

कृभिको न्यूज

KRIBHCO News

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SOIL TEST



BENEFITING THE FARMER IN MANY WAYS

editorial

Dear friends,

Here comes the latest issue of KRIBHCO News updating you with the developments of two quarters gone by.

KRIBHCO has been focusing on giving the best products to the farmers. In addition, it also benefits the farmer community by helping them with the testing of the soil. The testing of the soil plays a very important role in helping the farmer choose the right fertiliser/crop for his fields. Soil testing and benefitting the farmer in many ways forms the cover story of this issue.

It is indeed a matter of pride for all of us that our Hon'ble Managing Director has been elected as Chairman of Oman India Fertilizer Company (OMIFCO), a Joint Venture of KRIBHCO, on 23rd May'2016 in its Board Meeting. Moreso, our Hon'ble Marketing Director has also been elected as Chairman of FAI-Eastern Region.

Hard work and excellence never goes without proper acknowledgement. KRIBHCO has been awarded the "13th National Award for Excellence in Cost Management - 2015".

An interesting article on 'Beti Bachao- Beti Padhao' gives an insight on the need for educating the women. This is one of the most important campaigns launched by our Hon'ble Prime Minister.

In addition, various events, state news and other interesting articles will keep you engrossed in the magazine. The magazine is getting more and more vibrant and with your support, it can be made even more interesting. Do share your feedback.

Happy Reading!!

Umesh Mishra
umeshmishra@kribhco.net

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FROM THE MD's desk



Dear Colleagues,

The Fertilizer business largely depends upon monsoon and the last two consecutive years of deficit monsoon have posed several challenges not only to our organization but also the Industry as a whole. The challenges further multiplied with delays in payment of subsidies from Govt. of India.

The Monsoon during 2016 has been predicted as favourable and wide-spread, although little delayed. This positive monsoon is likely to cover even isolated areas having normal rains to vigorous rains covering almost all states. We have therefore prepared ourselves for timely placement of fertilizer material at consumption points. We have set ambitious targets for all functions and expect favourable contribution.

Despite challenges, we have been excelling in the Industry and would continue with the involvement of all functions such as Production for bringing Plant efficiency, Marketing for generating positive contribution, Finance for fulfilling working capital responsibility and HR for strengthening & motivating manpower.

The Production arrangements have been made efficient with timely placement of raw material, optimum use of resources and efficiency in operations with energy consumption of 5.65 Gcal / MT during 1st quarter of 2016-17. The guidelines of GOI for revised energy norms for the period 1 June 2015 to 31 March 2018 are being adhered to under Energy reduction programme. The Product availability has also been ensured through handling of Govt account urea at Adani Hazira Port besides making DAP and NPK fertilizers available at right time, at right place, as imports in sufficient quantity have been lined up. These products would further improve the profitability of the Society.

Our Hazira Plant has Produced 5.87 LMT of Urea and 3.47 LMT of Ammonia during April-June 2016. Our Marketing team has successfully sold over 7.54 LMT of Total Urea (Including over 4 LMT of Kribhco Urea), 202 MT of Zinc Sulphate, 913 MT of Compost, 11807 Liters of Liquid Biofertilizers, 473 MT of SSP, 37411 MT of DAP, 50572 packets of Bt Cotton and 7807 quintals of Certified Seeds besides Hybrid Seeds during 1st quarter of 2016-17. It is however, pertinent to

ensure that we adhere to Business Plan in order to maintain consistency in Business. We also need to ensure positive contribution for each Product in order to have sustainable business. The sales of chemical business may be explored in the western part of the country to enlarge Product Basket. A connect with the customers is very crucial for new products.

Kribhco Shyam Fertilizer Ltd (KSFL) is now a wholly owned subsidiary of KRIBHCO. The Shyam Group has exercised its exit option in totality by transferring 7.49% of its equity stake in favour of KRIBHCO. KSFL has also taken initiatives for import of DAP to improve its financial health.

Gramin Vikas Trust (GVT) has been successfully implementing CSR initiatives of many Corporate and facilitating in livelihood improvement of resource starved communities. GVT has been endeavoring to become self sustainable.

KRIL, our subsidiary, has generated total revenue of over Rs 115 Cr during FY 2015-16. KRIL is further intending of setting up Logistic Parks, Inland Container Depot, Container Freight Stations, Free Trade Warehousing Zone etc under strategic alliances and Joint Ventures to improve its financial position in the time to come.

We are in the process of organization transformation through reviewing and addressing issues and rectifying gaps in Organization chart, R& P guidelines and PMS. Suitable policies would be in place for organization development and betterment.

I also take this opportunity to congratulate the children who have excelled in their exams and who have obtained admission in prestigious institutions.

I am sure that the methodical approach, team spirit, dedication, and hard work being put in by all our employees will certainly lead to still greater successes in future.

N Sambasiva Rao
Managing Director

राज्य स्तरीय सहकारिता सम्मेलन



डॉ. राधा मोहन सिंह, केन्द्रीय कृषि मंत्री, भारत सरकार, डॉ. चन्द्रपाल सिंह, अध्यक्ष, कृष्ण को, श्री लालू प्रसाद यादव, राजद प्रमुख, डॉ. सुनील कुमार सिंह, अध्यक्ष, बिहारीमान एवं श्री आलोक मेहता, सहकारिता मंत्री, बिहार सरकार सहकारिता सम्मेलन का दीप प्रज्ञवलित कर उद्घाटन करते हुए।

बिहारीमान द्वारा पटना में राज्य स्तरीय सहकारिता सम्मेलन आयोजित किया गया जिसका समापन समारोह दिनांक 27 फरवरी 2016 को एस के मेमोरियल हाल, पटना में सम्पन्न हुआ। कार्यक्रम के मुख्य अतिथि केन्द्रीय कृषि मंत्री श्री राधामोहन सिंह थे। इस अवसर पर सहकारिता मंत्री बिहार सरकार श्री आलोक मेहता, राजद प्रमुख लालू प्रसाद, कृष्ण को के अध्यक्ष व सांसद डॉ. चन्द्रपाल सिंह, एन.सी.डी.सी. की अध्यक्षा वसुधा मिश्र, एन.सी.सी.एफ. के अध्यक्ष डॉ. विजेन्द्र सिंह, अमूल के अध्यक्ष श्री जे.पी. पटेल, तथा अन्य सहकारिताओं के अध्यक्ष सहित पैक्स और व्यापार मंडल के अध्यक्ष कार्यक्रम में उपस्थित थे।

सर्वप्रथम बिहारीमान के अध्यक्ष डॉ. सुनील कुमार सिंह ने सभी उपस्थित महानुभावों का स्वागत किया। केन्द्रीय कृषि मंत्री, भारत सरकार श्री सिंह ने सभा को सम्बोधित करते हुए कहा कि गरीबी व अमीरी के बीच बढ़ रही खाई को पाटने में सहकारी संस्थाओं की अहम भूमिका हो सकती है। सहकारिता की पहुंच गांव से लेकर राष्ट्रीय स्तर तक है। सहकारी समितियों ने ऋण, उर्वरक, बीज जैसे इनपुट मुहैया कराकर किसानों की राह आसान की है। देश को आगे बढ़ाना है तो गांव-ग्रीब व किसानों को आगे बढ़ाना होगा। उन्होंने सहकारी नेताओं को यह भरोसा दिलाया कि को-ऑपरेटिव बैंक या अन्य संस्था प्राइवेट में नहीं जा सकती। कृष्ण को के अध्यक्ष व सांसद डॉ. चन्द्रपाल सिंह ने कहा कि देश में सहकारिता के विकास के लिए केन्द्र और राज्य सरकारों को मिलकर काम करना होगा। बिहारीमान अध्यक्ष डॉ. सुनील कुमार सिंह ने कहा कि बिहार को एक सहकारी

माडल के रूप में विकसित करना है। इस अवसर पर एक पुस्तक का भी लोकार्पण किया गया। केन्द्रीय मंत्री, भारत सरकार ने बिहार में राष्ट्रीय स्तर का सहकारी प्रबंध संस्थान खोलने की मंशा जाहिर की ताकि सहकारिता को सुदृढ़ बनाया जा सके।





KNOW YOUR SOIL HEALTH

Healthy soils for a healthy life

- Sharvan Kumar, Manager (Mktg)

What is Soil?

"Soil is a dynamic natural body on the surface of the earth in which plants grow, composed of minerals, organic material & living forms." - **Buckman & Brady**

Soil is a mixture of minerals, organic matter, gases, liquids, and huge micro-organisms that together support life on Earth. Soil is a wonderful gift of nature which man started utilizing for agriculture for well over 10,000 years.

Plant Nutrients

For the proper growth & development of plants, 16 nutrients are required in optimum level in the soil. **Carbon, Hydrogen & Oxygen** are non - fertiliser nutrients available to plants through air and water. Six **Macro-nutrients N, P & K** are required in large quantity by plants through soil and hence are called the **Primary Nutrients**. **Secondary plant nutrients** are **Calcium, Magnesium & Sulphur** which are required comparatively in lesser quantity but play an important role in plant growth and development. **Copper, Manganese, Iron, Zinc, Molybdenum, Chlorine & Boron** are required in minuscule quantities and are called **Micro-nutrients**.

Role & Importance of Plant Nutrients

Nitrogen: Part of chlorophyll & other proteins, gives dark green colour to stem & leaves, growth.

Phosphorus: Essential for growth cell division, roots, seeds, & fruits development & early ripening & part of several compounds including oils & amino-acids.

Potassium: Involved in the working of enzymes, production & movement of food material, Water economy, resistance to insects & pests, diseases, frost & drought.

Sulphur: Part of amino-acids & essential for protein production, chlorophyll formation, enzymes activation, vitamins formation, increase oil contents in oilseeds & onion pungency.

Calcium: Part of cell walls & membranes, involved in cell division, growth, root lengthening & activation of inhibition of enzymes.

Magnesium: Important part of chlorophyll which is vital for photosynthesis, activation of enzymes, production of proteins & metabolism of carbohydrates, energy transfer etc.

Zinc: Required by several enzymes, auxins, protein synthesis, seed production & crop maturity.

Copper: Chlorophyll formation & part of enzymes, lignin formation, protein & carbohydrate metabolism.

Category	Plant Nutrients
Non-fertilizer Nutrients	C, H & O
Macro-Primary	N, P & K
Macro-Secondary	Ca, Mg & S
Micro-Nutrients	Zn, Cu, Fe, Mn, Mo, B & Cl

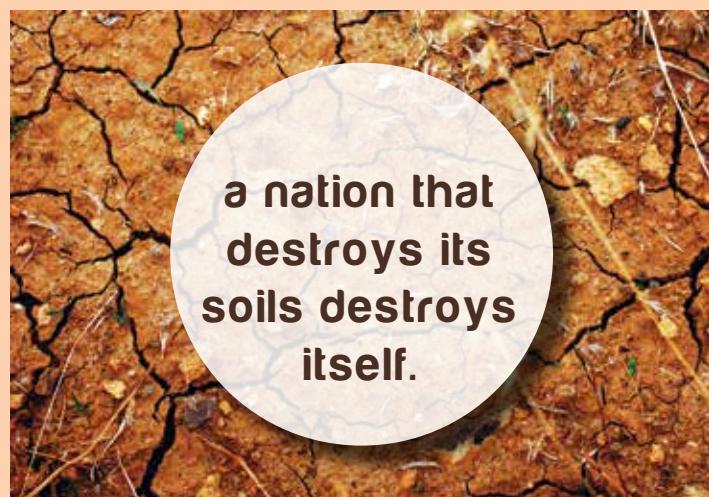
Iron: Making of chlorophyll, carbohydrates production, respiration, reduction of nitrate & sulphate in nitrogen assimilation.

Manganese: Actives enzymes, essential for hydrolysis during photosynthesis, important in nitrogen metabolism & carbon dioxide uses for photosynthesis.

Molybdenum: Essential part of nitrate reeducates enzyme involved in root nodules of legumes for biological nitrogen fixation, protein synthesis.

Boron: Key roles are membrane stability & cell wall development, cell division, seed & fruit setting.

Chlorine: Production of oxygen during photosynthesis, raising cell osmotic pressure & maintain tissue hydration.



Why Soil Testing?

Soil testing is an effective process to maintain sustainable soil health. The main reason of decreasing soil health is intensive cropping pattern & continuous use of imbalanced fertilizers. Due to this the quality & productivity of the crops are adversely affected. Regular insufficiency of plant nutrients in soil creates so many problems in the farm field.

Fertilizers recommendations for different crops are based on the available plant nutrients in the soil resulting better yield. Soil fertility depends upon the fertilizer use on soil test basis (including pH & EC). Soil analysis is a valuable tool for farm as it determines the inputs required for efficient and economic production.

A proper soil test will help ensure the application of enough fertilizer to meet the requirements of the crop while taking advantage of the nutrients already present in the soil. It is very important that your sampling technique is correct as the results are only as good as the sample you take. Proper soil sampling will provide accurate soil test results and reliable nutrient recommendations.

Objectives of Soil Testing

- Measuring the level of Macro & Micro plant nutrients in the soil & to determine the relative ability of soil to supply crop nutrients in a particular growing season.
- Measuring salinity, acidity & alkalinity of the soil.
- For proper management & application of plant nutrients through manures & fertilizers.
- Optimization & application of lime & gypsum for soil reclamation.
- To lay-out the specific zones on fertility status for particular crop cultivation.
- Recommendation of crop varieties susceptible to salinity, acidity & alkalinity of the soil by applying proper crop rotation.

When to do Soil Sampling?

One month before seed sowing or transplanting is the right time of taking soil sample. Problem soil areas may be sampled anytime.

How Soil Sampling?

Soil sampling has become an important tool for assessing soil fertility. The main problem in the effective use of soil testing is obtaining proper representative soil sample. Proper soil sampling will provide accurate soil test results and reliable nutrient recommendations for a particular crop.

Collecting Sample: Sample must truly represent the field it belongs to. A field of one acre area generally treated as a single sampling unit. Larger area may be divided into smaller homogeneous units for best representation of the soil. Areas near trees, wells, compost pit, recently fertilized plots, bunds, irrigation channels etc. must be carefully avoided during sampling. An area of about 2-3 meters along all the sides of the field should be left.





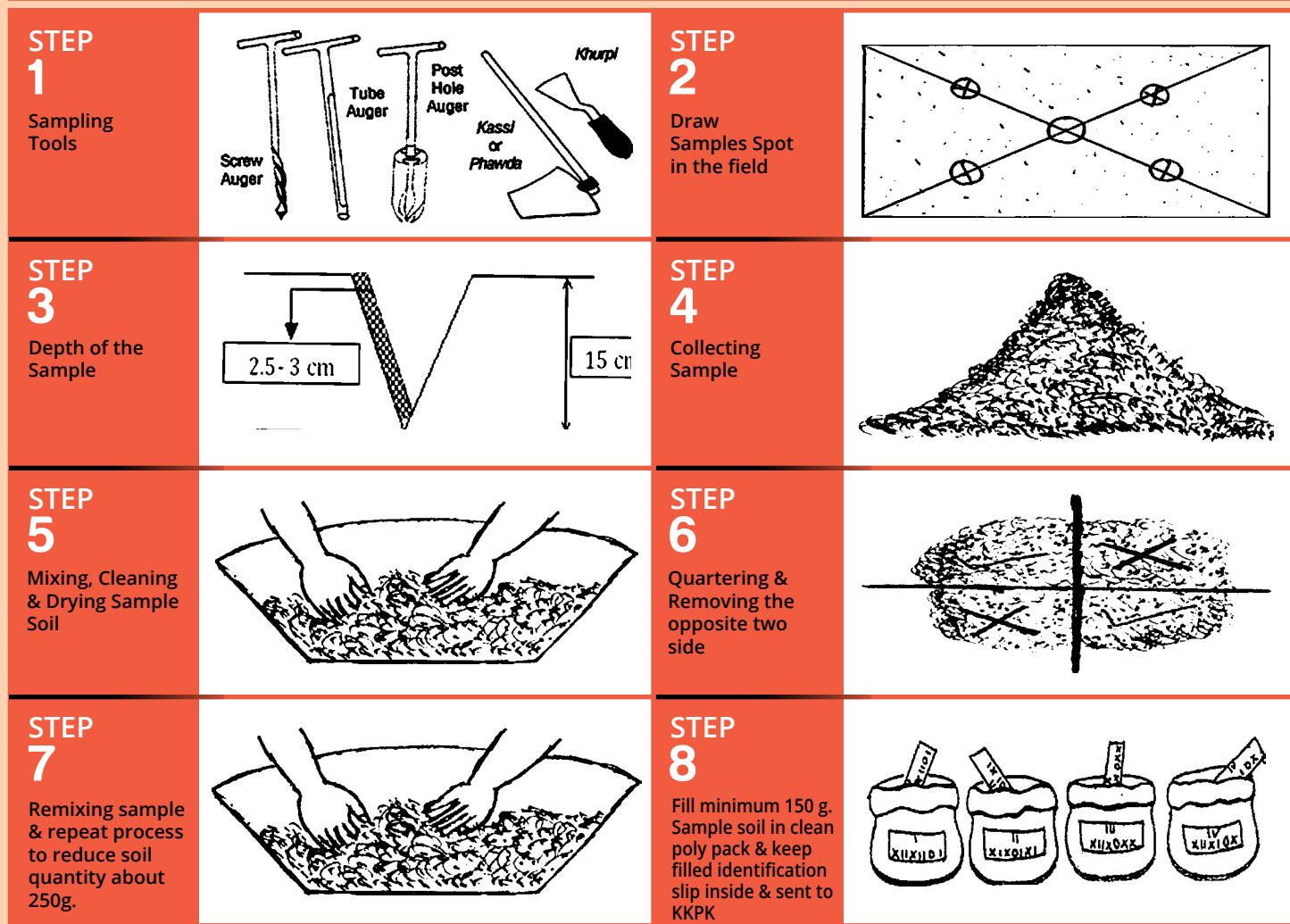
Sample should be drawn from 0-15 cm i.e. plough layer of furrow slice in case of cereals, vegetables and other seasonal crops & take the sample from 8-10 cleaned marked spots of entire field. Samples should be collected from different depths in case of deep rooted & longer duration crops like sugarcane or under dry-farming conditions.

In case of garden of fruit or other trees, composite sample from 0-30, 30-60 and 60-90 cm depth should be made from 4-5 pits dug in one acre field. Collect a small portion of soil up to the desired depth side by means of suitable sampling tools (Khurpi, Kassi or Phawda, Screw/Tube/ Post hole Auger) from well marked 8-10 spots, moving in to zigzag manner from each individual sampling site in the entire field. Fields having standing crops in row, draw the soil sample in between the rows.

Preparing Sample: Collected soil from all the spots within one field may be mixed uniformly & thoroughly by hands on a clean floor or plain sheet under the shed. Reduce the bulk sample soil to about 250-500 gm. by quartering process. Spread the entire clean bulk sample soil, divide it into four quarters, discard two opposite ones & remix the remaining two, repeat this process until soil is left about 250 gm. Then dry it properly in the shade. It may be the representative soil sample of the particular field.

