

TIL TALK

Vol. 28 • Issue 3 • 2018

OUR NEWS VIEWS & EVENTS

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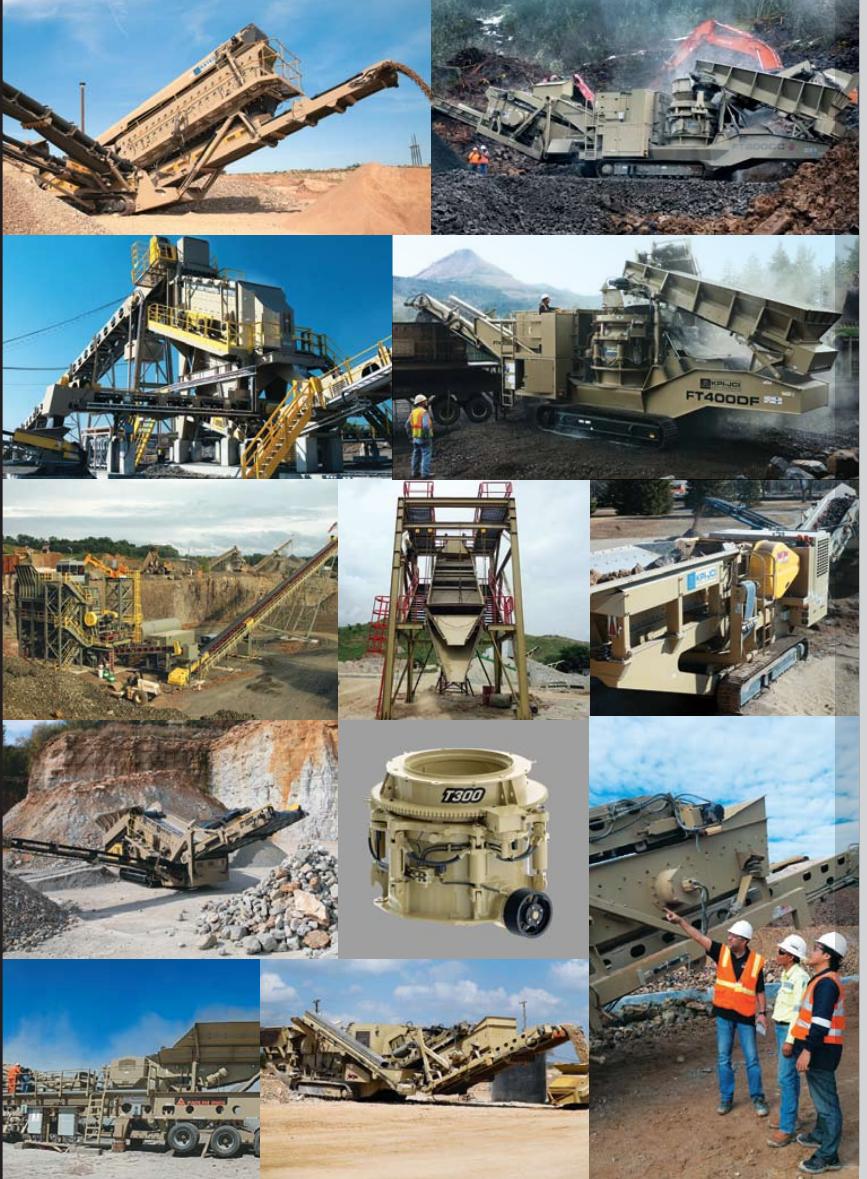


Year end
issue



TIL Tractors India
Technology Innovation Leadership

DESIGNED FOR YOUR PROFITABILITY



A complete range of Crushing & Screening Plants & Equipment – brought to you by TIL

- The Astec advantage now in India with latest technology and proven performance
- TIL's trusted reputation and market expertise of over seven decades as one of India's leading infra equipment manufacturers
- High performance products - rugged and versatile to meet every challenge - coupled with ready parts and unmatched customer support
- Choice and flexibility to achieve maximum return on equipment investment

Crushing & Screening Stationary Plant Solutions

Crushing & Screening Wheel Mounted Solutions

Crushing & Screening Track Mounted Solutions

Unit Equipment - Feeders, Crushers, Screens

High Frequency Screens

TIL Limited

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Dear Reader,

Welcome to the year-end issue of TIL TALK.

