended by senior representatives of banks and insurance companies of the Asia Pacific.

**Congratulations - Krishan.**



*Krishan Mishra at the conference*

## CONGRATULATIONS

**25** years  
of service



**Bansidhar Das**  
TIL - Corporate, Taratolla



**Basanta Kumar Das**  
TIL - MHS, Taratolla



**Chira Ranjan Das**  
TIL - EPS, Taratolla



**Dharendra Nath Das**  
TIL - MHS, Taratolla



**G Jaya Prakash**  
TIL - MHS, Chennai



**N P G Pillai**  
TIL - MHS, Sahibabad



**Sagarmoy Sinha**  
TIL - Corporate, Taratolla



**Vijay Singh**  
TIL - MHS, Sahibabad

### Par Excellence

Showcasing multifaceted talents



**Ankit Basak**, son of Amitava Basak, TIPL - PSS, Karnal, secured Gold Medal in 5th International Maths Olympiad, 2011. He was placed 76th in the 11th Cyber Olympiad, 2011. He also achieved 1st rank in 4th Talent Search Exam held in January 2012 organised by Shiksha Prasaar Samiti & received cash prize, memento & certificate.



**Biswadeep Sarkar**, son of Biman Sarkar of TIL - Corporate, Taratolla. He has recorded four songs by Rabindranath in an audio CD album titled "Xavier's to Tagore, Muktapushpa" released by Saregama music company. He was interviewed by Tara and Star Ananda channels in their recording studios during the launch of the music album.



**Bikram Bihari Barik**, son of Binod Bihari Barik, TIL - MHS, Taratolla. He participated in the 5th International Mathematics Olympiad, 2011. He was also awarded a Certificate from his school for 100% attendance.



**Soham Banerjee**, son of Santanu Banerjee, TIL - MHS, Taratolla. Soham participated in the National Business Simulation games conducted by IIM, Bangalore Vista & United World School of Business. Out of 100 teams in the final round, Soham's team secured the 15th position.

### Awesome Efforts...Flying Colors

Meritorious students who did exceedingly well in exams



**Barnini Chatterjee**  
D/o Swarnendu Chatterjee  
TIL - Corporate



**Paulami Banerjee**  
D/o Swapan Kr Banerjee  
TIPL - CMS



**Soumyalaxmi Sutar**  
D/o Bharat Sutar,  
TIPL - CMS



**Suranjana Mullick**  
D/o Subhendu Mullick  
TIPL - PSS



**Tatini Banerjee**  
D/o Mrityunjoy Banerjee  
TIPL - PSS



**Vishnu Paleri**  
S/o Ajith Kumar P V  
TIPL - CMS



**Vrinda Paleri**  
D/o Ajith Kumar P V  
TIPL - CMS

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People...  
Our  
Inspiration

## A Healthy Workplace Works for Everyone

### Managing health - at home & work

It's 8 pm in the evening, you are still in office; today the day has been pretty stressful. Do you find such a thing happening to you often? Are you regularly keeping very late hours at work? Are you constantly in an irritable mood? Are you struggling to wake up in the mornings? Do you constantly feel stressed? Are your deadlines unrealistic? If so, beware!

As we spend the major part of our day in the office/workplace, the workplace has a significant impact on our physical, mental and social health. An unhealthy workplace coupled with an unfit lifestyle is the surest way to cause stress, depression and chronic back problems, among others. Keeping up a healthy lifestyle by exercising regularly, eating healthy and sleeping well and on time, are the ways that can fight off cardiovascular and other lifestyle diseases.

It is common knowledge that Indians are predisposed to heart disease and show symptoms 10 years before their counterparts in the West due to their unhealthy lifestyles. Incidents of heart attacks are now common in the 20-30 age groups. One of the main reasons for this is the stress of trying to balance work and family. There is an increasing tussle for time – too many of us are spending too much time at work or commuting, and hence not having enough time to rest and relax.

Recognizing this urgent need to rein in this alarming situation, many companies are including health promotion as a priority in their corporate agenda. Wellness programs like 'Your Care' [an initiative taken by TIL] have been found to improve employee health, while reducing stress, improving employee decision-making ability, creating a healthier organizational culture, improving employee morale and loyalty and, the most important, cutting down absenteeism.



#### Here are a few tips to keep you fresh and rejuvenated at the workplace:

- Replace coffee/tea breaks with water breaks. You could also try skimmed milk, or fresh lime juice
- Cut down on smoking breaks. Replace with them fruit breaks instead
- Take a few minutes out to get up and move around every hour if you're at a desk job
- Blink and wash your eyes every 45 minutes or so if working on a computer
- Try to take the stairs instead of the lift or escalators
- Cut down on salt and greasy food

### Strike a healthy work - life balance

**Be** clear about what is important to you in life: write down your long-term goals and aspirations – figure out what you want your priorities to be, not what you think they should be. Ask yourself, "If I could only focus on one thing in my life, what would it be?" That answer is your top priority.

**Track** your time for one week, track how you spend your time. How much time do you spend doing things that don't matter to you?

**Learn** to say NO and avoid taking on too much: For most of us, it is very difficult to say no – train yourself to say No and see how much happier you are. If it is not possible, admit it. Don't feel guilty about it.

**Ask** for help if you feel things are spinning out of control: but do this well in time so that it is not a mess when you finally realize that you're out of control. Ask for an assistant or speak with your senior to work out a solution that is manageable.