Transfer the sample minimum 150 gm in to clean small polythene bag. Fill all required information in **Soil Sample Identification Slip** and Place it in another polythene bag to avoid spreading of ink/ missing information and again put it in soil sample bag before sending to KRIBHCO Krishi pramash Kendra, NOIDA for testing. Details are given in the diagram below:

Collection of Soil Sample: Step by Step



Conclusion: Proper nutrition is essential for satisfactory crop growth and production. Use of soil tests can help to determine the status of available nutrients for plants to recommend the right fertilizer to achieve optimum crop production. The profit potential for farmers depends on producing enough crop per acre to keep production costs below the selling price. Efficient application of the correct types and amounts of fertilizers and manure for the supply of the nutrients is an important part of achieving profitable yields and minimizing environmental impact.

KRIBHCO WINS**13th NATIONAL AWARD
FOR EXCELLENCE IN COST MANAGEMENT - 2015**

Shri Rajan Chowdhry, Finance Director, KRIBHCO alongwith Shri GP Rao, GM(F&A), receiving 13th National Award for Excellence in Cost Management 2015 from Shri Najib Shah, IRS, Chairman, Central Board of Excise and Customs, Govt. of India.

Krishak Bharati Cooperative Limited (KRIBHCO), the world's premier Fertilizer, Seeds and Bio-fertilizer producing Cooperative, has won the First Prize in the "13th National Award for Excellence in Cost Management 2015, under the Category of Private-Manufacturing: Organization-Large". The National Award for Excellence in Cost Management which is an initiative by the Institute of Cost Accountants of India recognizes the importance of cost management in the highly competitive environment.

This award has pushed KRIBHCO to outperform its own achievements by innovating and creating new landmarks in the field of cost management. Last year too KRIBHCO won the first prize in the same category. KRIBHCO is rigorously working towards augmenting efficiency and enhancing corporate competitiveness by inculcating cost management as part of its work culture thereby fulfilling the objectives of sustainable and inclusive growth.

The award was received by Shri Rajan Chowdhry, Finance Director and Shri GP Rao, GM(F&A), Plant from Hon'ble Shri Najib Shah, IRS, Chairman, Central Board of Excise and Customs, at a function held at Hotel Ashoka, New Delhi on 28 May 2016. The jury for the award was headed by Former Chief Justice of India, Shri VN Khare and consisted of eminent personalities in various fields of economy and Industry.

OMIFCO

Shri N Sambasiva Rao, MD, KRIBHCO

elected Chairman of OMIFCO in the Board Meeting held on 23 May 2016.



Chairman of KRIBHCO, Dr Chandra Pal Singh, along with MD, KRIBHCO, Shri N Sambasiva Rao, Chairman OMIFCO and other Directors of OMIFCO



Shri N Sambasiva Rao, MD, KRIBHCO has been elected Chairman of OMIFCO. On the Dias other Board of Directors of OMIFCO are seen



Krishi Unnati Mela

IARI, Pusa - New Delhi
(19th to 21st March 2016)



Shri Radha Mohan Singh, Union Minister of Agriculture visited the stall



Hon'ble PM, Shri Narendra Modi visited Mela



Shri Radha Mohan Singh, Minister of Agriculture, discussing about Neem Coated Urea



Shri Radha Mohan Singh, Union Minister of Agriculture, with Shri Mohan Bhai Kundaria, MOS for Agriculture



Dr Raman Singh, CM, Chhattisgarh visiting the stall



Shri Nitin Gadkari Minister of Surface Transport, visiting the stall



Agriculture Minister, Goa, at the stall



Dr Sanjeev Balyan, MOS for Agriculture, at the stall



Shri Ashwani Kumar, Joint Secretary, Ministry of Agriculture visiting the stall



Shri N Sambasiva Rao MD, Shri VS Sirohi, Marketing Director & Dr Surendra Singh, AGM(Mktg.) visited the stall



आंसू हर किसी की आखों में छुप कर रहते हैं, कभी खुशी में तो कभी गम में ये बहते हैं।

कभी माँ की ममता बन प्यार में करते हैं सराबोर तो कभी प्रभु की भक्ति में लीन रोम रोम करते हैं विभीर।

कभी क्रोध की जलती अङ्गि में इन्द्रान को जलाते हैं, तो कभी प्रतिशोध की ज्वाला में सब राख कर जाते हैं।

पश्चाताप के आंसू आत्मग्लानि से कर देते हैं, दिल को पाक तो द्वेष के आंसू नफरत से कर देते हैं, दिल को खाक।

अपनों से विरह के आंसू कर देते हैं गम से कलेजा छलनी तो अपनों से मिलन के आंसू कर देते हैं जिन्दगी सुहानी।

लोग मगरमच्छ के आंसू भी बहाते हैं, फिर धोखे से दुनिया को फंसाते हैं, कहते हैं आंसू सूख भी जाते हैं, इन्द्रान को पत्थर दिल बना छोड़ जाते हैं।

दुनिया देती है आघात पर आघात जैसे लगाए बैठी हो सदा घात, आंसू भी तोड़ देते हैं दम जब ताकतवर कमजोर को देता है सदा मात।

कमजोर बनकर कभी आंसू बहाना नहीं वरना उसका भी बना देगी दुनिया फसाना कोई, आंसुओं को ताकत बनाकर आगे बढ़ाना सदा, जिन्दगी बनेगी कभी न कभी तराना कोई।

आंसू तो दिल का हाल बयान करते हैं रहकर मौन, इनकी दासतां समझे कौन, इन बहते एहसासों की व्यथा तो बस समझे वो नैन, जिनसे बहे ये आंसू होकर बेचैन।

अंजली गुप्ता, वरिष्ठ प्रबंधक
(वि. व ले.), मुख्यालय

"When the going gets tough the tough get going"

"When the going gets tough the tough get going" is a well-known proverb and famous song by Bill Ocean. The literal meaning of this proverb is this; when things or circumstances are difficult strong people take action. There are many legends and eminent personalities in our Indian history who comply with this proverb. We would still have been under British rule, if our freedom fighters stop taking actions in their tough times. They were the motley group of individuals with just one goal that was "FREEDOM".

Our greatest glory is not in falling but in rising every time we fall. Too many of us are not living our dreams because we are living in our fears. The Fear has been with us for thousands of years. A child is afraid of dark because he doesn't know what might be hiding in there, and similarly when we don't know what might be at the end of the hallway we felt the need to pull ourselves away from it. However this fear often stops our progress and makes it harder for us to move forward. We all know the story of Batman and Superman, the fictional heroes that stand up for justice and live in integrity. The reason he became Batman is that he wanted to conquer his fear of bats. Even the most courageous people have fears to overcome. No matter what is the fear that scares you, learn how to acknowledge and confront your fear so that nothing can hold you back in life. Fortune favors the brave.

Remember very famous quote, "Everybody wants to be diamond but very few are willing to get cut." Nothing can be achieved in a short time. Rome was not built in a day. It is quite likely to lose heart

if one doesn't get desired result. But we should also remember the story of King Vikrama, when he was defeated and had to run for his life. He took shelter in a forest cave. He was blankly gazing at the ceiling cave and saw a small spider was trying to weave the web. As the spider crawled up, a thread of the web broke and spider fell down. Finally, after many attempts spider successfully climbed. King Vikrama began to think, "If a small spider can face failure so bravely, Why should I give up?

The best way to overcome the adversity is to try harder. Successful people in every field are often said to "Blessed with talent" or even just lucky but truth is they worked harder than average person. What we call fortune or good luck is nothing but a matter of persistence and hard work. We often loose heart after a few feeble and half attempted attempts. It is indeed not the hundredth strike that cuts the tree, but all the ninety-nine that went before the last one. But the last one is important one.

There are many late boomers in the history. New Yorker article "Late Bloomers" discusses the difference between Picasso who was born with talent and Cezanne who could not even draw well until his late 50's. Cezanne simply had a passion and worked hard. The greatest heights in life are attained by those who have the daring to get these. A winner never quits, a quitter never wins. A boat cannot reach the shore if it surrenders to the tempest. Thus, the surest way to turn destiny according to your wish is to determine to succeed and work hard with persistence and bravery.

*Deepshikha Attri,
Senior Engineer (Inst.)*



STATE NEWS

Andhra Pradesh

Installation of Neem Coating Machine at Vizag Port

Shri VS Sirohi, Marketing Director, KRIBHCO, inaugurated the Neem Coating Processing Unit at Port cum Area Office, Visakhapatnam on 29 February 2016. Dr Satish Maheswari, GM (M) also participated in the programme.

Shri VS Sirohi, Marketing Director, KRIBHCO observing the Mobile Bagging Unit during his visit to Port cum Area Office, Visakhapatnam. Shri DP Reddy, Sr Area Manager, accompanied the Marketing Director and explained about the Bagging Processing System of MBU.



STATE NEWS

हरियाणा



बीज उत्पादक गोष्ठी

बीज इकाई हिसार में बीज उत्पादकों / डीलरों की दिनांक 2 मार्च 2016 को एक गोष्ठी का आयोजन किया गया। श्री वी.एस. सिरोही, विषयन निदेशक द्वारा उपस्थित प्रतिभागियों को कृभको द्वारा गुणवत्ता पूर्ण बीज के उत्पादन एवं किसानों में कृभको बीज की लोकप्रियता के बारे में व्यापक जानकारी दी गई। उपरोक्त गोष्ठी में केन्द्रीय विषयन कार्यालय से श्री एन.के. भाद्र, अपर महाप्रबंधक(विप) द्वारा कृभको बीज के बारे में जानकारी दी गई साथ में श्री संत कुमार, वरिष्ठ राज्य प्रबंधक(विप)।

STATE NEWS
Karnataka



Dealers' Meet

A Dealers' Meet was organized at Shimoga on 18 March 2016. The Programme was inaugurated by Dr Madhusudan, JDA-Agri, Shimoga. Dr Ganapathy, Scientist UA & HS, Dr Pandu, Dy. Director of Agriculture, also attended the programme and spoke on the occasion. Shri CNR Reddy, Sr AM-Hasan also participated.



...Karnataka



Income Generation Programme

Income Generation Programme was organized at Chigarihal, Shahpur on 17 February 2016. The Agriculture Officer from the Department of Agriculture attended the programme.

Two Sewing Machines were distributed to the rural women on this occasion.

STATE NEWS Maharashtra



Agriculture Exhibition

KRIBHCO participated in the Agriculture Exhibition (31 January to 1 February 2016) at Chandrapur (Nagpur). Shri Hansraj Ahir, Minister of State for Chemicals & Fertilizers, Govt. of India, Shri Sudhir Mungantiwar, Minister of Forests, Maharashtra, Shri Vikas Deshmukh, Director (Agri), Maharashtra, Shri Dipak Maisekar, District Collector and other dignitaries, besides farmers in large numbers attended the Exhibition.

...Maharashtra

Pomegranate Crop Seminar

Pomegranate Crop seminar under Water Soluble Fertilizers Campaign was conducted at Selud (Aurangabad) on 30 January 2016. The programme was attended by Mr Haribhau Bagde (Nana), President Legislative Assembly, Govt of Maharashtra, Chief Guest Dr Kalyanrao Kale, Ex. MLA Phulambri, Aurangabad, Mr Ramdas Patil, President Pomegranate Utpadak Shetkari Sangh Nasik, Mr Ankushrao Shelke, RGB KRIBHCO, Aurangabad.

In the inaugural speech, Mr Haribhau Bagde (Nana) said that due to continuous drought during last 3-4 years the farmers in Marathwada region are facing problems. Subsidy is being given for Shet Tale (water pond) to farmers on priority basis and also given financial support to farmers. He also said that production of pomegranate as well as marketing is important.

Mr NY Salunkhe, Chief State Manager KRIBHCO Mumbai, apprised on Neem Coated Urea, KRIBHCO Biofertilizers, WSF, Compost and about free soil testing from KRIBHCO for macro & micro nutrients. Dr Kalyanrao Kale (Ex. MLA Phulambri Aurangabad) thanked KRIBHCO for conduct of such programme on pomegranate. He also urged the farmers to produce quality pomegranates for better market and said that farmers must take benefit of shet tale (water pond) subsidy.

Mr Ramdas Patil, President Pomegranate Utpadak Shetkari Sangh, Nasik, briefed on package of practices on pomegranate.

Literature on WSF, compost, neem coated urea & liquid bio-fertilizers was distributed to all participants and five progressive farmers from Ladsawangi area were honoured with shawl & garlands by chief guests.



Shri Haribhau Bagde (Nana), President Legislative Assembly, Govt of Maharashtra is addressing the participants.



Swachhata Abhiyan

Swachhata Abhiyan was organized at Zilla Parishad School, Shirdo (Satara) on 22 March 2016. KRIBHCO RGB, Sau Lata Rajendra Jadhav, urged the participation of students and local public in this abhiyan.



STATE NEWS मध्य प्रदेश

बीज उत्पादक कृषक संगोष्ठी

देवास में दिनांक 22 मार्च 2016 को बीज ईकाई द्वारा होटल श्री खेडापति इन्टर नेशनल, देवास में आयोजित बीज उत्पादक कृषक संगोष्ठी के मुख्य अतिथि श्री आशुतोष अवस्थी, कलेक्टर देवास ने किसानों को जल के महत्व पर जोर देते हुए कहा कि जल ही जीवन है। आपने प्रधानमंत्री सिंचाई योजना के उद्देश्यों से कृषकों को अवगत कराते हुए कहा कि गांव में उपलब्ध जल श्रीतों का, केचमेंट क्लिंट का अध्यन एवं सर्वेक्षण कर अधिकतम वर्षा जल को रोक कर खेती एवं पीने के लिये जल की उपलब्धता बढ़ाना है। आपने कहा कि कृभको एक बड़ी सहकारी संस्था है जो देवास में प्रमाणित बीज उत्पादन के साथ साथ इस प्रकार की संगोष्ठी के माध्यम से कृषकों को उन्नत तकनीकी का प्रचार-प्रसार का महत्वपूर्ण कार्य कर रही है। कृभको तरल जैव उर्वरक के उपयोग से उत्पादन लागत कम करने के साथ-साथ मृदा स्वास्थ्य को भी बेहतर बनाया जा सकता है। किसानों को नवीन फसल बीमा योजना का भी भरपूर लाभ उठाना चाहिए।

संगोष्ठी में वरिष्ठ कृषि वैज्ञानिक डॉ. आर.पी. शर्मा द्वारा देश भर में चलाई जा रही मृदा स्वास्थ्य योजना के बारे में विस्तार से चर्चा करते हुए कहा कि अब शायन द्वारा किसानों को उनके खेतों की मिट्टी के सूक्ष्म तत्वों की जांच भी निःशुल्क की जायेगी तथा प्रत्येक किसान के खेत का मृदा स्वास्थ्य कार्ड बनाया जाएगा। प्रमाणित बीज उत्पादन की तकनीकी प्रशिक्षण देते हुए कहा। बीज प्रमाणीकरण अधिकारी श्री आर. एस. बघेल ने किसानों को बीज उत्पादन में अप मिश्रण से बचने के उपायों एवं सावधानियों पर विस्तार से चर्चा की। श्री एच.एस. सिंह, वरि. क्षेत्रीय प्रबंधक कृभको इन्डैर ने किसानों के लिए सहकारिता के माध्यम से उपलब्ध कराये जा रहे कृभको प्रमाणित बीज, उर्वरक, संकर बीज, कम्पोस्ट के साथ तरल जैव उर्वरक के महत्व पर विस्तार से चर्चा करते हुए अवगत कराया कि कृभको द्वारा पी.एस.बी. एन.पी.के. पोटाश, जिंक आदि 10 से अधिक प्रकार के तरल जैव उर्वरक उपलब्ध कराये जा रहे हैं जो प्याज, लहसुन, आलू, सब्जियों व अन्य सभी फसलों की खेती में बहुत लाभदायी है।

संगोष्ठी में श्री डॉ.के. पाण्डेय, संयुक्त संचालक कृषि, उज्जैन, श्री एन.के. जैन, जिला विपणन अधिकारी देवास, डॉ. अब्बास अली, सहायक संचालक कृषि, श्री एच.आर. शर्मा, वरि. प्रबंधक(विपणन), कृभको भोपाल, श्री के.एन. सिंह, वरि. प्रबंधक(विपणन), इन्डैर, डॉ. मनीष चौहान सहायक प्रबंधक(विपणन), भोपाल श्री एम.के. खण्डेलवाल उप प्रबंधक (वि. व ले.), श्री वी.के. नायक, एम.के. तिवारी, कनिष्ठ क्षेत्रीय प्रतिनिधि बीज ईकाई देवास सहित जिले के 250 से अधिक बीज उत्पादक कृषकों ने भाग लिया। कार्यक्रम का संचालन श्री जी.पी. शर्मा, वरि. क्षेत्रीय प्रबंधक, कृभको बीज ईकाई देवास द्वारा किया गया।

STATE NEWS Odisha

Kisan Sammelan and Krishi Pradarshini

KRIBHCO participated in Kisan Sammelan And Krishi Pradarshini Exhibition 2016 on 4 April 2016. The Exhibition was organised by Krishi Vigyan Kendra, Khorda in their campus.

A stall was put up for popularizing the new products like KRIBHCO Neem Coated Urea, KRIBHCO Zn Sulphate and KRIBHCO NPK liquid biofertiliser. All Products of KRIBHCO were displayed in the stall. A large number of farmers and Agriculture Scientists visited the stall. Leaflets in regional language(Oriya) were distributed to the farmers and other officials from different organizations and officials of Govt. of Odisha, Krishi Vigyan Kendra and Central Institute of Fresh water Aquaculture(CIFA).



STATE NEWS
Punjab

Social Welfare Programme along with MÁDEN

A Social Welfare Programme was organised at village Talwara Dist. Ludhiana (Punjab) on 21 March 2016 for the welfare of physically handicapped persons, help in livelihood of widows and poor school students, improving the health of people by providing device for pure water & showing the concern about health of people by organising medical camp. In this social welfare programme, more than 250 farmers from Talwara and nearby villages participated.

The programme was presided over by Shri VS Sirohi, Marketing Director, KRIBHCO. Shri Arij Bin ED MA'DEN, Shri NK Bhadu, AGM-KRIBHCO North, Noida, Shri KS Sandhu, AGM-KRIBHCO Punjab, Shri Tajeshwar Singh Assistant Registrar Coop. Societies, Jagraon also graced the occasion. PAU experts Dr Meharban Singh, Dr Navjot Singh and Madam Rekha Coordinator of SGM Self Help Group Talwara Distt Hoshiarpur, Shri PK Vashist, Sr Area Manager, Ludhiana, Shri Rachhpal Singh, Delegate, KRIBHCO, Shri Nalin K. Rai DDM Nabard, Reporters from Press/Media persons were also present.

Madam Rekha from SGM Self Help Group talked on how to start a Self Help Group (SHG) and how women can earn more income from making of Pickle, Juice and Muraba etc. through these SHGs.