2019 will be a very important year for TIL as it marks our Company's 75th Anniversary - an occasion that will have us reflect on our rich heritage of more than seven decades spent in partnering India's infrastructure development, breaching new frontiers, developing and producing path-breaking new products, building a people-friendly organization and creating customer-centric solutions that have set new benchmarks in customer satisfaction. TIL has never been an organization to rest on past laurels. Instead we have always taken the hard road to success - assessing and reassessing our strategies, analyzing and re-analyzing past experiences, and reinventing ourselves in tune with the market needs. We have embarked on a mission to completely transform the way we do business in order to perpetuate our legacy of success.



Fantastic new opportunities are opening up in India's infrastructure sector. Embracing them will unravel the bright new future of TIL. We have to actualize every strategy into tangible action, inspire and empower every individual to work smarter and harder, and transform every plan into reality. This is a time for each of us to take ownership of our respective function and drive relentlessly for results. This is a time for preponing every action with a sense of urgency. This is the time for us to be impatient for radical transformation.

Industry dynamics continue to be redefined by the ever increasing pace of digitization. Optimizing quality, economizing resources and enhancing customer service have always remained the order of the day. Going forward, real-time data will link product designers, smart factories and transaction centers across the value chain. For a technology-intensive and customer-centric organization like TIL, it is an absolute imperative to adopt these emerging technologies in order to stay ahead of the curve. We must build up momentum and keep it unchecked, to ascend to a higher growth orbit. And we need to constantly assess and evaluate our strengths, weaknesses, opportunities and threats for sustaining growth and profitability.

This issue of TIL TALK brings you an update on TILOTSAV, the employee engagement initiative to usher in the festive times, SEED - a company-wide Skill Enhancement & Employee Development drive, a recent seminar-cum-factory visit organized for key customers of Hyster-TIL® ReachStackers, Puja Parikrama - a CSR activity for underprivileged children that we undertake every year on the eve of the Durga Pujas, a special feature on our new design rough terrain crane, RT740B with a smart right hand cab, annual social function organized by our colleagues at Kamarhatty factory, and many more, in addition to the regular features.