**Leave** work where it belongs, at work! Unless absolutely necessary resist the temptation to check work emails when at home or on vacation.

**Manage** your time effectively both in and out of office – make lists to help you get organized – the more organized you are, the more you'll get things done!

**Set** aside time to relax. With yourself and your family or friends: set up a rejuvenating weekend for yourself or spend time on recreational activities – it's a great stress buster and helps you come back to work renewed and refreshed.

**Get** enough sleep: sleep is vital for health, your wellbeing, productivity and stress levels.

**Try** meditation or a walk to clear your head: be with yourself and review your day's work to feel calm.

**Guard** your private time: you've earned it!



Source: Max Bupa Health Insurance

Contributed by 'Your Care' in association with Corporate Communications



## McDonald's Application



This is an actual job application someone submitted at a McDonald's fast-food establishment AND THEY HIRED HIM!  
(editor's note: I would have hired him too!!)

NAME: Greg Bulmash

DESIRED POSITION: Reclining. HA But seriously, whatever's available. If I was in a position to be picky, I wouldn't be applying here in the first place.

DESIRED SALARY: \$185,000 a year plus stock options and a Michael Ovitz style severance package. If that's not possible make an offer and we can haggle.



EDUCATION: Yes

LAST POSITION HELD: Target for middle management hostility.

SALARY: Less than I'm worth.

MOST NOTABLE ACHIEVEMENT: My incredible collection of stolen pens and post-it notes.

REASON FOR LEAVING: It sucked.

HOURS AVAILABLE TO WORK: Any.

PREFERRED HOURS: 1:30-3:30 p.m., Monday, Tuesday and Thursday.

DO YOU HAVE ANY SPECIAL SKILLS?: Yes, but they're better suited to a more intimate environment.

MAY WE CONTACT YOUR CURRENT EMPLOYER?: If I had one, would I be here?

DO YOU HAVE ANY PHYSICAL CONDITIONS THAT WOULD PROHIBIT YOU FROM LIFTING UP TO 50 LBS?:  
Of what?

DO YOU HAVE A CAR?: I think the more appropriate question here would be "Do you have a car that runs?"

DO YOU SMOKE?: Only when set on fire.

WHAT WOULD YOU LIKE TO BE DOING IN FIVE YEARS?: Living in the Bahamas with a fabulously wealthy super model who thinks I'm the greatest thing since sliced bread. Actually, I'd like to be doing that now.

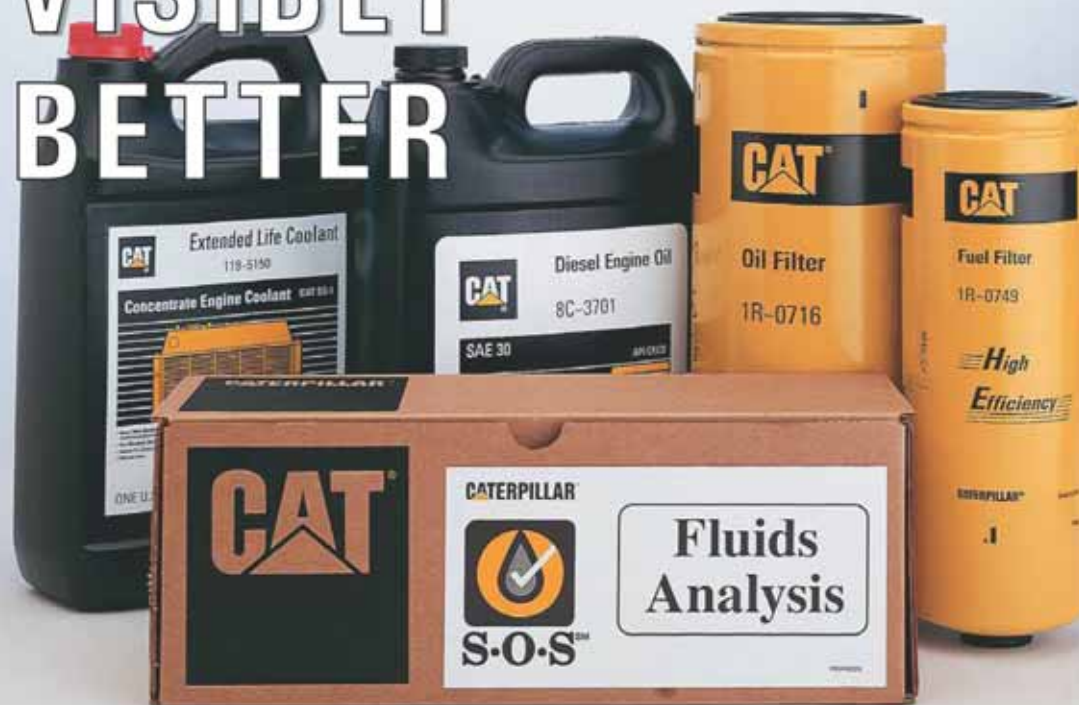
DO YOU CERTIFY THAT THE ABOVE IS TRUE AND COMPLETE TO THE BEST OF YOUR KNOWLEDGE?:  
No, but I dare you to prove otherwise.



AND YOU THOUGHT THERE WAS  
STRESS IN YOUR LIFE!

TAKE A  
BREAK

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