Dr KS Sandhu, AGM, Punjab emphasized on the need to improve the social structure by providing help to the weaker and needy groups of society along with the improvement in the agricultural practices. He told that today's programme is a step taken by KRIBHCO in association with MA'DEN (Leading DAP Manufacturing group of Saudi Arabia) in this direction.

Shri Arij, ED, MA'DEN shared with participants that farmer of Punjab are well known throughout the world for their contribution in the field of agriculture. He also thanked KRIBHCO for conducting such types of social welfare programmes & promised to provide funds in future also for conducting.



Shri VS Sirohi, Marketing Director, addressed the participants and discussed in detail about agriculture, fertilisers & subsidies given by Govt on fertilizers. He emphasised on the use of Bio-fertilizers, compost/green manures along with the use of chemical fertilizers so that the productivity of soil may be improved. He also showed concern over the decreasing ratio of carbon and nitrogen in soil which hinders the efficiency of all types of fertilizers especially chemical fertilizers. He suggested the farmers use of compost, green manures and cow dung for it. He assured the farmers that KRIBHCO is with them at each and every step for their welfare and need.

In this programme 100 school bags to needy children, 8 sewing machines to poor widows and needy ladies, 1 tricycle to handicapped girl, 1 roll school mat for sitting of children, 2 ceiling fans and 1 water purifier to a school were given free to schools.

In this social programme a Free Medical Check-up Campaign is also organised. Dr Jastaran Singh and Dr Manjit Singh from Community Health Centre Sidhwan Bet checked up the patients and medicines were given free by KRIBHCO.



...Punjab

In-Service Training Programme at Madhopur

SMO, Punjab organised an In-Service Training Programme of KBSK Personnel of Punjab & Haryana States at Madhopur, District Pathankot (Punjab) on 23-24 June 2016. The programme was presided over Shri VS Sirohi, Marketing Director, KRIBHCO. Shri TS Rao, GM(HR-CMO), Shri NK Bhadu, AGM(M-NZ), Shri RS Yadav, AGM(Mktg.), KSBK Cell, Shri KS Sandhu, AGM Punjab, Shri VK Rathor, Chief Manager (M), SMO Haryana, Shri Mohan Singh, Senior Manager(HR), Shri. Ashok Kumar Manager(F&A) Haryana and Shri Romesh Kumar Manager (F&A) Punjab also participated.

Shri KS Sandhu welcomed the Marketing Director and other senior officials from CMO and participants of KBSK. He also outlined the contours of the programme.

Shri TS Rao, GM(HR-CMO) addressed the participants and explained the broad objective of in-service training programme.

Shri VS Sirohi, Marketing Director presented an overview of the fertilizer industry in the country. He said that though there was drought last year due to deficit of monsoon in the country, KRIBHCO was able to achieve good sales of 44 Lakh MT Urea, 4 lakh quintal certified seed and 8 lakh ltr Bio fertilizers.

The review of KBSK performance of Punjab & Haryana states was done by the Marketing Director along with GM(HR), AGM (NZ), AGM (M)-KSBK cell, AGM-Punjab, CM(M) Haryana.

Shri NK Bhadu, AGM(NZ) delivered a lecture on significance of zinc in crop nutrition & 7 Ps of Marketing of KRIBHCO brand zinc sulphate. Shri RS Yadav, AGM(M)- KBSK cell delivered a lecture on KBSK performance and strategy to achieve the targets of 2016-17.

Dr. Sukhmander Singh Brar, a Guest Speaker, delivered a lecture on Effective Salesmanship under the head "Journey from salesman to great salesman".

Shri Romesh Kumar, Manager (F&A) discussed the KBSK issues/problems related to F&A department and suggested remedies on the spot for smooth functioning of KBSKs.

The prizes were given by Marketing Director to best three KBSKs of each State based on their last year's performance to encourage and motivate them.

At the end, Shri RK Rathor, CM(M) SMO Haryana State proposed a vote of thanks to all senior officials and KBSK personnel of Punjab & Haryana states for successful of two days in-service training programme.



Shri VS Sirohi, Marketing Director addressing during the In-Service Training Programme for In-charge-KBSKs of the states of Punjab and Haryana. Seen on the Dias (L-R) are Shri VS Rathore, Sr Manager (Mktg), Dr RS Yadav, AGM (Mktg), Shri TS Rao, GM(HR-CMO), Shri NK Bhadu, AGM(Mktg.), Shri KS Sandhu, AGM(M)

...Punjab

Drinking Water Facility

A Drinking water facility programme was organised in village Madhoke in which one water cooler was given to CASS Ajitwal, four water tanks were given to CASS Madhoke, Chuaharchak, Takhanwadh, Dhudike by KRIBHCO in order to facilitate pure drinking water to the farmers visiting the above CASS. This programme was presided over by Shri Raja Ram, Deputy Registrar Coop Societies Moga. In this programme, Shri NK Bhadu, AGM, North, Shri KS Sandhu, AGM, Punjab, Shri Ram Singh, Delegate KRIBHCO, Shri Tajendar Singh Gill FSO, Markfed Moga were also present.



STATE NEWS

राजस्थान



सामुहिक चर्चा

दिनांक 12 मई 2016 को राज्य विपणन कार्यालय, राजस्थान के अंतर्गत जिला हनुमानगढ़ के गांव नगराना, चन्द्रवाली एवं के.वी.एस.एस., टिब्बी में सामुहिक चर्चा का आयोजन किया गया। इस अवसर पर कृषकों एवं ग्रामीणों द्वारा कृभको विपणन निदेशक, श्री वी.एस. सिरोही का स्वागत किया गया। इस मौके पर अपर महाप्रबंधक(विप.), श्री एन.के. भादु एवं वरि. राज्य प्रबंधक(विप.), श्री अनिल कुमार सिंह भी साथ में मौजूद थे। विपणन निदेशक महोदय ने किसानों को संबोधित किया।

के.वी.एस.एस., टिब्बी में कृभको विपणन निदेशक, श्री वी.एस. सिरोही का स्वागत अध्यक्ष, के.वी.एस.एस., टिब्बी द्वारा किया गया। इस अवसर पर उपस्थित ग्रामीणों एवं कृषकों को विपणन निदेशक महोदय ने संबोधित करते हुए कृभको के उत्पादों जैव उर्वरक, हाईब्रीड कपास, कम्पोस्ट आदि के प्रयोग से होने वाले फायदे का विस्तार पूर्वक चर्चा किया।



STATE NEWS

उत्तराखण्ड

STATE NEWS

उत्तर प्रदेश**बीज उत्पादक संगोष्ठी**

कृषकों द्वारा गजरौला, उ.प्र. मे दिनांक 17 फरवरी 2016 को बीज उत्पादक संगोष्ठी का आयोजन किया गया।

श्री माणिक चन्द, वरि. बीज निरीक्षक उ.प्र. बीज प्रमाणीकरण संस्था मुरादाबाद द्वारा बीज उत्पादकों को बीज प्रमाणीकरण के मानकों के विषय में विस्तृत जानकारी उपलब्ध करायी गयी। डॉ. ओमबीर सिंह, वरि. कृषि वैज्ञानिक, सरदार पटेल कृषि विश्वविद्यालय, मेरठ द्वारा गेहूं फसल उत्पादन में अपनायी जाने वाली नवीनतम तकनीकी जानकारी एवं शरण्य क्रियाओं के बारे में विस्तार से बताया गया।

श्री गजेन्द्र कुमार, वरि. क्षेत्रीय प्रबंधक, बीज, कृषकों बीज ईकाई, गजरौला द्वारा तरल जैव उर्वरकों के महत्व एवं उनके उपयोग की विधियों पर विस्तार पूर्वक चर्चा की गयी साथ ही भूमि के गिरते हुए रसायन को ठीक करने के लिए एकीकृत फसल पोषण प्रबंधन अपनाने पर बल दिया गया।

अपने अद्यक्षीय संबोधन में श्री शीशपाल सिंह, निदेशक, उ.प्र. कोआपरेटिव बैंक, लखनऊ द्वारा कार्यक्रम की प्रशंसा करते हुए कार्यक्रम में उपस्थित कृषकों का आहवान किया कि वे दी गई जानकारी को अवश्य अमल में लायें।

पेयजल योजना कार्यक्रम

दिनांक 25 फरवरी 2016 को कृषकों द्वारा द्वारा अंगीकृत ग्राम समूह के अंतर्गत ग्राम लक्ष्मीपुर में 'पेयजल योजना कार्यक्रम' का आयोजन श्रीमती तारा देवी, ब्लाक प्रमुख, विकासनगर देहरादून के मुख्य अतिथि एवं श्रीमती नीरु देवी, प्रदेश मंत्री एवं पूर्व ब्लाक प्रमुख, विकासनगर, देहरादून की अद्यक्षता में किया गया।

कार्यक्रम की मुख्य अतिथि श्रीमती तारा देवी ने इस क्षेत्र की पेयजल जैसी विकट समर्या समाधान के लिए कृषकों के अधिकारियों को बधाई दी, जिन्होंने पेयजल योजना के अंतर्गत विभिन्न स्कूलों में बच्चों व अध्यापकों के लिए स्वच्छ पानी हेतु सिन्टेक्स की टंकियां लगाकर एक मानवीय कार्य किया है। मुझे आशा है कि बच्चे, अध्यापक, किसान, महिलाएं आदि सभी इस प्रकार के आयोजनों में बढ़-चढ़ कर भाग लेकर पूर्ण लाभ उठाएंगे। आज के युग में मेरा तो एक ही नारा है - बेटी बचाओ बेटी पढ़ाओ।

कार्यक्रम में श्री कुंवर पाल सिंह, ब्लाक अद्यक्ष, विकास नगर, डॉ. ए.के. सिंह, कृषि वैज्ञानिक, कृषि विज्ञान केन्द्र, ढकरानी, श्री सुभाष वर्मा, प्रधानाचार्य, राजकीय पूर्व माध्यमिक विद्यालय, जमनीपुर, श्री प्रदीप सिंह, प्रधान, जमनीपुर पंचायत, श्रीमती रीना डोगरा, जामनखाता पंचायत आदि ने भी अपने विचार रखे।



श्री शीशपाल सिंह, निदेशक, उत्तर प्रदेश कोआपरेटिव बैंक बीज उत्पादकों को संबोधित करते हुए।

...उत्तर प्रदेश



उत्तर प्रदेश एग्री हार्टिक

उत्तर प्रदेश शासन द्वारा जनेश्वर मिश्र पार्क, लखनऊ में दिनांक 28 से 30 जनवरी 2016 तक एग्री हार्टिक - उ.प्र. नामक कृषि प्रदर्शनी का आयोजन किया गया। इस अवसर पर माननीय कृषि मंत्री, उत्तर प्रदेश, श्री विनोद कुमार सिंह (पंडित सिंह) के साथ-साथ कृषि उत्पादन आयुक्त, श्री प्रवीर कुमार, आई.ए.एस. एवं कृषि सचिव, श्री अमित मोहन प्रसाद, आई.ए.एस. ने कृषकों स्टाल का अवलोकन किया। कृषकों द्वारा चलाये जा रहे 'किसानों को समग्र लाभ' (All benefit to farmers) नामक कार्यक्रम की प्रशंसा सभी महानुभाव ने किया।

कृषकों स्टाल में कैबिनेट कृषि मंत्री और कृषि राज्य मंत्री का स्वागत

दिनांक 18 मई 2016 को कृषि विभाग, उत्तर प्रदेश द्वारा आयोजित राज्य स्तरीय खरीफ उत्पादकता गोष्ठी एवं कृषि प्रदर्शनी में कृषकों द्वारा स्टाल लगाकर सहभागिता की गई, जहां सर्वप्रथम कृषकों स्टाल का उद्घाटन माननीय कृषि राज्य मंत्री, उ.प्र. शासन श्री राजीव कुमार सिंह ने फीता काटकर किया। माननीय कृषि राज्य मंत्री का स्वागत कृषकों स्टाल में डॉ. वी.के. तोमर, श्री जी.सी. त्रिपाठी, श्री विष्णु प्रताप सिंह, श्री दीपक शुक्ला, श्री संजय जोशी और डॉ. अशोक परिहार ने पुष्प गुच्छ भेंट करके किया और माननीय मंत्री जी को कृषकों के तीनों यूरिया संयंत्रों, हजीरा (सूरत), के.एस.एफ.एल.(शाहजहापुर) और ओमान के बारे में बताया। श्री परिहार ने कृषकों उत्तर प्रदेश में कार्यरत 08 बीज इकाईयों और 36 कृषक भारती सेवा केन्द्रों के बारे में बताया।

माननीय कैबिनेट कृषि मंत्री उ.प्र. शासन श्री विनोद कुमार सिंह (पंडित सिंह) ने राज्य स्तरीय कृषि मेले का भ्रमण किया जिसमें कृषकों अधिकारियों के अनुरोध पर माननीय कृषि मंत्री कृषकों पण्डाल में आये जहां पर पुनः माननीय कैबिनेट कृषि मंत्री उ.प्र. श्री विनोद कुमार सिंह (पंडित सिंह) से फीता कटवाकर और पुष्प गुच्छ भेंट करके उनका भव्य स्वागत किया।

श्री परिहार ने उ.प्र. शासन के माननीय कृषि कैबिनेट मंत्री एवं कृषि राज्य मंत्री और श्री प्रवीर कुमार, आई.ए.एस. कृषि उत्पादन आयुक्त (ए.पी.सी.) महोदय को कृषकों की विभिन्न कृषक हितार्थ सेवाओं / प्रोन्नत कार्यक्रमों के बारे में बताया कि किसानों के बीच जाकर किस प्रकार कृषकों के कृषि विशेषज्ञ नवीनतम आधुनिक कृषि वैज्ञानिक तकनीक पर आधारित वैज्ञानिक खेती के नये-नये तरीके किसानों को बताते हैं और उनके खेत पर लगाये गये क्षेत्र प्रदर्शनों एवं खेत दिवस द्वारा संतुलित उर्वरक प्रयोग करके कम लागत में अधिक फसल उत्पादन किस प्रकार प्राप्त करते हैं, जिससे किसानों को आर्थिक लाभ होता है। श्री परिहार द्वारा दोनों माननीय मंत्रियों को कृषकों की सभी तकनीकी कृषि साहित्य के सेट भेंट किये और बताया कि ये कृषि साहित्य सभी किसान भाईयों को कृषकों द्वारा सभी प्रोन्नत कार्यक्रमों और कृषक भारती सेवा केन्द्रों के माध्यम से हमेशा निःशुल्क वितरित किये जाते हैं जिसकी माननीय मंत्रीगण खुले हृदय से प्रशसा की।





STATE NEWS

West Bengal

KRIBHCO Marketing Director elected Chairman of FAI Eastern Region

Shri VS Sirohi, Marketing Director, KRIBHCO was unanimously elected as Chairman of FAI Eastern Regional Committee. The Election of the Chairman of FAI Eastern Regional Committee was held on 24 May 2016 at Hotel Hindustan International, Kolkata.

Dr Surendra Singh, AGM(Mktg), East Zone & FAS Incharge and Dr DS Yadav, Marketing Director, FAI, New Delhi and Shri YVN Murty, Regional Executive (East) were also present on this occasion. A large number of representatives of other manufacturers were also present.



Dealers' Conference

A Dealers' conference was held at Kolkata on 22 October 2015 involving all the dealers of West Bengal state. The Conference was chaired by Shri VS Sirohi, Marketing Director, KRIBHCO. Prof. Dr Manabendra Roy, Department of Agronomy (BCKV), Dr. Surendra Singh, AGM(Mktg) and Dr GP Singh, Sr SMM, West Bengal were the other dignitaries present.

Dr Manabendra Roy, Professor, BCKV told that rampant and indiscriminate use of chemical fertilizer may deteriorate the health of soil. He briefed about the soil treatment and the use of right doses of fertilizer and micro-nutrients in Paddy, Wheat and other foodgrain crops. He also said that compost

produced from waste of home and surroundings when applied in the soil improves the soil structure, texture and creates greater air space in the soil, controlling the pH factor. It also helps the nitrogen absorption capacity of the soil.

Dr S Saha, Assistant Professor, BCKV talked about the essential micro-nutrient to be applied in the soil to protect the soil health. He also said that research findings have shown that most of the districts of West Bengal are deficient in Zinc, so the use of $ZnSO_4$ is a good option for West Bengal.

Shri VS Sirohi, Marketing Director, KRIBHCO gave an overview of the functioning of KRIBHCO. He said that this is an organisation which is of the farmers, by the farmers and for the farmers. KRIBHCO first started sale of urea in 1986. Now KRIBHCO is supplying 42 to 44 lakh MT of urea in the country and KRIBHCO is the largest urea producing organisation in the country. KRIBHCO has recently in tie up with one of the Saudi Arabian Company for supply of DAP and the quality of DAP is very good. He said that he will never allow compromise on the quality of our products. He also said that our supply of compost and Bio-Fertilizer is not for profit, but it is for the improvement of the health of the soil which will benefit the farmers.





Beti Bachao..... Beti Padhao

It is said that: *"When you educate a man, you educate an individual, and when you educate a woman, you educate an entire family."* Education is the key to empowering women and girls, which helps bring about social equality. Women being the backbone of society, must be educated, enlightened and empowered if any nation is to prosper. This is extremely important in the Indian context since in India, there is a strong undercurrent of gender bias, and women have been, by and large, trampled upon, since ages.

Unfortunately we have double standards when it comes to women. On the one hand we profess to worship 'MATA' the female Goddess incarnated, and on the other hand we view girls as mere objects of desire fulfilment (other than our own kith and kin), conveniently using, oppressing and victimising them, in our Male-dominated Indian society. We turn a blind eye to the innumerable poor girls enmeshed in the quagmires of child labour, neglect, the flesh trade, and even domestic exploitation. We however, don't stop at that. We stoically accept female foeticide (killing of the girl foetus) and girl infanticide (killing of girls upto 1 year old) too. Clearly, girls are even to this day, unwanted as babies. The arrival of a girl-baby-child is still not welcomed joyfully in most Indian households.

In Haryana, the sex ratio in the districts ranges between 875 and 837 which means for every 1,000 boys about 125 to 150 girls are being killed. UN figures out that about 750,000 girls are aborted every year in India. Girl foeticide rates are increasing in almost 80% of the Indian states, and Punjab and Haryana top the list. If this practice continues, then a day will come when Mother India will have no mothers and

potentially, no future life. In Jhajjar and Mahendergarh districts in Haryana there are just about 775 girls for 1,000 boys and so about 225 boys would remain unmarried.....Where are we headed?

Mother India, the classic movie was made here, and the nation of mothers still follows a culture where people idolize sons and mourn daughters, forgetting that every girl is a future **Mother**. However Female foeticide and infanticide are not the only issues with a girl child in India. At every stage of life she is discriminated and neglected for basic nutrition, education and living standards.