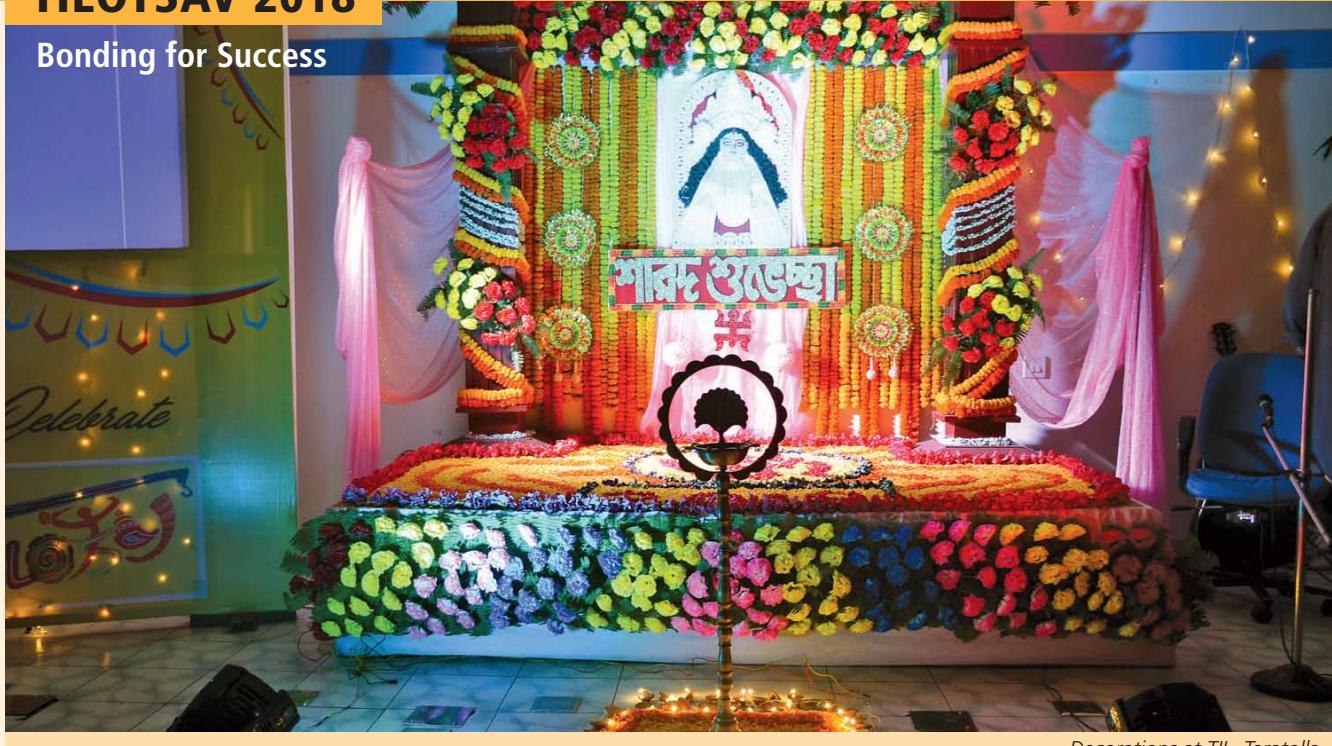
Here's wishing you and your family a Prosperous and Happy New Year.

Warm regards

Sumit Mazumder
Chairman & Managing Director

TILOTSAV 2018

Bonding for Success



Decorations at TIL, Taratolla

At TIL, we firmly believe that fun and recreation at work are integral to the wellbeing of the individual and energize the organization to perform better. Recreational activities at work help to relieve occupational stress, build team spirit, enable creative thinking and create a harmonious balance. Harmony leads to personal contentment, and a contented employee is always a more productive employee. With this guiding philosophy, TILOTSAV has been envisaged as an employee engagement program by the Corporate HR to celebrate the spirit of work and life at TIL.

This year, TILOTSAV was a two-day affair with a host of activities to usher in the festive spirit. Mr Sumit Mazumder, Chairman & Managing Director, inaugurated the program at Taratolla HO. He congratulated and encouraged everyone to keep working with the same unmatched passion and commitment in order to take TIL to higher levels of growth. His address was followed by a cultural program and prize distribution ceremony for the winners of several competitions that were held as part of the TILOTSAV event.



Sumit Mazumder (foreground) lighting the ceremonial lamp

There was a workstation decoration contest and people from all functions took part with a lot of enthusiasm as they went about decorating their respective departments and workstations with items provided by Corporate HR. Office spaces decked up in the festive colors of the impending Durga Puja were truly a sight to behold, as the jury comprising of senior TIL officers appraised the efforts of each team.

The first prize for this initiative went to the Supply Chain Management (SCM). Customer Support team and a combined team of Secretarial, Corporate Communications, Finance and Corporate Strategy became the runners-up.

An Alpana (Motif) design contest was organized across Taratolla HO Kamarhatty and Kharagpur. Winners in this category were Rakesh Kushwaha (Customer Support), Souvik Sardar (Manufacturing Excellence) and Arijit Biswas (Fabrication). A Sit-and-Draw contest was organized for the children of Kamarhatty employees - the winning entries were displayed at Taratolla to the delight of all present. There was one more fun-filled competition planned for the day - The Best Dressed Employee; ethnic wear being the chosen attire. Aparna Guha of CMD's secretariat and Arghajit Bandopadhyay of SCM were adjudged the winners.

The cultural program had a number of our own talents playing to the full house. The opening song was a raga based classical - sung beautifully by Sohini Seal of Corporate HR. This was followed by a duet performed by Sohini Seal (HR) and Partha Chakraborty (Accounts) - a spell binding rendition of Mahisasur Mardini - the victory of good over evil. Other performers of the cultural program were Partha Ray of EPS, Udipta Halder, Agniv Dhar and Arkodip Sil of design department. The recitation by Subhasundar Mahapatra reminiscing late Avijit Mazumdar and late Pia Mazumdar touched a chord with everyone.



TIL Kharagpur Factory

All in all, TILOTSAV 2018 was indeed a memorable initiative that would foster better bonding and enhance the level of engagement among employees towards their jobs and the Company.

Here's a glimpse of TILOTSAV through pictures...



TIL Kamarhatty Factory



SCM Department, Taratolla



Customer Support Department, Taratolla



Finance, Secretarial, Corporate Strategy & Corporate Communications, Taratolla



Sales Department, Taratolla



Design Department, Taratolla



Aloke Banerjee (left) presenting the award to Soumyendu Chakraborty (2nd from the left) and the SCM team



Aloke Banerjee (foreground, left) presenting the award to the Customer Support team



Aloke Banerjee (foreground, left) presenting the award to the joint team of Finance, Secretarial, Corporate Strategy & Corporate Communications



Aloke Banerjee (right) presenting the award to the Design team



Aloke Banerjee (right) presenting the award for the IT team



Aloke Banerjee (right) presenting the award to the Sales team



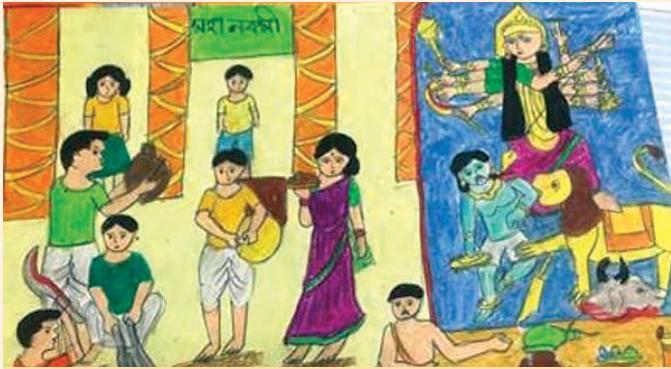
Anwesa Manna (left) receiving her award from Raju Bawankar



By Anwesa Manna, daughter of Achintya Manna of TIL Kamarhatti



Sarita Das (left) receiving her award from Raju Bawankar



By Sarita Das, daughter of Sandip Kr Das of TIL Kamarhatti



Recitation by Subhasundar Mahapatra



Song performance by Partha Ray



Vocal Performance by Partha Chakraborty and Sohini Seal



Musical performance by Udipta Halder (far right) with Arkadipta Sil playing the guitar and Agniv Dhar at the keyboards