Today, in pan rural India and numerous urban pockets too, the girl child is not only unsafe before childbirth, even after birth, she has to face various hardships because of gender inequality. Pro-active steps are needed to save the girl child after her birth as well. Apart from the gender-bias, abject poverty and the infamous dowry system, another major cause of the sorry plight of the girl child is **Illiteracy**. Illiterate people are ignorant people, and not able to judge their actions in the right perspective. They do not realize the importance of educating a girl-child. They have to be, first of all be made aware of the significance of Girls' education.

The Gender determination test i.e. Amniocentesis was first started in India in 1974 to detect foetal abnormalities. These tests were used to detect the baby's gender for the first time in 1979 in Amritsar, Punjab. Later the testing was stopped by the Indian Council of Medical Research but it was too late. The benefits of these tests leaked out and people started using it as an instrument for killing an innocent and unborn girl child. Many of the traditional women organizations also took up cudgels to stop this illegal practice but all failed and with the

passage of time, these tests became a major contributor to bias against a girl child.

In view of the alarming situation, The Prime Minister of India, Shri Narendra Modi has launched a nationwide campaign named "Beti Bachao-Beti Padhao" (Save the Girl Child and Educate Her) on 22nd January, 2015 at Panipat, Haryana. This campaign was launched by him to spread awareness in Indian society against female foeticide as well as women empowerment through education. In his impassioned speech he said that - "I am standing before you as Beggar." He urged India to Save the Girl Child saying:

"The prime minister of the country is begging you to save the lives of girls".

- "In nearby Kurukshetra (in Haryana), a boy, Prince, once fell into a well, and the whole nation watched the rescue operation on TV. For one boy, Prince, people united to pray, but with so many girls killed we just don't react."

- "We are not worthy of being called citizens of 21st century. It is as if we are from the 18th century – at that time, and just after a girl's birth, she was killed. We are worse now, we don't even allow the girl to be born".

- Mr Modi also asked doctors if female foeticide was the only way to earn money and will such money do them any good. "You have been taught to save the lives of people, not to kill innocent girls."

- "People want educated daughters-in-law but think several times before educating their daughters. How can this go on?"

- "Girls are better performers than boys. If you need proof, just look at exam results".

- "People say in old age sons come in handy. Had that been true, so many old age homes would not have opened. Sons have cars and bungalows and yet, many times, parents remain in old age homes. On the other hand, there are innumerable daughters who work hard to keep their parents happy. If girls get the chance, they perform better than boys."

- He said "beta-beti ek samman" (equal treatment of boys and girls) should be our motto.

Launching the 'Beti Bachao-Beti Padhao' scheme enthusiastically in Haryana, he said we must fight female foeticide and celebrate the birth of a girl child.

Extreme poverty with an inability to afford raising a child is one of the reasons given for female infanticide in India. Moreover in tradition-ridden India it is believed that a son is an "asset" since he can earn and support the family; a daughter is a "liability" since she will be married off to another family, and so will not contribute financially to her parents. Therefore in this boy-skewed balance sheet of life the girl-child gets badly depreciated and neglected.

However its not that things haven't improved at all. The issues surrounding a girl child have been discussed and addressed in other national child policies and addressed too, in programmes like National Policy for Children, 1974, National Plan of Action for Children, 2005, The Prenatal Diagnostic Techniques Act, 1994, Immoral Traffic (Prevention) Act 1986, Juvenile Justice Act of 2000, Balika Samriddhi Yojana, Kishori Shakti Yojana, and the like. Moreover the National Program for Education of Girls at Elementary Level (NPEGEL)

was started in 2003 to ensure access to education to girls who could not benefit from the Sarva Shiksha Abhiyan. Under this scheme model schools have been set up and it covers 24 states. Mahila Samakhya Program is another such programme that was formed in 1988 under the New Education Policy and it focuses on the empowerment of the women who belong to the marginalized group. The Kasturba Gandhi Balika Vidyalaya Scheme was launched in 2004 in order to provide primary level education to girls. The scheme was especially designed for the underprivileged girls in the rural areas.

Despite all these commendable efforts the overall the lot of the girl-child in India still remains unsatisfactory. Even after so many programs and policies of the government, we are still lagging behind in providing education to the girl child. The problem here is not in implementation but in the level of commitment of people in general. Until we create awareness amongst people about the benefits of women

education, all these programs will not bring about the desired result. Minds have to change first.

Today India is growing dynamically in every field. The boom in economy with innovative technologies and improved infrastructure has become the nation's pride. The country has witnessed advancements in all fields and parameters but bias against a girl child is still prevailing.

For changing mind-sets a clue can be taken from Sikhism (an off-shoot of Hinduism, since out of its ten Gurus, nine were Hindus) in which it is taught to respect women and give women equal status in society. Guru Amar Das, the third Sikh guru preached the principle of equality for women and strongly advocated prohibition of the draconian practice of female Sati.

In the ancient scriptures also, it is written that "Yatra Pujaantey Naria, Ramantey Tatra Devta," that is, the place where the Woman is revered automatically acquires divinity."

Conclusion

India holds a strong determination in educating all children, especially the girl child. By declaring education as a fundamental right, India has ensured constitutional provisions for providing free and compulsory education to all the children between 6 to 14 years of age. This provision is widely known as the Sarva-Shiksha-Abhiyan." Even after declaring education as a fundamental right, there are numerous hurdles that prohibit a girl child from actually getting education. The biggest hurdle is the prejudices that families have about girls-like girls are slow learners, they are not rational; they are to be confined inside the domestic household, and why bother about educating them, when they have to be just married off. Though not a direct cause, the pernicious dowry system is also another barrier in girl child education. Families often think of a girl as a burden and often want to save the money for their dowry rather than spending it on her education.

A girl is no less than a boy; if anything, they are all the more sincere, hardworking, diligent and consistent in their efforts. A girl must be educated in order to ensure a better life for herself and her future family. If she is empowered she would be in a condition to add on the income of the family, and raising the living condition of her family.

So, how to endeavour to Save the girl child ?

1. At the grass-root level there is need for a drastic shift in mental attitude in favour of equality between boys and girls.

2. The girls must get a safe and comfortable environment at school.

3. The family members of the girl child should come forward to protect her rights, both within and outside her home.

4. She should never be engaged as a child labour. UNICEF describes child labour as "one of the clearest and worst manifestations of how poverty has a child's face".

5. The physical abuse and harassment of girl child should be dealt strictly. The guilty should be punished as per the law.

6. The girl should get equal access to the educational resources, and facilities at school. There should even be separate toilets for girls in schools.

7. There should be strict enforcement of laws relating to medical scanning and pre-natal tests. Gender-determination tests should be punished appropriately.

8. Early marriage should be discouraged as girls get pulled out of school at a very critical age in their development, and moreover it leads to early pregnancy which is undesirable. The transition from primary to secondary education is the key for girls to gain the life skills they need to escape the cycle of poverty.

As goes the saying from the Rig Veda, "the home has, verily, its foundation in the wife." An educated mother can give better care to her children. Since she is the first teacher of the child, she ought to be well versed to inculcate a better value system in the child. An ignorant mother would not understand the ideas of proper hygiene, sanitation, health and education leading to lack of proper care of the child- malnourishment is a living example of this problem.

A paradigm shift in the people's mind-set is the need of the hour!

- Devjit Singh, DGM (F&A)

In-between



I opened my eyes and saw a limitless stretch of blue sky above me. The sun beat down on the parched ground with searing heat. I wondered how long I had been lying down here. Surrounding me were shattered pieces of glasses with dark red blots of blood over them. The blood patches got predominant towards a car that crashed into a bakery shop around the corner of the street. The black SUV was an exact replica of my car, but only with its bonnet smashed terribly, doors dangling out, windows cracked and a strangely familiar Iron Man sticker at the back, just like the one my son had on our car. It didn't take me long to realise that it was actually my car which had crashed. I immediately checked myself for any wounds or injuries. But everything seemed fine. "Phew not a scratch," I said feeling relieved and surprised at the same time. There weren't any people around to get the right details. Since I wasn't the one injured, I wondered whom had I had crashed into.

Amidst all this mayhem, I had completely forgotten the purpose of my visit to the bakery. It was my son's birthday. I knew that Luke would be really disappointed if I didn't show up with the cake, but it was better than not showing up at all. So I hurried home.

As I walked across the street, I observed that everyone else were in a rush too. The speeding cars, the hurtling people, even the huge wooden clock at town square ticked faster that day. It appeared as if someone had hit a fast forward button. Just then I saw a short, stout, darkly dressed man with a funny brown hat, approaching straight towards me. But before I could step aside or move, the guy simply walked right through my body. "Hey, hey you..." I shouted. The man ignored and walked on as if he didn't even hear it. I looked around to see if anyone had seen what just happened, but no one seemed to bother and then again...in that very moment, another man, tall and well built, in a light grey suit walked straight through me. I was completely dumbstruck, all kinds of crazy things started popping up in my head.

'Did that just happen? That guy just walked through me. What the heck is happening out here? Oh Good Lord!! Now it makes sense- the car crash, the blood stains... Damn it!!! Am I dead?' ~ ~ ~ ~

I arrived home, panting, hoping that it was all just a stupid dream and it would end soon. The front door was left open. I hobbled in to meet my son, but there was no sign of Luke, Clair or anyone there. Just then I noticed that the lights were flickering, I waited for it to stop. But it didn't. The day was turning weirder by every minute. But I tried my best to keep it all together.

"Clair, Honey? Are you upstairs... Luke?? Hello," I said out loud. There was no reply. Where was everyone? The party could not be over so soon?

I looked around and found the birthday decorations all intact. There were blue balloons floating everywhere, glitters spread over the carpet, and the whole house was wrapped in a tangy fruity smell. A huge chocolate cake lay on the table uncut, beside a tarnished knife. This was so typical of Clair. My darling wife might have ordered it in the very last moment, to make sure Luke stays happy that day. Clair always had everything under control. She has this crazy obsession with everything being perfect, whether it is deciding which schools the kids would attend, which doctors they would visit or which restaurant they would eat in, and not just that, even the holidays were spot on - be it thanksgiving, Halloween or Christmas. Luke was just five years old. There were so many father-son fun stuffs that I had planned ahead of time-Teaching him to ride a bike, building a tree house in the backyard, watching him play football and what not

Tears trickled down my eyes, involuntarily. The thought that I would have to live without my family, crushed me. A huge wave of reality finally hit me. I realised my entire life had turned into a dream that couldn't ever be fulfilled.

Brimming with confusion and stress I went to the basin and splashed a handful of water into my face. I repeated this a few times but I could not feel even one drop of it. I looked up into the mirror with frustration. Startled at the vision, I stepped back. I couldn't see my own reflection. All I could see was a dark shadowy figure staring back at me. This was insane. It frightened me to death. All the hope and courage which I was holding on to, was gone just like that. It felt as if I would melt into the ground any moment now.

I stormed out of the place not knowing what to do and kept running blindly. On the way I randomly passed through a number of things- people, walls, gates and it didn't bother me anymore. All I wanted were answers. But the question was who would answer them.

~ ~ ~ ~

It was past 12 AM. I had lost all my sanity by then. With almost no hope left, I just kept wandering. The streets were quiet and empty. Across the lane I noticed the lights displaying Café Sunrise were flickering continuously. This was strange since the café always closed by 10 pm. That's when I saw an old aged, grey-haired man in a crisp blue-and

white shirt, and an immaculate tie, flashing a wide smile at me. Wishing for certainty, I stared back at him for a while, and so did he. I was shocked because till then nobody could touch, see or hear me. With great expectations, I approached the man immediately.

Before I could say anything, the man spoke "Hello Phil, where do you keep disappearing to? It's hard to keep track of you. Come with me, there are things you need to know."

"Oh Holy crap, how do you know my name? Are you God? Are you here to take me away? Am I dead? Can I please meet my family one last time?"

"Calm down young lad. I am John, just another spirit like you. It has been a long time since I have met someone of our kind though. You are not dead, but you have been detached from your body. If you find it before it dies you can regain your complete self and go back to living your life. But son, the time domain is comparatively slower in our realm than the human world. So hurry up before it's too late."

"Why are you then still a spirit? Didn't you find your body?"

"My body is permanently unconscious-in an irreversible state of coma. This is my life now. I watch over my darling kids from this side. And I am thankful to this realm for it. But you still have a chance. Get going young lad."

"If I make it out I will certainly tell your kids about this meeting. Thanks John. You are a true gentleman. I owe you, big time." I started running as fast as I could. The only hospital near the bakery was Princeton Memorial. I was certain that I would find my body there.

~ ~ ~ ~

The lights of the operation theatre were still on. I watched Clair sitting on a bench waiting impatiently, tightly holding on to Luke's little hand and praying every second.

With not much time in hand, I barged through the door, and saw my pale, lifeless body laying open on the operation table surrounded by a bunch of white doctors with blood dripping from their gloves. "Charge to 300. Let's go, let's go. Clear." I heard the doctor order in a stern voice. The room was in a state of crisis. The lifeless body jerked up at the surge of electricity, trying to revive the heart. This was the second call. And still there was no sign of any pulse.

The ECG showed a straight line depicting no sign of pulse. I wondered whether it was too late. Then I heard one of them say. "That's it fellows. The last and final call. Let's pray we get a pulse this time. Charge to 500. Okay set. Clear" At that very instant I jumped on into my body. I felt a tremor and gasped as the electricity rippled through me. I simply closed my eyes and pictured Clair Luke and me together.

- Kirthana Sukumaran, D/o Shri Sukumaran G, Sr.M(F&A)



Visit of Managing Director to Plant

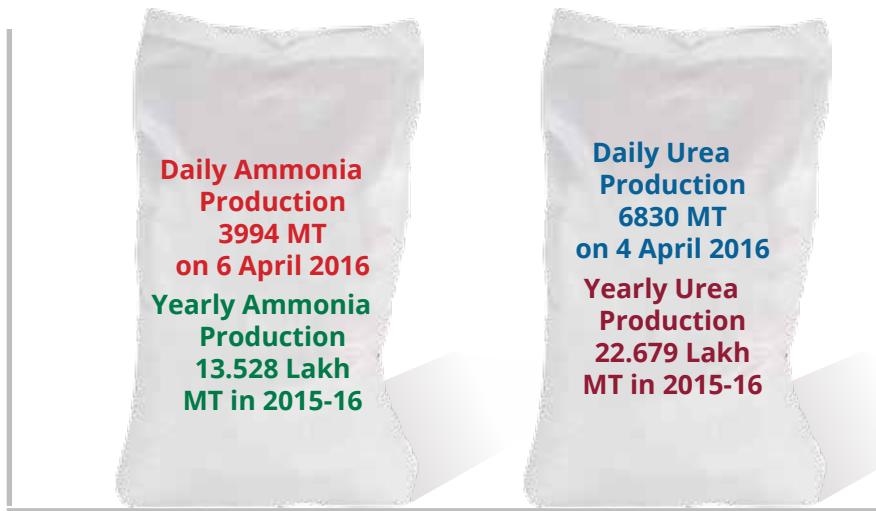
Shri N Sambasiva Rao, Managing Director, visited the KRIBHCO Plant on 28 February 2016.

During the visit he addressed the employees at HRD Auditorium. Shri N Sambasiva Rao, in his address, dwelled on the present fertilizer scenario, the Government policy pertaining to fertilizer subsidy and the profitability of KRIBHCO. He congratulated the entire team of KRIBHCO for excellent production record during the year 2015-16.



Shri RK Aggarwal, Operations Director welcoming MD at Plant

Production Performance - Records Achieved



45th National Safety Day

KRIBHCO celebrated the **45th National Safety Day** on 4th March 2016, at HRD Auditorium and the theme for National Safety Day was **"Strengthen safety movement to achieve zero harm"**.

For the safety Day celebration, below mentioned different activities were conducted to spread safety awareness among the employees and township residents:

1. Safety Slogan competition was organized in Hindi, English & Gujarati language for employees.
2. Safety Poster competition for employees.
3. Safety Quiz for employees and school children of Sunflower & Kendriya Vidhyalay-II.
4. Essay writing competition for employees in Hindi, English & Gujarati language.
5. Competition for Fire Hydrant drill for Employees & Contract workers.
6. Competition for BA Set Donning (Wearing) for Employees.



The above Competitions were judged by Sr Officials of KRIBHCO and the Principals of Schools.

Shri RK Agarawal, Operations Director-KRIBHCO was the Chief Guest. **Shri GD Solanki**, Joint Director Deptt of Industrial Safety & Health, Surat Govt. of Gujarat & **Shri PH Patel**, Deputy Director, Dept of Industrial Safety & Health, Surat were Guests of Honour.

Following activities were conducted during above function:

- Oath taking ceremony of Safety and administration of Pledge by Operations Director, KRIBHCO.

- Safety reports of KRIBHCO & HAEP were presented during function. The noteworthy point was that there was **ZERO ACCIDENT** in KRIBHCO as well as in HAEP in the Year **2015**.
- Operations Director-KRIBHCO & **Shri GD Solanki** addressed the gathering emphasising the importance of safety awareness.

Prizes were distributed to winners of various competitions by the Operations Director, Shri GD Solanki, Shri PH Patel, Chief General Managers & General Managers of KRIBHCO.



The Regional Incentive Award for the year 2015 in recognition of the dedicated, sincere & meritorious service towards the cause of education was given to Smt Indu Singh (W/o Mr Arun K Singh, Ex-DGM (Mtls) by Kendriya Vidyalaya Sangathan. She is a Primary Teacher at Kendriya Vidyalaya No.1 Ichchanath, Surat.

KRIBHCO's Power Plant was awarded 2nd Prize in the category of "Best Boiler User Industry 2014-15 in Gujarat region (Power Plant) during SteamTech-2016" at the 9th National conference on Boiler and Steam Systems held on 19 February 2016 at Ahmedabad.



Mr K Jayarajan, AGM(P) was Awarded a certificate of Appreciation for his participation in 'Best Appreciation Awards for Safety, Innovations, Efficiency and Performance' Competition at SteamTech 2016



Annual Sports & Games



Walkathon

A ladies Walkathon was organized at KRIBHCO Township under Annual Sports and Games on 28 February 2016. A large number ladies and children were participated. The winners were awarded prizes by First Lady Smt Rita Aggarwal in a simple ceremony held at KRIBHCO Officers' Club. The winners of the walkathon are:

Walkathon - Girls

Position	Name
1st Prize	Arya Vachhani
2nd Prize	Kinjal R Pandya
3rd Prize	Pragati Patel
4th Prize	Yashvi Tesia
5th Prize	Nikita Tewari

Walkathon - Ladies

Position	Name
1st Prize	Jalpa Vachhani
2nd Prize	Krishna Ben
3rd Prize	Bharati Ben
4th Prize	Geetha Gamit
5th Prize	Nita Patel



Volley Ball Tournament

The internal volley ball tournament held at KRIBHCO Township under Sports & Games 2015-16.



Long Service Awards

To recognize the long association and their contribution towards KRIBHCO's success Management has honored 79 employees at various levels with Long Service Award for 15 years & 25 years. The function was held at HRD Auditorium on 29 April 2016. They were awarded the certificate of appreciation and award.



S.No.	Per.No.	Name	Designation	Dept	Years
1	21550	LUCY R PATEL	Officer (Data Processing)	GM (Maintenance) Office	25
1	21972	VIPUL S DESAI	Chief Technician (Civil)	Civil Maintenance	15
1	21484	Dashrath S Prajapati	Dy. Manager (Elect)	Electrical Ammonia Plant	25
2	21483	Gunvant N Patel	Dy. Manager (Elect)	Electrical Power Plant	25
3	21485	Hareshkumar K Parmar	Dy. Manager (Elect)	Electrical Power Plant	25
4	21514	Shailendra Saxena	Manager (Elect)	Electrical Power Plant	25
5	21982	Mahesh Bidwal	Manager (Elect)	Electrical Urea Plant	15
1	21487	Dharmeshkumar D Tailor	Dy. Manager (Inst)	Instrumentation Ammonia Plant	25
2	21486	Bharatkumar K Patel	Dy. Manager (Inst)	Instrumentation DM Plant	25
3	21955	Ramcharit S Maurya	Manager (Inst)	Instrumentation Planning Cell	15
4	21490	Alkesh J Vasavada	Dy. Manager (Inst)	Instrumentation Power Plant	25
5	21954	Jaiprakash Lal	Manager (Inst)	Instrumentation Urea Plant	15
1	21952	Ganesh Prasad Toppo	Manager (Mech)	Mechanical Ammonia Plant	15
2	21477	Jayanatilal D Patel	Dy. Manager (Mech)	Mechanical Ammonia Plant	25
3	21499	Dharmendra Babubhai Billimoria	Dy. Manager (Mech)	Mechanical DM Plant	25
4	21556	Abhijit Sarkar	Dy. Manager (Mech)	Mechanical NDT/Design	25
5	21468	Devanshu A Pandya	Manager (Mech)	Mechanical Offsites	25
6	21478	Pravin H Shrimali	Dy. Manager (Mech)	Mechanical Offsites	25
7	21480	Kiritkumar J Patel	Dy. Manager (Mech)	Mechanical Urea Plant	25
8	21476	Arvind G Mistry	Dy. Manager (Mech)	Mechanical Workshop	25
9	21479	Vinod N Mevada	Dy. Manager (Mech)	Mechanical Workshop	25
10	21541	Dineshkumar Patel	Dy. Manager (Mech)	Mechanical Workshop	25
11	21543	Bharatkumar Patel	Dy. Manager (Mech)	Mechanical Workshop	25
12	21554	Anpc Rao	Manager (Mech)	Mechanical Maintenance	25
1	21447	Sanjay N Jain	Dy. Manager (F&A)	Finance & Accounts	25
2	21449	Santosh Kumar N Dingliwala	Asstt. Manager (F&A)	Finance & Accounts	25
3	21453	Jayant Kumar M Rakhasiya	Asstt. Manager (F&A)	Finance & Accounts	25
4	21515	Bharat Raj Singh Hada	Dy. Manager (F&A)	Finance & Accounts	25
5	21981	K Krishna Iyer Subramoney	Asstt. Manager (F&A)	Finance & Accounts	25
6	21549	Bina Randeria	Officer (Data Processing)-PSG	Finance & Accounts	25
1	21491	Ashvinkumar A Parekh	Officer (Data Processing)	Human Resources Department	25
2	21551	Smita K Purohit	Officer (Data Processing)	Human Resources Department	25
3	21546	Shashikant K Patel	Sr. Attendant GR-I	Human Resources Department	25



S.No.	Per.No.	Name	Designation	Dept	Years
1	21969	Heena N Patel	Assistant GR-II (MTLS)	Materials Purchase	15
2	21650	Rajan J Asukar	Asstt. Manager (MTLS)	Materials Purchase	25
3	21548	Vishnubhai S Patel	Dy. Manager (MTLS)	Materials Stores	25
4	21510	Ashwin K Patel	Assistant GR-I (MTLS)	Materials Stores	25
1	21968	Payoj Tewari	Dy. CMO	Hospital	15
2	21971	Jyoti Ralhan	Dy. CMO	Hospital	15
3	21471	Anila V Patel	Asstt. Manager (Nursing)	Hospital	25
4	21557	Malliga D Naidu	Sr. AIAHA	Hospital	25
5	21558	Ramrati S Yadav	Sr. AIAHA	Hospital	25
1	21501	Ahmedbhai G Sindha	Supervisor (F&S)	Fire & Safety	25
1	21553	Sunil Kumar Va	Sr. Manager (MS)	MS, Systems & Indl. Engg.	25
1	21521	Ram Parkash	Manager (Prod)	Production Ammonia - I	25
2	21530	Manojkumar Tiwari	Manager (Prod)	Production Ammonia - II	25
3	21535	Dhruva Kumar Singh	Manager (Prod)	Production Ammonia - II	25
1	21951	Pravinkumar R Vasava	Manager (Process)	Technical Process	15
1	21498	Satish Kumar T Naik	Asstt. Manager (Prod)	Transportation	25
1	21473	Rajeshkumar B Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
2	21492	Rameshbhai B Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
3	21494	Shantilal L Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
4	21502	Navinkumar J Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
5	21503	Sureshbhai J Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
6	21504	Atul P Patel	Supervisor (F&S)	HAEP - Fire & Safety	25
7	21505	Jagdishbhai D Patel	Leading Fireman	HAEP - Fire & Safety	25
8	21506	Sattarbhai K Shaikh	SUPERVISOR (F&S)	HAEP - Fire & Safety	25
9	21507	Ashwanikumar D Dwivedi	Sr. Leading Fireman	HAEP - Fire & Safety	25
10	21511	Ashokbhai K Patel	Sr. Leading Fireman	HAEP - Fire & Safety	25
1	21957	Nilesh M Rathod	Manager (Inst)	HAEP - Instrumentation Maint.	15
2	21970	Anil D Patel	Sr. Technician (Inst)	HAEP - Instrumentation Maint.	15
3	21973	Dilipkumar P Gamit	Sr. Technician (Inst)	HAEP - Instrumentation Maint.	15
4	21489	Hasmukhlal M Morawala	Dy. Manager (Inst)	HAEP - Instrumentation Maint.	25
1	21519	Raja Sekhar Reddy Lingala	Manager (Lab)	HAEP - Laboratory & Envir.	25
1	21542	Kantibhai Patel	Dy. Manager (Mech)	HAEP - Mechanical Maintenance	25
2	21555	Sanjay Kumar Tiwari	Manager (Mech)	HAEP - Mechanical Maintenance	25
1	21522	Gurusamy R	Manager (Prod)	HAEP - Production	25
2	21526	Jayaraman V P Menon	Dy. Manager (Prod)	HAEP - Production	25
3	21527	Parimal D Patel	MANAGER (PRODN)	HAEP - Production	25
4	21529	Kishor K Rana	MANAGER (PRODN)	HAEP - Production	25
5	21531	Sandeep Tandon	MANAGER (PRODN)	HAEP - Production	25
6	21534	Vijay Raval	MANAGER (PRODN)	HAEP - Production	25
7	21536	Krishna Tomar	DY. MANAGER (PRODN)	HAEP - Production	25
8	21561	Navneet Sukheja	DY. MANAGER (PRODN)	HAEP - Production	25
9	21562	Bharat H Modi	DY. MANAGER (PRODN)	HAEP - Production	25
10	21564	Suhaskumar R Mehta	DY. MANAGER (PRODN)	HAEP - Production	25
11	21569	Rajeshkumar C Patel	DY. MANAGER (PRODN)	HAEP - Production	25
1	22009	Amrendra Kumar Singh	SECURITY SUPERVISOR	HAEP - Security	25
2	21500	Thakorbhai R Gamit	SECURITY NAIK	HAEP - Security	25

HRD Activities

Training and career development are very vital in any company or organization that aims at progressing. Training simply refers to the process of acquiring the essential skills required for a certain job. It targets specific goals, for instance understanding a process and operating a certain machine or system. Career development, on the other side, puts emphasis on broader skills, which are applicable in a wide range of situations. This includes decision making, thinking creatively and managing people.

- I. Help in addressing employee weaknesses
- II. Improvement in workers performance
- III. Consistency in duty performance
- IV. Ensuring worker satisfaction
- V. Increased productivity
- VI. Improved quality of services and products
- VII. Reduced cost
- VIII. Reduction in supervision

On continuous basis, KRIBHCO has made special efforts for the development of employees through various HRD activities such as In-house / External Training programs, Lectures/Presentations etc. These HRD activities are based on identified developmental & functional training needs of employees and to achieve organization growth to meet global challenges in the field of production, safety, profit and social growth.

In-house training programmes

In house training programmes were organized for employees on Safety, First Aid, Functional and Developmental training. Notable among the in house Development training programmes were "Rapport Building & Interpersonal Skills", "Team Building Dynamics", "First Aid", "Managing & Coping with Change", "Anger Management", "Conflict Management" and Emotional Intelligence.



Employees Training Program on 'Rapport Building Inter-personal skills'



Emotional intelligence for Work Place Success at HRD

In development training, 5 Nos. of in-house training programmes were organized in which 151 employees participated during January to March 2016 and 11 Nos. in-house training programmes were organized in which 130 employees participated during April-June 2016 and took benefit.

Functional Training was organized for employees. The main training courses were "Refresher Training, On Fire & Safety for HAEPE Employees as per AERB Guideline by Internal Faculties. In this programme 57 numbers of employees of HAEPE Plant got benefited.

External Sponsorship

Based on specific functional training needs of employees, 06 employees were sponsored to 03 nos. of external programmes during this half year. The programmes mainly were "15th Fertiliser Industry Orientation Programme" by FAI, New Delhi, SteamTech2016: 9th National Conference on Boiler & Steam System by Saket Projects Ltd, Ahmedabad, and "What All the Manager Should



"Know of Labour Laws" By Noida Management Association Noida.

Vocational Training

KRIBHCO is committed to fulfill its social responsibility by providing training to students of various technical as well as management institutions in the country. A total of 154 students belonging to Chemical, Electrical, Mechanical, Instrumentation Engineering, Information Technology, Personnel Management, and Financial Management etc. had taken vocational training during this period.

Tech. Library Activities

Normal Library Activities are being carried out. In addition following value additions have also been incorporated: Technical / Management articles circulated through lotus notes: 94 & 66 Journals (These have also been added to E-library for subsequent reference by the employees).

Training to Society Trainees and Apprentice trainees: HRD is imparting and continuously monitoring

performance of Society trainees like GET's, Operator Trainees, Fire and Safety trainees, management trainees etc thorough spot interview, interaction, written test and committee interviews. Presently total 17 nos of GET,s 23 no's of society trainees, 47 no's of Apprentices and 145 No. of Vocational Trainees are taking training at HRD.

Plant visits

To build productive relationship and enhance customer satisfaction, we organized plant visits for co-operative delegates, farmers, students, etc. from all the regions of India. During this period, we

organized 09 plant visits in which a total of 1079 co-operative delegates, farmers, students etc. paid visit to our plant.

Conclusion

Today, Indian organizations have realized the importance of training as a tool to achieve their strategic goals. It is not viewed by the organization as a cost any longer but as an investment on one of its most dynamic assets, namely, employees. Many organizations consider training as a strategic employee retention tool. It helps the organization create a smarter force capable of meeting any situation and challenges.

Productivity Week Celebration

The nation has commemorated 58th 'Productivity Week Celebration' in all sectors of economy from 12-18 February 2016. The mission of 'Productivity Week Observance' is to share knowledge and experience for productivity improvement and all round development in all sectors of the economy.

National Productivity Council celebrates Productivity Week every year to rededicate the pledge towards enhancement of productivity. This year, National Productivity Council, Delhi, has selected the theme 'EASE OF DOING BUSINESS FOR HIGHER PRODUCTIVITY AND SUSTAINABLE GROWTH'.

To join in the efforts of the Government to improve awareness about Productivity, HRD department at KRIBHCO Plant, organized various activities such as poster competition for employees, slogan competition for employees, write up competition for spouse of employees (ladies) and elocution competitions for

students of township schools. The winners were awarded prizes in each category.



Productivity Week - Employees Training program on 'Managing Coping with Change'



Productivity Week - A Talk competition at Sunflower School

Socio Religious Functions

Bharat Mandir Pattotsav was held at Bhartat Mandir on 20 February 2016 wherein various religious poojas were held and Mahaprasadam distributed to more than 7000 devotees. Sai Mandir Pattotsav at the Mandir situated at KRIBHCO premises took place in February 2015. A large number of devotees took part in the festival and received the blessings of the Lord. The villagers from nearby villages were also invited and they participated in the Bhandaras.



In order to encourage the National unity and to celebrate various cultural activities, Saraswati Puja, was organized by Banga Sanskriti, KRIBHCO Nagar on 13 February 2016 at KRIBHCO Township. The residents of the township were able to worship and offer puja to Goddess Saraswati.



Holika Dahan at open air theatre ground on 23 March 2016 and Dhuleti (exchange of Holi greetings) were held at KRIBHCO Township with great pomp and show and employees and their family members actively participated.



'Dhuleti' celebration in full swing at KRIBHCO Township on 24 March 2016



KRIBHCO Day is being celebrated every year in order to mark the anniversary of our organization on 14 November. This year a musical programme of celebrity artist Shri Osman Mir (Ramleela fame) and Ms Ananya Mishra (Indian idol fame) was organised to celebrate the occasion.

KRIBHCO Day was celebrated with great fanfare and gaiety at open air theatre lawns at KRIBHCO Township on 20 January 2016. A musical evening earmarked by scintillating performances by renowned artist Shri Osman Mir and Ms Ananya Mishra captured the hearts of the audience.

Shri RK Aggarwal, Operations Director, inaugurated the programme by lighting the lamp in the presence of senior officials and a large gathering from KRIBHCO parivar. He wished all employees and their families a healthy and happy life. He also expressed his confidence in the employees for taking organization to new heights.

The performance by Ms Ananya Mishra made the crowd swing on the bollywood melody of yesteryears songs, whereas the performance by Shri Osma Mir was largely on Sufi. Folks songs and music with traditional accompaniments of tabla and electronic banjo kept the audience spellbound. The cultural evening was equally enjoyed by all.





Environmental Protection

Environmental Protection is a practice of protecting the natural environment on individual, organizational or governmental levels for the benefit of both the natural environment & human. Environmental protection is influenced by three interwoven factors: environmental legislation, ethics & education.

KRIBHCO recognizes its ethical responsibility to protect environment and is committed to regulate all its activities using best available technology to mitigate adverse environmental impact, if any that may arise out of its operations.

Society has adopted "Reduce, Re-cycle, Re-use & Recovery" plan to conserve natural resources. And thereby reduced its water consumption from 10.14 MGD (1986) to 7.41 MGD (2015) during the 30 years of venture; & at the same time it has increased its production capacity from 5240 to 6650 MT/day of Urea.

Emission of pollutants to air from the various stacks is well below the limits specified by regulatory bodies. Six ambient air quality-monitoring stations have been set up within a radius of 10 kms for periodic monitoring of air quality in surrounding area. Wet de-dusting system at Prilling tower top has been installed and emission of the urea dust and ammonia in the atmosphere is well below the specified limits.

To ensure clean and green environment, society has created a green belt by planting trees of different species based on Air Pollution Tolerance Index thus helping to improve the ambient air quality within the complex.

Tree Plantation

World Environment Day has celebrated through out the world on 5 June 2016 (Sunday). WED aims to inspire more people than ever before to take action to prevent



the growing strain on planet Earth's natural systems from reaching breaking point. The 2016 theme is the fight against the illegal trade in wildlife, which erodes precious biodiversity and threatens the survival of elephants, rhinos and tigers as well as many other species. This year's slogan "Go Wild for Life" encourages you to spread the word about wildlife crime and the damage it does, and to challenge all those around you to do what they can to prevent it.

KRIBHCO is also committed for protection and improvement of Environment and a Tree Plantation campaign was held on this day at Bharat Mandir premises. Mr RK Aggarwal, Operations Director, Mr GH Soni, CGM(M), Mr RM Chopde, CGM(T), Mr B Mitra, GM(HR) alongwith Senior officers of plant planted more than 100 trees in the premises. Banners such as GO GREEN, SAVE WATER, SAVE ELECTRICITY, USE SOLAR & WIND ENERGY, SAVE EARTH / PLANET, SAVE PAPER, SAVE TREE, SAVE ENVIRONMENT, USE CLOTH BAG, LED BULB / TUBE, CLEAN WATER, CLEAN AIR, CLEAN SOIL were also displayed in various locations to create awareness amongst the residents of the township.

To create awareness among contract workers an Environment Protection, Module video has been prepared which is shown to all the contract workers and only after that they are allowed to work in the plant premises.

Environmental Management System (EMS) of society has been certified as in-line with international standard ISO 14001. Internal & External Audits are conducted periodically for checking efficacy of the system.

Society is recycling the rinsing water of Anion & Cation exchangers & boiler blow down water of power plant to DM Plant intake. Recycling of process waste condensate of ammonia plants & urea plants after treatment in deep hydrolyser used as boiler feed water make up. Tertiary treated sewage water is being reused as cooling water make up. Part

of cooling tower blow down water is being reused for horticulture / farming.

The society has reduced the quantity of cooling tower make up by increasing the cycle of concentration from 3.5 to 8.0

Modification implemented in recent past

During Revamp, an Ammonium Scrubbing system has been installed as a part of pollution control abatement to recover ammonia from waste water off gases and low pressure vents of urea plants.

Steam Stripper in urea plant have been installed in both Phases to recover ammonia from liquid effluent of the Complex.

Society had implemented a scheme to store the excess effluent during Shut-Down or Upset Condition in Bio-Hydrolyser (~1100 m³).

Sprinkler System has been installed on the periphery of Guard Pond to improve the concentration of dissolved oxygen.

Society has also implemented a scheme for re-covery of ammonia from effluent generated during regeneration in Ammonia plant Condensate Polisher Unit.

Society has installed online effluent and stack Monitoring System & connected to GPCB/CPCB server.

Society has made an agreement with M/s. Adani Hazira Port Pvt. Ltd (AHPPL) for re-use of society's treated effluent at their end for industrial purpose

Society is in the process of reusing liquid effluent containing Ammonium Carbonate, generated at CPC Blue industries. With the success of this scheme, effluent will be converted into valuable resource.

Environment Protection & Conservation was never one's responsibility. But now it is everyone's responsibility.



Shri RK Aggarwal, Operations Director, along with senior executives during launching of 'Swachhta Pakhwada'

SWACHHTA PAKHWADA

As a part of the Swachh Bharat Mission and to create awareness amongst employees of KRIBHCO, a Cleanliness Campaign 'Swachhta Pakhwada' was organised during 1-15 May 2016 at our Plant and Township.

Shri RK Aggarwal, Operations Director, along with other senior executives launched the 'Swachhta Abhiyan' at KRIBHCO.