By Souvik Sardar, Kharagpur



Souvik Sardar (right) accepting his award from Sumit Mazumder



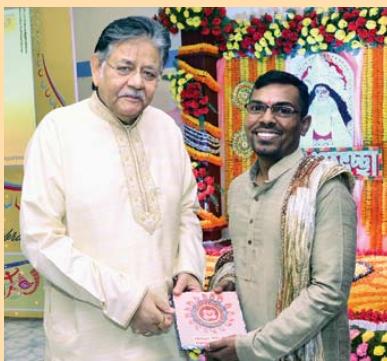
By Rakesh Kushwaha, Sahibabad



Arijit Biswas (right) accepting his award from Sumit Mazumder



By Arijit Biswas, Kamarhatty



Rakesh Kushwaha (right) accepting his award from Sumit Mazumder



Sekhar Bhattacharjee (left) presenting the award to Aparna Guha



Bipasha Sanyal (center) presenting the award to Arghajit Bandapadhyay



Capacity Building at TIL

Training for Success

At TIL we believe that people are the greatest enablers for accelerating business success. We strive to create a learning environment which ensures that employees are competitive and growth oriented. Our learning interventions are driven by our organization's strategic priorities, which drive the key imperatives of today's ever changing business dynamics.

With these considerations, TIL has adopted a competency based learning management framework, named SEED (Skill Enhancement & Employee Development), spanning different functions and locations, with an array of behavioral and functional training sessions to be organized throughout the year. The training needs of employees were derived from individual performance appraisals and training modules were outlined to consider specific behavioral and functional needs, after due consultation with functional heads. The training programs have been designed to ensure that we deliver holistic and effective learning that will create value for the organization and its people - all permanent employees and trainees - in turn, driving business outcomes and building organizational capabilities.

Training programs, such as ARISE (All Round Improvement in Strategic Excellence) and LEAD (Leading for Results - Building Winning Teams) have been conducted to enhance behavioral skills of TIL employees. 147 participants from junior and middle management levels across Taratolla, Kamarhatty and Kharagpur offices attended the 2-day workshop, ARISE, which covered several areas such, as Execution Excellence, Personal Effectiveness, Relationship Development, Learning Agility and Professional Development. The 2-day workshop, LEAD, was attended by approximately 40 employees from senior and middle management levels across Taratolla and Kamarhatty offices - and given insight on areas, like, Team Leadership, People Development, Execution Excellence and Personal Effectiveness.



ARISE - Kamarhatty



ARISE - Kharagpur



ARISE - Taratolla



LEAD - Kamarhatty



Various functional training programs, with special focus on Sales and Customer Service, were conducted with inputs and active involvement of the functional heads. A 2-day marketing management program, Building Effective Customer Relationships, was conducted in collaboration with XLRI for those in TIL's senior leadership team focusing on areas such as Value Based Marketing, Customer Relationship Management and Customer Relationship Orientation. About 130 officers from Sales and Service teams across India, including management trainees, attended 2-day workshops on High Value Selling and Service Relationship Management (SRM), which focussed on Value Proposition, Effective

Negotiation, Consultative Selling, Relationship Management, Impactful Communication, Conflict Resolution and Customer Management.

The overriding objective of this learning intervention is to improve managerial capabilities in Leadership, Execution Excellence, General Management Skills, Team Management, Effective Selling and Customer Orientation. Experts from the industry have been carefully identified and roped in as trainers for these workshops, and a robust feedback mechanism is also in place to help to further enhance the program's effectiveness. These workshops are expected to include all TIL employees by January 2019.



SRM - Mumbai



SRM - Sahibabad



SRM - Taratolla



Value Selling - Chennai



Value Selling - Taratolla



SRM - Chennai



LEAD - Taratolla



Value Selling - Sahibabad

Hyster-TIL® Customer Meet Enhancing Customer Experience

We have entered an era where customer centricity is a strategic imperative. While there are many ways to enhance customer experience, Customer Meets provide a sure-shot way to create better engagement with face to face interactions and exchange of feedbacks, and help strengthen the partnership we have with our customers.

The Hyster-TIL Customer Meet was one such endeavor in that direction.