Shri Aggarwal emphasized the importance of the mission "Swachh Bharat" to all the employees of KRIBHCO and made them aware of the "Swachh Bharat" mass movement. All the employees and staff participated in the cleanliness drive with their family members and contract workers also joining and making contribution to the cause.



Cleanliness Drive at Plant

A circular was issued to all Departmental Heads to nominate volunteers from their respective departments, inviting all employees working in Plant to contribute this noble cause. A daily round was taken up by the Senior Officers to assess the cleanliness of Plant areas, proper arrangement and storing of spares & equipment. A competition has been organized amongst plants and offices in respect of best house keeping.

The committee recommended for awarding prizes to top two Departments for best housekeeping of plant.

All employees at Plant actively participated in the Cleanliness Drive and the team of Housekeeping contract workers also joined their hands in cleaning plant areas.

During the cleanliness drive, as a special measure, inspection and cleaning of sanitary facilities for workers was carried out.

Kribhco Officers Club organized a '**Poster Competition**' on the theme of '**Cleanliness & Personal Hygiene**' to create awareness amongst the children of the township.

The children from various age groups participated in the Poster Competition organized by KRIBHCO Officers Club.

Posters portraying the theme best were chosen for award in various age groups.





To create awareness amongst School children, a debating competition on "**Impact of Cleanliness on our Lives**" was organized at Kendriya Vidyalaya, Kribhco Nagar, Surat. All students actively participated in the competition and participated in the cleanliness drive within the school campus.



To create awareness amongst School children, a debating competition on "**Impact of Cleanliness on our Lives**" was organized at Sunflower School. Students were actively involved in the cleanliness drive within the school campus.



KRIBHCO Ladies Club organized an **Essay Competition** on "**Housewives contribution in Hygiene and Healthy Living**" to create awareness amongst the ladies of our township. The ladies from township participated in the Essay Writing and best five Essays were awarded during a function held at VIP Guest House. Operations Director gave away the prizes to the participants and winners.



KRIBHCO Staff Club organized a '**Slogan Competition**' on the theme of '**Importance of Cleanliness**' through their club to create awareness amongst the employees and township residents. The best five slogans were awarded with prizes at function held on 02 June 2016.

Banners / placards with the message of Cleanliness & hygiene were displayed at various places in the Township and Plant.



A schedule has been prepared to carry out the cleanliness drive to cover all the areas during the period of cleanliness drive. During this period, the house keeping contractor was advised to provide sufficient labours to help clear all the garbage / trash collected from the houses and streets.

A circular was issued for volunteers to participate in the '**Cleaning of the various areas of Township**'. To encourage the participants, T-shirts and badges with the message on Cleanliness and 'Keeping KRIBHCO Clean' were distributed.



Masks & safety kits were provided to the labors involved in the cleanliness activities. Youth group from township undertook cleaning drives in various locations of township.

A team consisting of House Keeping, Civil Department, Electrical Department along with officers from Estate Department visited the township area during the '**Swachchta Pakhwada**' regularly to inspect the cleanliness activities.

Activities by Township Electrical Department

- Hanging telephone cables were re-fixed in the wall
- Electrical scrap items from Sub-station No. I, II & III were removed and sent to Stores for scrap
- Staircase & broken Switches were replaced
- Cleaning of DG set & Water Overhead Tank
- Damaged / broken DB covers were re-fixed

Activities by Civil Department

- Removed civil debris from all township area
- Removed unused wooden doors
- Damaged / broken doors were removed



Swachhta Pakhwada at HAEP Township



Shri S Lakshmanan, Chief General Manager, in charge of Heavy Water Plant, Hazira unit participated in the 'Swachhta Abhiyan' along with officials of DAE at HAEP Township.



During Swachhta Pakhwada, dust-bins were distributed to township residents with the message of "KEEP KRIBHCO CLEAN & GREEN"



During the Swachhta Abhiyan wide publicity was given through Cable TV in Township and banners at public places were displayed to create awareness among township residents.



The cleanliness campaigns were carried out at all the residential areas, public buildings located within the township, schools, clubs, guest houses and township internal roads.



During the campaign, sanitation works were also carried out considering the ensuing monsoon. The drainages, culverts & outlets were cleaned properly and township residents are requested not to throw garbage / house hold waste in the surrounding of houses and properly collect for handing over to house keeping staff for collection and disposal.

Pre-monsoon activities were also carried out for free flow of rain water through outlets and also upto final flow site.

The following prizes/awards for individual / employees / school children / township residents gave away by Shri RK Aggarwal, Operations Director during the function at 2 June 2016 who have won in various competition held during the Swachhta Pakhwada.

The results of winners for various competitions held under Swachhta Pakhwada:

No.	Name of Competition	Name of Winner
1	Best House Keeping	Urea Plant – Winner CPP & Power Plant – Runners up
2		Master Sharik Kumari Maitri Master RJ Jishnu Karthik Master Keril Patel Master Raj Rajesh
3	Talk Competition on "Impact of Cleanliness on our Lives" held at Kendriya Vidyalaya.	Khushi Bhavesh Chavda Jodhha Jay Narendrasingh Khanvar Anand Rameshbhai Chaudhri Purv Rajeshbhai Mukti Ravindrabhai Patel
4	Poster Competition	Mansi Panchal Urjita Doctor JairamPanchal Jay Darp Jaikrishnan
5	Slogan Competition	Dinesh Prajapati Aayushi Prajapati Parul B Modi RK Mishra Nilesh V Mudaliar
6	Essay Competition	Mrs. Arachana Puranik Mrs. Parul Modi Mrs. Vandana S Parmar Mrs. Laxmi Kushavah Mrs. Richa Singh Mrs. Pramila Gaur



MD / FD / Marketing Director & ED(HR) Visit to Plant

Shri N Sambasiva Rao, Managing Director, along with Shri Rajan Chowdhry, Finance Director, Shri V S Sirohi, Marketing Director & Shri S S Yadav, Executive Director(HR) visited the plant from 19-21 June 2016. During their visit to plant they have chaired PF Trust meeting, Union/Association meeting and other technical meeting and discussions.



All India KRIBHCO Employees Union Meeting with Shri N Sambasiva Rao, Managing Director at Board Room, KRIBHCO SURAT on 20 June 2016. Shri RK Aggarwal, Operations Director, Shri Rajan Chowdhry, Finance Director, Shri VS Sirohi, Marketing Director & Shri SS Yadav, ED(HR) were also seen.



Shri N Sambasiva Rao, Managing Director, Shri RK Aggarwal, Operations Director, Shri Rajan Chowdhry, Finance Director, Shri VS Sirohi, Marketing Director at Board Room (KRIBHCO-SURAT on 20 June 2016)

RGB Delegates Visit to Plant

A plant visit of RGB Delegates from Haryana and Himachal Pradesh was held from 23rd June to 25th June. An Introductory function at HRD Lecture Hall was arranged by Shri Amarjeet Singh, AGM(Trg.) wherein Shri R K Aggarwal, Operations Director, Shri B Mitra, General Manager(HR) and other senior officials were present. During the meeting the Operations Director, detailed the information about the plant production and dispatches of Urea / Bio-fertilizer. The delegates were very keen and interested in knowing the technical details of the products. The delegates raised many questions about the product and availability, usage etc. and their queries were answered by the OD. The function concluded with a vote of thanks by Mr YP Parmar, Manager(Mktg.), Haryana.



Visit of RGB Delegates from Haryana & Himachal Pradesh to KRIBHCO Plant

Felicitation Function for the shining stars

A function was arranged to felicitate and encourage the shining stars (employees' wards) who scored more than 89%, in 10th Board Exam and 12th Board Exam. Students who met the above criteria were invited along with their parents to this programme. Shri RK Aggarwal, Operations Director, senior officials and Principals of Central School & Sunflower school were present.



Felicitation function at OD Bungalow for the meritorious students of employees in Class X & XII Board Exam 2016. OD is seen addressing the students and their parents.

Republic Day Celebrations

on 26 January 2016



A group photograph of Shri N Sambasiva Rao, MD, Shri VS Sirohi, Mktg Director, Shri Rajan Chowdhry, Finance Director, Shri SS Yadav, ED (HR), KRIBHCO along with other Officials.



Shri N Sambasiva Rao, MD, KRIBHCO hoisting National Flag.

... AT HEAD OFFICE



Shri N Sambasiva Rao, MD, KRIBHCO distributing prizes to meritorious students.

Shri RK Aggarwal, Operations Director, KRIBHCO hoisting National Flag.

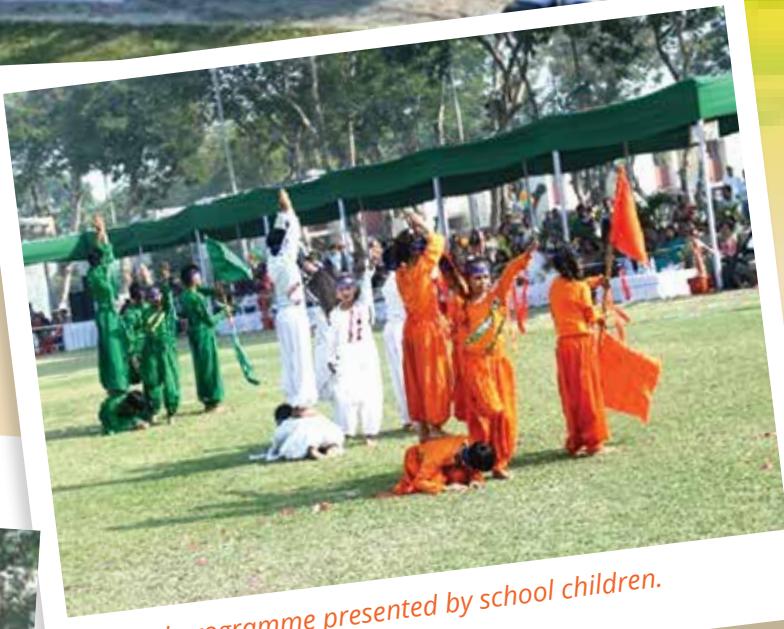


... AT PLANT

NCC Cadets are performing.



Cultural programme presented by school children.



Long Service Award

30 वर्षीय अवार्ड दिनांक 30 जून 2016 तक

क्र.सं.	अधिकारी/कर्मचारी का नाम सर्वश्री
1	के आर कालरा
2	एस एन यादव
3	के सी सती
4	एस के मल्होत्रा
5	रवि कुमार
6	पी के बजाज
7	संजीव कुमार
8	बी बी सोनी
9	आर एस रावत
10	श्रीमती पूजम वर्मा
11	श्रीमती अंजली गुप्ता
12	एस के मोंगिया
13	वी के जैन
14	एस के दीवान
15	एम एम राव
16	जे एस ब्रेवाल
17	सुनील शर्मा
18	एच पी कटारिया
19	ए एस अव्वल
20	कप्तान सिंह
21	जे सी तिवारी
22	ए एस देव
23	डी आर शर्मा
24	ज्योति प्रसाद
25	रविन्द्र कुमार
26	विनोद कुमार
27	श्रीमती पुष्पा कार्की
28	एम के कामरा
29	जगमाल सिंह
30	सुकुमारन जी
31	बी आर नन्दा
32	जे एस नेंगी
33	श्रीमती सुनीता चावला
34	एस एस रावत
35	आर एस वाही
36	राजपाल
37	जय बहादुर
38	डी सी जोशी
39	सुश्री निशी गुप्ता



क्र.सं.	अधिकारी/कर्मचारी का नाम सर्वश्री
40	जी एस सब्बरवाल
41	आर के कौशिक
42	आर के सोनी
43	वी के खेडा
44	आर के बत्रा
45	सुशील कुमार
46	के बी शर्मा
47	एल के डिंगलीवाला
48	एस एन दत्ता
49	हितेश कुमार
50	उद्योगान
51	एन के भादू
52	आई पी एस शिशौदिया
53	राजेश्वर सिंह
54	सुभाष कुमार
55	पी के वैश्य
56	एम सी डिमरी
57	श्रीमती अनीता मल्होत्रा
58	जी एस पर्सन
59	रमन बंसल
60	के हरी प्रकाश
61	डॉ. आर एस यादव
62	डॉ. एस पी सिंह
63	डॉ. सुरेन्द्र सिंह
64	संजय कुमार सिंह

20 वर्षीय अवार्ड दिनांक 1 अप्रैल 2015 से 31 मार्च 2016 तक

क्र.सं.	नाम
1	श्रीमती ऊषा देवी
2	श्री गुलाब सिंह बिष्ट
3	श्री समीर साहा
4	श्रीमती सीता देवी
5	श्री विष्णु कुमार
6	श्री हरि शंकर
7	श्री नीरज नागर
8	श्री मुकेश तलवार

A look at the product range we offer...

NEEM COATED UREA

Cheapest & Rich source of Nitrogen;
Increases Nitrogen Use Efficiency;
Reduces ground water pollution;
Improves soil health & crop production;
Water- soluble & free flowing.



KRIBHCO DAP

Best suited fertilizer for basal dose crop application; Preferred fertilizer contains both important nutrients - Nitrogen & Phosphorous; Almost water- soluble & free flowing.



KRIBHCO NPK LIQUID BIO-FERTILISERS

Best for organic farming in all soils & all crops; Suitable for application with seed/ soil/roots/sets/drip & normal irrigation; Liquid base for better shelf-life; Temperature tolerance up to 45°C; Eco-friendly- no harmful effect; Keep soil biologically active.



KRIBHCO CERTIFIED SEEDS

Have a excellent tested germination percentage; Healthy & diseases free; Genetically pure; Treated with standard seed treatments chemicals; Free from mixture of weeds; Respond better to fertilizers & other agro- inputs.



KRIBHCO HYBRID SEEDS

Covered three main crops with wide range of varieties - Bt. Cotton, Maize & Paddy; High yielding response; Healthy, disease free & genetically pure.



WATER SOLUBLE FERTILISERS

Wide range- NPK, Potassium Nitrate, Mono Potassium Phosphate, Mono Ammonium Phosphate, Potassium sulphate & Calcium Nitrate; Safe, Eco-friendly & 100% water soluble; Leaving no residual effect on plants/ soil; Enhance nutrient use efficiency up to 90%.



KRIBHCO COMPOST

Best in class for organic farming; Improves soil structure; Maintain soil moisture; Rich source of organic carbon & other plant nutrients; Improves soil health, fertilizer use efficiency & soil productivity.



ZINC SULPHATE

Available as Zinc sulphate hepta-hydrate-21% & Zinc sulphate mono-hydrate-33%; Fully water soluble & free flowing; Easily applicable as basal / foliar spray; Improves soil health & crop quality.



Sharvan Kumar, Manager(Mktg.)



May Day Celebrations

May Day (International Labour Day) was celebrated in KRIBHCO Township with the organization of a comedy play by the well-known film artist Mr Paresh Rawal & crew.

The programme was inaugurated by the chief guest Shri RK Aggarwal, Operations Director, in the presence of Shri PI Patel, President Kribhco Karamchari Sangh, Shri JR Yadav, General Secretary, Kribhco Karamchari Sangh, Shri Atul Patel, President, Kribhco Officers Association, Shri CH Patel, General Secretary, Kribhco Officers Association, Mr GH Soni, CGM(Maint), Mr RM Chopde, CGM(Tech) and other senior officers.

Shri RK Aggarwal in his address expressed satisfaction at the performance of employees at all levels and underscored their contribution in increasing production of Urea and Bio-fertilizers during the year 2015-16. He also added that the continuous growth of the organization become possible only due to the support and cooperation received from

KKS & KOA and congratulated them for their cordial relations. He also emphasized the need to maintain good health of employees and their families and appealed to the residents to actively participate in the Prime Ministers mission of Swachh Bharat Abhiyan so that awareness about health and hygiene can be created amongst employees and families for maintaining healthy and quality life. He also informed that KRIBHCO Management has decided to organize Swachh KRIBHCO Abhiyan in the Plant and township from 1-15 May 2016.

Mr PI Patel, President KKS also addressed the employees and lauded KRIBHCO Management and employees for their dedicated efforts to increase the productivity and also assured the support of the union in future.

The function was followed by Social Drama "DEAR FATHER" by well known film actor Shri Paresh Raval and his crew.

महिला जागृति क्लब की गतिविधियां

कृभको महिला जागृति क्लब, कृभको टाउनशिप की सभी महिलाएँ सामाजिक कल्याण के लिए समय-समय पर कई तरह के कार्यक्रमों का आयोजन करके अपने सदस्यों की प्रतिभा को निखारने व संवारने की दिशा में निरंतर प्रयत्नशील है।



क्लब की अध्यक्षा श्रीमती रीता अग्रवाल के कुशल नेतृत्व और मार्गदर्शन का ही परिणाम है कि आज क्लब की हर सदस्या विभिन्न गतिविधियों एवं प्रतियोगिताओं में बढ़ चढ़कर हिस्सा ले रही हैं। उनके आत्मविक्षास में इस कदर बोढ़ोत्तरी हुई है कि आज क्लब की हर सदस्या मंच पर अपने विचार सबके सामने रखने का साहस जुटा पाई है। इसका श्रेय सिर्फ़ क्लब की अध्यक्षा श्रीमती रीता अग्रवाल को जाता है जिन्होंने अपने क्लब को आज टाउनशिप में चर्चा का विषय बना दिया है। टाउनशिप की हर महिला क्लब की सदस्यता पाने को उत्सुक है।

क्लब की अध्यक्षा के सफल नेतृत्व में अप्रैल माह के द्वौरान चैत्री नवरात्रि के अन्तर्गत रामनवमी के दिन भजन संदेश



का सुंदर व मनमोहक आयोजन किया गया जिसमें क्लब की ही नहीं, बल्कि टाउनशिप व आशीर्वाद क्लब की सभी महिलाओं को सादर आमंत्रित किया गया था। इस अवसर पर देवी देवताओं की मनोरम झांकी तैयार की गई थी।

मई माह में एक ग्रुप इवेन्ट रखा गया जिसमें कई तरह की स्पर्धा रखी गई। क्लब को तीन समूहों में विभाजित कर भारत की तीन दिशाओं की संरक्षित व सम्भ्यता से परिचित करवाने को कहा गया। सच में उस समय ऐसा लगा कि हम सभी सखियों को अपना बचपन फिर से जीने का एक सुनहरा अवसर मिल गया हो। तीनों समूह में कांटे की टक्कर के साथ एक स्वरथ व सफल कार्यक्रम आयोजित हुआ।

इसी माह के द्वौरान टाउनशिप के गरीब मजदूरों को अनाज वितरण भी किया गया। महिला जागृति क्लब द्वारा समय-समय पर तरह-तरह के सामाजिक कल्याण के कार्यक्रम आयोजित किये जाते रहते हैं।

क्लब की अध्यक्षा अपने क्लब की सखियों के हुनर को निखारने के लिए हमेशा प्रयत्नशील रहती हैं।

KSFL IS NOW A WHOLLY OWNED SUBSIDIARY OF KRIBHCO

Shyam Group had exercised its exit option in totality and transferred balance 7.49% of equity shares in favour of KRIBHCO on 13-21 April 2016. Consequently KSFL has now become a wholly owned subsidiary of KRIBHCO with effect from 21 April 2016.



Shri OP Gupta
holds the additional charge of Managing Director of KSFL

Mr OP Gupta, holds additional charge of the Managing Director of KSFL w.e.f. 28 May 2016, in addition to his duties as Sr. Vice President (Works) of the company. He holds a Bachelors degree in Chemical Engineering from the Indian Institute of Technology, Kanpur and Diploma in Management from AIMA, New Delhi. He has over 40 years of experience in the fertilizer sector. Earlier he was associated with National Fertilizers Limited. He is responsible for plant operations (Unit Head) of fertilizer plant at Shahjahanpur.

We wish Mr Gupta all the best for a successful tenure having dual responsibilities.

HRD Activities

Presentations on Secretarial Audit and Cost Audit were made by Mr Sachin Agarwal of M/s Agarwal S & Associates, New Delhi, and Mr Ravi Sahni of M/s Ravi Sahni & Associates, New Delhi, respectively on 20 January 2016. Mr R Venkataramanan - Chief Financial Officer & HR Head, KSFL, and Mr Bipin C Phuloria, Company Secretary graced the Program. 31 nos. of management personnel attended this Program.

Workshop on Mega Risk, Mediclaim & Marine Claims Policies was conducted by Mr AK Govil, Director, Mack Insurance Surveyors & Loss Assessors Pvt. Ltd., Mr VB Ghate, Sr Divisional Manager & Mr Pranav Joshi, Manager (Corporate Relations) of The Oriental Insurance Co. Ltd. on 18 May 2016. Mr OP Gupta, Sr Vice President (Works) and Mr R Venkataramanan, Chief Financial Officer & HR Head, KSFL, graced the Program. 34 nos. of management personnel attended this Program.

An one hour presentation on Indian Accounting Standard (Ind AS) as per Companies Act, 2013 & Companies Rules, 2015 was made by Mr Ashish Mishra, Sr Manager (Audit) & Ms Deepti Makkar, Manager of M/s SS Kothari Meha & Co., New Delhi, on 9 June 2016. Mr R Venkataramanan, Chief Financial Officer & HR Head, KSFL, graced the program. Nineteen Finance Department personnel attended this Program.



Inter-Plant Good Housekeeping Competition

Good Housekeeping Competition was held among Offsites, Ammonia, Urea & Bagging Plants on 27 February 2016. It was judged by a panel of judges. Ammonia Plant was declared the winner of this competition. A flag inscribed with words 'Winner of Good Housekeeping Competition' was hoisted by Mr OP Gupta, Sr Vice President (Works) in Ammonia Plant on 5th March 2016 to recognize the effort of Ammonia Plant personnel in achieving this target. A large number of employees were present on this occasion.

Fertilizer Public School marches ahead towards Excellence

The school result of CBSE Class-XII & Class-X examinations this year was excellent. The ward of following Employees of KSFL performed excellently in the CBSE Class XII Board Examination this year:-

Name of the Student	Name and designation of the Employee	%age of marks obtained
Mr Somendra Tripathi	Mr PK Tripathi - Asst. Engineer (Instrumentation)	91.6
Mr Nishant Saxena	Mr PR Kumar - Sr Officer (Accounts)	91.4
Ms Richa Singh	Mr Pankaj Kumar - Sr Attendant (Horticulture)	91
Ms Priyanka	Mr Sahdev Singh - Sr Fireman Special Grade	90.8
Ms Vaishali Singh	Mr MB Singh - Jr Engineer (Electrical)	90.2

Apart from this Mr Jalaj Kumar Yadav (non-employee ward) has also secured 90.2% marks in the in Class XII examination.

The school also maintained 100% results in Class X examination. A total of thirteen students have displayed exemplary performance by securing perfect 10 CGPA.

Name of the Student	Name and designation of the Employee
Mr Ansh Maurya	Mr RD Maurya - Additional Manager (Electrical)
Mr Hariom Yadav	Mr Keshwar Yadav - Sr Security Guard Special Grade
Mr Manish Singh Kushwaha	Mr MB Singh - Chief Manager (Production - Urea)
Ms Navisha Jha	Mr Avinash Jha - Asst Manager (Instrumentation)
Mr Nitin Dwivedi	Mr Sunil Kumar - Sub Inspector (Security)
Mr Prajjwal Rai	Mr AK Rai - Sr Engineer (Electrical)
Mr Sudhir Yadav	Mr Ram Das - Jr Officer (Documents)
Mr Yogesh Krishna	Mr Azad Thakur - Additional Manager (Production - Urea)

Apart from this non-employee wards has also obtained perfect 10 CGPA namely Mr Aman Rastogi, Ms Amrasha Srivastava, Mr Gaurav Kumar, Ms Rishita Roy and Mr Suyash Shukla.

Further Miss Trishita Kole, D/o Mr TK Kole, Jt GM (Mechanical) has turned out excellent performance by securing 95% marks with Physics, Chemistry & Biology combination in CBSE Class-XII examination this year. She has not only topped in her school, Ryan International School, Shahjahanpur, but also secured first position in Shahjahanpur city and sixth position in the whole Shahjahanpur district.

Master Daksh Anand Pathak S/o Mr Anand Pathak, Manager (Security) has also exhibited outstanding performance by securing perfect 10 CGPA in CBSE Class-X examination. He is the student of St. Paul's Inter College, Shahjahanpur.

- Environmental Awareness Week Celebrated



- Environmental Awareness Week was celebrated from 5th to 11th June 2016 on the occasion of World Environment Day which falls on 5th June 2016. The objective of this celebration was to create awareness about day to day environmental issues among employees and their children to motivate them for taking proactive measures for environmental protection. Slogans on Environmental Protection Themes were displayed on banners at prominent locations inside the factory and township.
- A Special Tree Plantation drive was organized during the week. On 9th June 2016 during the visit of Mr AK Pal, Jt Director (Cost Evaluation), FICC, a tree plantation in Township was organized in presence of Managing Director, Chief Financial Officer, Heads of Departments & other employees. In addition four awareness programs on topics related to Environmental Protection and Water Conservation & its Management were held for the benefit of employees, contractors' labour and staff. Environmental Quiz Competition for employees and Drawing/ Poster Making Competition on environmental issues for township children, were organized on this occasion. Winners of Quiz & Drawing/ Poster Making Competitions were awarded prizes.



निवर्तमान प्रबंध निदेशक को भावभीनी विदाई

निवर्तमान प्रबंध निदेशक, श्री वी.पी. कौशिक का विदाई समारोह दिनांक 6 मई 2016 एवं 16 मई 2016 को क्रमशः मुख्यालय एवं संयंत्र कार्यालय में आयोजित किया गया।

मुख्यालय में आयोजित हुए समारोह में श्री चन्द्र पाल सिंह यादव, माननीय अध्यक्ष महोदय ने श्री वी.पी. कौशिक के दिशा निर्देशन में के.एस.एफ.एल. के प्रत्येक क्षेत्र में हुए असाधरण सुधारों को याद किया और भविष्य में उनके सुखमय जीवन एवं अच्छे स्वारथ्य की कामना की। इस अवसर पर कृभको के प्रबंध निदेशक, श्री एन. सांबशिव राव, वित्त निदेशक, श्री राजन चौधरी, विपणन निदेशक, श्री वी.एस. सिरोही, विपणन निदेशक श्री मौजूद हैं।

संयंत्र कार्यालय में हुए समारोह में श्री ओ.पी. गुप्ता, वरिष्ठ उपाध्यक्ष (वर्कर्स) ने नौ.



डॉ. चन्द्रपाल सिंह, अध्यक्ष, कृभको एवं के.एस.एफ.एल. श्री वी.पी. कौशिक, प्रबंध निदेशक, के.एस.एफ.एल. को सेवानिवृत्ति के अवसर पर स्मृति विन्ह प्रदान करते हुए। साथ में कृभको के प्रबंध निदेशक, श्री एन. सांबशिव राव, श्री राजन चौधरी, वित्त निदेशक, एवं श्री वी.एस. सिरोही, विपणन निदेशक श्री मौजूद हैं।

वर्षों के कार्यकाल में श्री वी.पी. कौशिक के द्वारा किये गये कार्यों की सराहना की। अन्य वक्ताओं ने भी अपने विभागों से संबंधित सुधारों हेतु श्री वी.पी. कौशिक के साथ अनुभवों को साझा किया। अन्त में श्री ओ.पी. गुप्ता ने श्री वी.पी. कौशिक को स्मृति चिन्ह भेंट किया।



गणतंत्र दिवस समारोह

भारी संख्या में उपस्थित कर्मचारियों द्वारा 67 वां गणतंत्र दिवस समारोह तकनीकी भवन के सामने स्थित मैदान में पूरे उत्साह एवं देशभक्ति के साथ मनाया गया। मुख्य अतिथि श्री ओ.पी. गुप्ता, वरि. उपाध्यक्ष (वर्कर्स) ने राष्ट्रीय घर्ज फहराया। कर्मचारियों को संबोधित करते हुए मुख्य अतिथि महोदय ने विश्वास व्यक्त किया कि सभी कर्मचारियों की लगन एवं कठिन परिश्रम से के.एस.एफ.एल. वर्ष 2015-16 में अमोनिया एवं यूरिया उत्पादन और उर्जा खपत के निर्धारित लक्ष्यों को प्राप्त करने में सफल होगा। इस अवसर पर अनुकरणीय कार्य करने वाले 24 कर्मचारियों को प्रशस्ति पत्र एवं नकद पुरस्कार देकर सम्मानित किया गया।



कैनवस बाल टूर्नामेन्ट 2016

कृभको श्याम क्लब द्वारा टाउनशिप के केन्द्रीय मैदान में फ्लॉड लाइटों के द्वारा प्रकाश में कैनवस बाल टूर्नामेन्ट का आयोजन दिनांक 6 मई 2016 से 1 जून 2016 तक किया गया। इस टूर्नामेन्ट की 6 प्रतियोगिताओं में कर्मचारियों, महिलाओं एवं बच्चों की कुल 32 टीमों ने भाग लिया। कुल 73 मैच खेले गये। भारी संख्या में पुरुषों, महिलाओं एवं बच्चों ने पूरे जोश एवं उत्साह के साथ इन मैचों को देखा। कर्मचारी 'वर्ग में मेकेनिकल 7' टीम विजेता एवं यूरिया प्रारेस' टीम उप विजेता रही। हर प्रतियोगिता की विजेता एवं उप विजेता टीमों, टूर्नामेन्ट के हर क्षेत्र में उत्कृष्ट प्रदर्शन करने वाले प्रतियोगियों एवं टूर्नामेन्ट के आयोजन में भूमिका निभाने वाले लोगों को पुरस्कार प्रदान किये गये।



के.एस.एफ.एल. के स्थापना दिवस पर अखिल भारतीय कवि सम्मेलन का आयोजन

के.एस.एफ.एल. के 11 वें स्थापना दिवस के शुभ अवसर पर दिनांक 18 जनवरी 2016 की संध्या में अखिल भारतीय हास्य एवं गीत कवि सम्मेलन का भव्य आयोजन टाउनशिप के खेल मैदान में बनाये गये विशाल पंडाल में किया गया।

सर्वप्रथम पधारे हुए गणमान्य अतिथियों मुख्य अतिथि माननीय डॉ. चन्द्रपाल सिंह यादव, अध्यक्ष(कृभको एवं के.एस.एफ.एल.), श्री एन. सांबशिव राव, प्रबंध निदेशक, कृभको, श्री वी.पी. कौशिक, तत्कालीन प्रबंध निदेशक, के.एस.एल., श्री वी.एस. सिरोही, विपणन निदेशक, कृभको, श्री एस.एस. यादव, कार्यकारी निदेशक(मा.स.), कृभको, श्री आर. वैंकटरमणन, मुख्य वित्त अधिकारी, के.एस.एफ.एल. एवं श्री विपिन सी. फुलोरिया, कंपनी सेक्रेटरी, के.एस.एफ.एल. का क्रमशः स्वागत श्री ओ.पी. गुप्ता, वरिष्ठ उपाध्यक्ष (वकरी) एवं अन्य वरिष्ठ अधिकारियों ने शॉल एवं गुलदस्ता भेंट कर किया।

मुख्य अतिथि एवं अन्य गणमान्य अतिथियों ने मां शारदे के चित्र के समक्ष पूष्प अर्पण एवं दीप प्रज्जवलित कर कवि सम्मेलन का औपचारिक शुभारंभ किया। तद्वपरान्त पधारे हुए कवियों एवं कवित्रियों का शॉल एवं गुलदस्ता भेंट कर स्वागत किया गया।

कवि सम्मेलन में कवित्रियों-युशी अना देहलवी, सुश्री गीतिका वेदिका एवं सुश्री दीपिका माही, कवियों श्री शरीफ भारती, श्री पद्म अलबेला, श्री सहस बिहारी गौड, श्री

कुवर जावेद, श्री मंजीत सिंह एवं सुविख्यात गीतकार श्री संतोषनंद ने काव्य रस की फुहार से उपस्थित श्रोताओं को सरोबार कर दिया।

इसके पहले दिन में माननीय डॉ. चन्द्रपाल सिंह यादव, अध्यक्ष(कृभको एवं के.एस.एफ.एल.) एवं अन्य सभी गणमान्य अतिथियों का आयोजित विभिन्न कार्यक्रमों में सम्मिलित हुए। इस द्वैरान सर्वप्रथम पर्यावरण संरक्षण के प्रति प्रतिबद्धता दोहराते हुए सभी गणमान्य अतिथियों ने तकनीकी भवन के सामने स्थित लॉन में वृक्षारोपण किया। तद्वपरान्त उन्होंने पूरे कारखाने का भ्रमण

किया और संयंत्र में कार्यरत कर्मचारियों से बातचीत की। अपरान्ह में माननीय अध्यक्ष(कृभको एवं के.एस.एफ.एल.) ने स्टोर्स विभाग के नवनिर्मित कार्यालय का उद्घाटन किया और कारखाने के वरिष्ठ अधिकारियों से के.एस.एफ.एल. की प्रगति से सम्बन्धित विचार विमर्श किया।



KRIBHCO Infrastructure Ltd (KRIL)

Modinagar Terminal

Rail Terminal at Modinagar has handled more than 265 rakes in the third year of its operations. The commodity being handled is a mix of commodities like liquid, break bulk and containerized cargo. The services are offered on a 24x7 basis and the terminal is positioning itself to suit multiple rail operators, freight forwarders and cargo consolidators to base and operate their services from this terminal.

In the month of March 2015, the Terminal has handled 33 rakes, which is highest since the commissioning of the facility, which commenced operations in February 2014.

The objective is to create complete logistics solutions for both Domestic & EXIM cargo by handling and delivery to its Customers with hassle-free, reliable, cost effective and door to door solutions including first and last mile connectivity.

A warehouse facility of approximately 1.0 Lakh sq ft is under implementation for M/s Cargill India. The Terminal has become the hub for the distribution of the cargo in the NCR by virtue of setting up of base by MNCs like Cargill and Nestle.



Visit of Shri N Sambasiva Rao, Managing Director, KRIBHCO to Modi Nagar Terminal for review with KRIL officials Shri N Ramakrishna, GM(Sales & Mktg) and Shri Ashutosh Singh, Terminal Head.

With the successful handling of domestic cargo, the Terminal is poised for EXIM containerized movement to reach new milestones.

- Private Freight Terminal (PF1), started domestic operations in February 2014.
- Awaiting Final Notifications from Customs.

- Located on Delhi-Meerut main line on NH-58 and will be connected to Delhi -Meerut Expressway.
- Caters Western UP industrial region and is Gateway for Uttarakhand industrial belt.
- Connects to Dedicated Freight Corridor (DFC) and Delhi Mumbai Industrial Corridor (DMIC).
- Handles gamut of Containerized and Bulk Cargo including Liquid Cargo.



Hindaun Terminal

On 10 March 2016, KRIL Hindaun Terminal started the domestic operations by sending the first rake to Kolkata. Up till now two rakes have been sent to Kolkata.

Hazira Terminal

1. KRIL., Hazira has crossed 2 million MTs mark in handling of cargo for the year
2. 2015-16. Hazira has handled 602 trains both inward as well as outward.
3. Custodian cum carrier bond has successfully uploaded at JNPT & Adani Hazira Port, Surat for movement of EXIM containers under TP as a result of which 9X20 ft and 1X40 ft Import container of assorted food stuff have been received from JNPT.
4. Two new commodities of inward traffic of M/s ESSAR have been received at KRIL-PFT:
- I. Four rakes of lime stone of qty 15637.00 MTs from JSM (Jaisalmer).



- II. Two rakes of steel slab of qty 5377.80 MTs from HSPG (Hindustan Steel Ltd. Plant Siding at Bondamonda.).
5. Though there is a set back for coal traffic of Adani Power,M/s. Adani Enterprises has started movement of coal rakes from MKTG to MPBG (Madhya Pradesh Electricity Board Siding Sarni).
6. KRIL-ICD started receiving Essar Steel traffic Import consignment under TP from Adani Hazira Port 2x40' ctrs of waste paper of M/s. Urvashi Impex received at KRIL-ICD.
7. Ms, Atual industries moved 85x20 ft loaded containers of Sodium Sulphate for export clearance at KRIL-ICD in the month of May 2016.

Rewari Terminal

KRIBHCO Logistics Park and Rewari EXIM business have commenced and the first shipping was filed on 19 December 2015 for Export.

Rewari Terminal has developed rake examination facility with modernized equipment with 7 rakes base depot

at Rewari. Terminal is fully equipped with EDI and TMS facilities for operations.

KRIBHCO Rewari ICD is located closer to ports than any other ICD in the NCR area.

It is a port of National Capital Region (NCR), the main consumption and production area of the country. This is strategically located to cover the industrial hubs in NCR

(Gurgaon, Manesar, Dharuheda, Bawal), Haryana (Faridabad, Ballabgarh, Bilaspur, Hodal, Palwal, HisarRohatak,: Panipat, Sonepat) and Rajasthan (Bhiwadi, Gilot, Neem ka Thana, Neernrana).

An ambitious rail project of the Indian Railways, Western Dedicated Freight Corridor (WIDFC) connects this terminal to the IR network

The terminal is already handling diverse portfolio of cargo which includes domestic container rakes of M/s Reliance, M/s JK Cements, M/s Essar Steel, M/s Sesa Goa, double stack rakes of M/s APL Indialinx, M/s Hind Terminals, M/s DLI, M/s DP World, liquid bulk-CPO of M/s Ajanta Soya Limited, M/s MPGstone. Another stone exporter will be added to the list soon adding another feather to the cap. The Terminal supports M/s Reliance industries Limited, M/s JK Cements Limited, M/s Ajanta Soya Limited, M/s Sesa Goa in providing logistics and warehouse solutions adhering to their requirement.



Gramin Vikas Trust

CEO-GVT visits GVT-MELD – Hyderabad Office

Shri SS Yadav, CEO, Gramin Vikas Trust visited the newly established GVT Office at Hyderabad on 16 March 2016. Soon after his arrival in Hyderabad, the CEO along with representatives of GVT Hyderabad met Shri B Ramanjaneyulu, Commissioner, Rural Development, Govt of Andhra Pradesh and had a detailed discussions on a possible collaboration. Mr Ramireddy, SMM, KRIBHCO, Hyderabad, also accompanied the CEO.

While addressing the staff, CEO appreciated the efforts of the staff of AP & Telangana for preparing and submitting deliverables under the MELD project on time. Mr G. Govindarajulu, State Coordinator for AP & Telangana, also briefed him about the activities of MELD. Besides, Mr S Hari Prasad Rao, Social

Scientist, GVT-Hyderabad, Mr Shiva Prasad, Social Scientist and Mr Ananda, M&E Specialist of Andhra Pradesh, briefed him on how they planned and executed the works as per the deliverables on real time basis.



Deen Dayal Upadhyaya - Grameen Kaushalya Yojana (DDU-GKY) project in Jharkhand

Dr WS Guleria, Additional Chief Executive Officer, Gramin Vikas Trust, Noida and Shri BB Singh, Zonal Programme Manager, GVT visited the DDU-GKY Centers managed by GVT at Hazaribagh and Khunti on 16th and 17th March 2016.



The training programme under DDU-GKY is being managed by Gramin Vikas Trust, which is awarded by the Central Ministry of Rural Development. The programme aims to provide skill training and placement to the rural youth for improving their livelihood. GVT has established the residential training centres at Hazaribagh, Ramgarh, Khunti, Pakur and Godda districts. About 550 youth have been enrolled under this programme. The students are offered a three-month training on Desktop Publishing course at these centres.

Certificates of Participation to 70 candidates of Hazaribagh Centre and 40 candidates of Khunti were

were handed over by Dr WS Guleria. 20 Trainees were provided with the certificate of National Council of Vocational Training (NCVT).

Offer letters from different agencies for their placement were handed over to them by the Additional CEO. They were provided with study kits on the occasion.

Dr Guleria and Shri B.B. Singh addressed the students and discussed the issues related to their job prospects. They also advised the students to get the initial experience required for further career enhancement and improvement in their livelihoods.

Sanitation Program

GVT is implementing a CSR funded sanitation project of Sun Pharma Ltd in villages of Halol block. The target of the project is to construct 160 toilets with IEC activities. Till now GVT has completed the construction of 60 toilets and an additional 26 are under construction.

Under IEC related to sanitation and hygiene GVT and Sun Pharma Ltd had organized a one-day awareness programme at the primary school in Abhetwa village.

On this occasion, GVT (W) - ZPM, GVT-Gujarat-RPM, District Coordinator from GVT, Mr Brijesh Chaudhary and Mr Rohit Pandya from Sun Pharma were present. Apart from this staff members of primary school, Abhetwa and around 150 villagers along with media representatives marked their presence at the event.



Addl. CEO-GVT addresses persons with disabilities (PWD)



Dr WS Guleria, Additional Chief Executive Officer, GVT, visited a training centre of Gramin Vikas Trust, established in a slum area of Ranchi for providing Skill & Entrepreneurial Development Programme to Persons with Disabilities (PWDs), "DIBYANG" on 17th March 2016.

The National Handicapped Finance & Development Corporation (NHFDC), Ministry of Social Justice and Empowerment, Government of India, is providing support to this programme which is funded by Mazagon Dock Ltd under its CSR initiatives. Currently about 100 PWD youth are undergoing the training at Ranchi and Ramgarh districts of Jharkhand. They have been enrolled for a three-month course on "Basic Computer" and "Desktop Publishing".

Sewing Classes for Women inaugurated under Wadi Project

Shri Subrata Sarkar, ZPM (W) along with GVT-Dahod Team visited the Abhlod village (Garbada Taluka) and discussed with the women about their livelihood related issues like health & hygiene, malnutrition, education, water availability, and selling of market produce etc. During the meeting, ZPM instructed the Wadi team to take care of all the issues and try & converge these issues with GVT's current programmes so that they can be addressed accordingly benefitting the project beneficiaries.

Later, Development Officer, Dahod Shri Satish A. Patel (IAS) participated in the programme and inaugurated the Women Sewing Training Class at Abhlod village which is one of the Wadi projects. Shri Satish A. Patel (IAS) interacted with the 25 women SHG beneficiaries who were selected for the sewing training programme under the NABARD Wadi project. They shared with DDO about their training plan and how they will work with the support of GVT after the training.



Happy Retired Life

During the period January-June 2016, the following employees were superannuated from the services of KRIBHCO. Farewells for superannuated employees were organised at the respective departments / plants.

As a token of remembrance, they were given a memento each by KRIBHCO.

KRIBHCO wishes them all a healthy and happy retired life!



Shri GC Patel, Sr Security Officer
31 January 2016



Shri Maiuddin Ahmed, Chief Carpenter
31 January 2016



Shri MP Sharma, DM(Prod)
31 January 2016



Shri AB Baria, Officer(Transport)
31 January 2016



Shri GD Pandey, DGM(HR)
31 January 2016



Shri HK Modi, CM(Prod)
31 January 2016



Shri MD Gohil, DGM(Elect)
31 January 2016



Shri UV Sanghani, SM(Inst.)
31 January 2016



Shri BK Bhattacharya, Manager (F&S)
31 January 2016



Shri MR Patel, DM(Mech)
31 January 2016



Shashi Kant, DM(HR)
31 January 2016



Vipin Chander Mehra, DM (Coordn)
31 January 2016



Shri KB Patel, SM(Prod)
29 February 2016



Shri SP Singh, SM(Mech)
29 February 2016

We Pray God for their Happy, Peaceful and Healthy Retired Life.



Shri NC Behera, CM(Prod)
29 February 2016



Shri GM Patel, CM(Prod)
31 March 2016



Shri Komal Yadav, AM(Mech)
31 March 2016



Shri AK Singh, DGM(Mtls.)
31 March 2016



Shri YM Shah, Manager (Mtls.)
31 March 2016



Shri HC Sahani, M(Mech)
31 March 2016



Shri DJ Bhatt, M(HR)
31 March 2016



Shri VD Rana, SM (Prod.)
30 April 2016



Shri SR Naik, M(Mtls)
30 April 2016



Shri Sunil Jain, GM(HR)
30 April 2016



Shri PF Parikh, M(HR)
31 May 2016



Shri DM Patel, Officer(Tpt.)
31 May 2016



Shri MB Mehta, DM(HR)
31 May 2016



Shri GH Soni, CGM(Maint)
30 June 2016



Shri B Baglodi, SM(Tptn)
30 June 2016



Shri JG Bhavsar, CM(F&A)
30 June 2016

31 January 2016

Shri KP Sharma, DM(Mech)
Shri Dilraj Sharma, Driver
Shri Sunil Kumar Ghai, GM(M)

29 February 2016

Shri Sunil Kumar Sharma, M(HR)

31 March 2016

Shri Smt C Girija, DM (Nursing)
Shri Amar Prasad, CVO,

30 April 2016

Shri OC Chaudhry, M(Coordin),

31 May 2016

Shri PK Patel, DGM(M),
Shri JB Makwana, DM(Elect)

30 June 2016

Shri NM Kumar, DM(M)

Wedding BELLS



Shishir Dahiya
(S/o Shri Ravinder Singh Tomar)
weds **Anjali** on 23 November 2015



Bijal (D/o Shri DN Patel, Sr Manager
(Prod)) weds **Vijen** on 06 December 2015



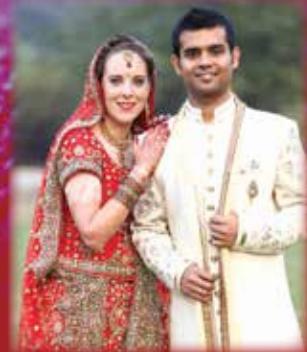
Kedar (S/o Shri HP Gandharv, CM(Elect))
weds **Neha** on 06 December 2015



Vikram (S/o Shri VM Mohrir,
Sr Area Manager) weds
Dr Kiran on 22 December 2015



Swapnil (S/o SK Sapkale, SM(F&S))
weds **Pooja** 26 December 2015



Amit (S/o Shri BI Tumdi, M(Tpt))
weds **Sara Bausch**
on 17 January 2016



Amit Vats (S/o Shri KB Sharma)
weds **Ruchika** on 29 January 2016



Zalak (D/o Shri VP Purohit, SM(Lab))
weds **Jugal** on 24 April 2016



Akshat (S/o Shri AK Singh,
DGM (Mtls)) weds **Disha**
on 29 January 2016



Nilesh (S/o Shri DP Patel, M(F&A))
weds **Upasana** on 19 April 2016



Jay (S/o Shri DN Patel, M(Prod))
weds **Bhumi** on 19 April 2016

KRIBHCO WISHES THE NEWLY WEDDED COUPLES A
HAPPY & PROSPEROUS MARRIED LIFE

CLASS X



Kaustbh Rai
S/o Rajendra Prasad Rai
95%



Richa Singh
S/o VK Singh (Prod)
95%



Priyank Kumar N Patel
S/o Navin N Patel
95%



Ruchita N Bhoj
S/o NM Bhoj
95%



Bimal M Nair
S/o Madhu E Nair
95%



S Shrinithi
S/o Shyamsonder Mahto
95%



Avni Aryan
S/o Amar Prakash
95%



Rohita Tayal
S/o Pankaj Tayal
93.1%



Jinal S Parmar
D/o Sureshkumar B Parmar
93.1%



Hiral Naik
S/o Rajesh Naik
92.67%



Jeet Patel
S/o Kamleshkumar
91.5%



Ketul Ashokkumar Patel
S/o Ashok D Patel
91.2%



Margi Chaudhari
D/o RR Chaudhari
91.2%



Nikhat Hassan
D/o Nisar Ahmad
89.3%



Gayatri V
S/o Vasu D Mudaliar
89.3%



Gaurav Pandey
S/o Upendra Kumar
89.3%



Swadesh Mohapatra
S/o Swadheen Kumar Mohapatra
89.3%



Pradeep Singh Bisht
S/o Sh Heera Singh Bisht
87.6%

CLASS XII



Sreyansh Kalhan
So JP Singh, Sr M (Seed)
95.25%



Kritika Tiwari
D/o Shri Sanjay Kumar Tiwari
94.2 %



Indrani Rana
D/o Gajendra Singh Rana,
Sr SMM(UK) 93.5%



Ananya
D/o Narayanan VK
93 %



Mohit R Mallya
S/o Shri RM Mallya
92%



Miss Habiba Waheed,
D/o Mr Abdul Waheed
became a Chartered
Accountant in January
2016.



Divya Shikhar Chauhan, S/o Dr Maneesh
Chauhan scored 10 CGPA in class X. He also
won the Gold Medal in SOF National Cyber
Olympiad and a Silver Medal in 6th SOF
International English Olympiad.

**Shining
Star**



Isha Verma
D/o Sh Harish Chander got Gold Medal
in Master of Education from TISS,
Hyderabad.

DHYANANDAM



Thought: One will find many experiences in the life. These memories of experience settle in the mind like treasury. Many a time these memories flow opposite to the present time. The memory that retrieved back automatically in mind is called "thought" as stated by Jiddu Krishnamurthy. It means experience becomes memory, and metamorphosis to Knowledge and finally to Thought.

Sadness: Mind filled with experiences, memories, and thoughts cannot be at peace. No doubt that some experiences leave sweet memories in life journey. The same good experiences come to memory time to time. The mind that tasted the good experience wants to have the same experience again. That is nature of the mind! Whatever may the desire. Then one work starts and definitely something results. That is law of nature! If Obtained result is different from expected result, then it creates vacuum in the mind. It leads to accumulation of thoughts to fill up that part of vacuum. One thought faces and reacts with other thought at the congress of accumulated thought. It creates a mental war scenario. This mental agitation is called "sadness/melancholy/depression / anxiety".

Sadness is absence of happiness! When do you get happiness? It is only in the present time. Happiness lies in the present only when past is not relevant and not worried about future. Missing such simple life guidance, human being continues to struggle in sadness. Selfish thoughts, jealousy and hatred are contributing to the sadness.

Some people envy looking at the happy and healthy human being. Who attacks somebody in sadness? Parents lull their crying children by feeding and buying required items. If somebody is not healthy in the house, all show special care and services to the patient. Near and dear and friend circle the patient

and give solace and encouragement. That time the patient feels he is not alone. He feels strong as many are with him. He also feels that it is the sadness that brought all his near and dear to him. After tasting this type of experiences, his perception further strengthens (Luxury of melancholy).

Mind filled with sadness increases ones difficulties. One's mind filled with selfish thoughts tends to do harmful works. That man becomes useless for his family and society. Upon emancipation of real figure, society does not look at him. Finally one becomes alone. One adds further sadness. He exerts all efforts to get healing from the difficulties.

In his efforts, firstly he has to select one good work to do and concentrate and engross in the work. To see how far this work is useful to self and to the society. One should not sit thinking about the past. Being in the present one has to live happily with what is available. Mind is the source of our life. Mind is always busy and restless with works in the past. To bring back mind to normalcy, carrying put "Dhyana" process is the only way out!

The blunt tree bears shoots after some time. This is because of spring season that brings the life to the blunt tree. Dhyana is like spring season. It fills bliss and rejuvenates the depressed mind. Dhyana can only reinvent him again as human being.

Somebody who is a Yoga buff was explaining a new definition of Time

as he learnt from his Guru. He says, "Time is defined as the inner silence gap between two thoughts". The argument went further to explain that during this gap our body doesn't age. We know that one such limb of yoga, which is called "Dhyana" or Meditation in common language, talks about techniques of silencing your mind to reach your sub-conscious level. As per Albert Einstein, in physical world we can probably stop ageing if we can travel at the speed of light. As per some theories that talk about inner silence period, in the metaphysical world ageing can be stopped if this silence period can be increased. We have heard of ancient sages remaining in Samadhi beneath the ground for very long periods and then they come out fresh after that. Yes! All this is theoretical and beyond official scientific evidence. But what is a matter of experience for everybody to watch that if one can find time to talk to himself, he does feel periods of inner silence where a feeling comes as if nothing was thought. It is said that the period of inner silence, even if it may not be able to increase our age, may still be able to leave us with a chatter-free mind, ready to solve problems in a better way. I am definitely going to give this harmless experiment a try without trying to challenge whether it is a scientifically proven fact. I hope many of you must have had experienced similar inner silence periods.

- K. Srihari, AGM(Mech)

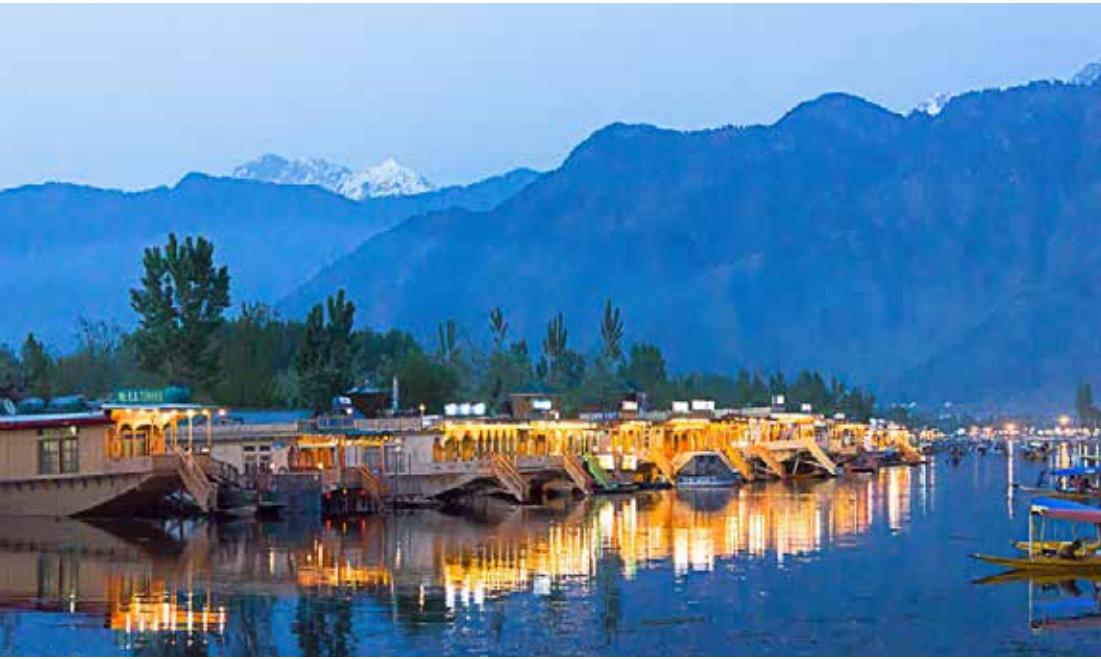


SEED GROWER CONFERENCE

A Seed Growers' Conference was organised by the Seed Processing Unit, Moth, Jhansi on 13 March 2016 at village Patharra, Moth, Jhansi. Dr Chandra Pal Singh, Chairman, KRIBHCO chaired the programme. Shri K Ram Mohan Rao, IAS, Commissioner, Jhansi, was the Chief Guest. Shri VS Sirohi, Mktg. Director, KRIBHCO and Shri Suresh Kumar, IFS, Member Secretary, UP Pollution Control Board, Lucknow were Special Guests.

Dr VS Yadav, PCS Ex-MD PCF, Dr Surendra Singh, AGM (Mktg), KRIBHCO, Dr VK Tomar, Sr SMM, Lucknow, Shri Rakesh Kumar Gupta, SDM, Moth, Shri Sanjay Sharma, CO, UPP, Moth, Shri Mukesh Chandra, Scientist, KVK, Bharari, Jhansi, Shri Rajeev Kumar, Scientist, KVK, Orai, Shri Narendra Kushwaha, Chairman, DCB, Jhansi, Shri Ramji Lal Kushwaha, RM, PCF, Jhansi, S. AK Vajpai, DM, PCF, Orai and other KRIBHCO officials were also present.

Around 650 seed growers and farmers attended the programme. The farmers were updated about the latest information on plant nutrition with a combination of chemical, bio and organic manure for maintaining soil health. Agricultural experts explained some of the factors responsible for making agriculture unprofitable in Bundelkhand region and practical solutions to alleviate such problems. Experts also emphasized the need for safe use of agrochemicals and integrated crop protection practice.



Photograph by TS Rao, GM (HR)
in **Kashmir**

कृषक भारती कोऑपरेटिव लिमिटेड **KRISHAK BHARATI COOPERATIVE LIMITED**

कृभको भवन, ए-10, सैक्टर-1, नोएडा - 201301, जिला गौतमबुद्ध नगर (उ.प्र.)
KRIBHCO Bhavan, A-10, Sector-1, NOIDA - 201301, District Gautam Budh Nagar (U.P.)