The Meet, spread across a full day in the last week of September facilitated awareness about the new and improved Hyster-TIL® RS45 series and a seminar on steel handling application. The program witnessed the active involvement of 5 senior Hyster representatives, viz. - Mr Jan Willem Brand, Director Big Truck Strategy & Solutions, Mr Rob Maris, Big Truck Sales Leader, JAPIC, Mr Elmer Dammers, Global Product Manager, Big trucks, Mr Rajesh Wazarkar, Managing Director, India, Hyster-Yale Lift Trucks and Mr Kiran Shetty, Head Sales and Services, India, Hyster-Yale Lift Trucks - as well as the top management team of TIL, including Mr Sumit Mazumder, CMD, and Mr Aloke Banerjee, Director-Finance & CFO, Mr Anil Bhatia, VP Sales & Marketing and others.

The day visit to TIL's Kharagpur factory with over 30 customers showcased the newly launched RS45 series ReachStacker, along with presentations on Big Truck range, interactive sessions conducted by Hyster delegates and senior TIL officials. This was followed by a tour of the factory. The visitors were decidedly impressed by TIL state-of-the-art infrastructure and superior standards followed in design, manufacturing and operations.



Pinaki Niyogi during his address at TIL Kharagpur



Guests at Hotel Taj Bengal, Kolkata



Delegates with the newly launched RS 45 Series - TIL Kharagpur

In the evening, the program moved to Hotel Taj Bengal, Kolkata, attended by over 60 customers, where an insightful seminar - once again conducted by top Hyster and TIL officials - had been organized with a focus on steel handling applications. The presentations were followed by a customer felicitation ceremony. The evening concluded with cocktails and dinner.

The success of the program was evident from the positive feedbacks received from the delegates post the event. Besides the TIL hospitality, the presentations and its contents were found to be very informative and immediate queries came forth for C Hook attachment and Yard optimization from several customers.

The success of the Hyster-TIL Meet is expected to go a long way in creating a superior customer experience and gainful business opportunities.

The site visit was very well organized. The insight about the new machines was very informative.

Percy Vapiwala - Ameya Logistics Pvt. Ltd.

The presentations were useful and the seminar on steel applications very informative.

Pranab Kumar Dutta - Phonex Logistics Pvt. Ltd.



Sumit Mazumder (far left) and Anil Bhatia (far right) interacting with guests at Taj Bengal, Kolkata



Rajesh Wazarkar making a presentation at Taj Bengal, Kolkata



Jan Willem Brand addressing the gathering at Taj Bengal, Kolkata



RP Singh (left) of Lift & Shift Services receiving a memento from Elmer Dammers



Rob Maris presenting a memento to Anil Badani (right) of JM Baxi



Mohammed Ayub Khan (left) of Phonex Logistics receiving his memento from Jan Willem Brand



Hemraj Gurjar (left) of Arya Translogistics receiving a memento from Rajesh Wazarkar



Anil Bhatia presenting a memento to Akshit Khosla (left) of Punjab Container Services



Smiling all the way

Puja Parikrama

Spreading Smiles. Making a Difference.

Puja Parikrama has become something of a tradition at TIL, an event that sees the TIL CSR team engage with an NGO partner every year to take children from the less-privileged sections of society on a tour of Kolkata city during the Durga Pujas, visiting select pandals - something that the young ones rarely get to do - and treating them to snacks, refreshments and bags of goodies along the way. This year, it was a group of 110 underprivileged children - aged between 6 to 14 years - most of them residing in shelter homes managed by the Child In Need Institute (CINI), and a few others from a coaching centre also run by CINI and financially supported by TIL for the last few years. The children were taken pandal hopping on the day of Shasthi, accompanied by volunteers from TIL and CINI. The enjoyable trip included breakfast, lunch, snacks, gifts and t-shirts for the children.



Children on their way to a Puja pandal

Puja Parikrama is a gesture from TIL to bring smiles to the faces of these vulnerable children, even if only for a few hours. This was the 7th year in a row that TIL organized this event, with the firm belief that activities like this would make a positive impact on these childrens' lives and instill in them hope for a better tomorrow.



Children receiving gifts



Touching lives... making a difference

Built Tough

Rough Terrain Crane RT740B

The RT740B is a diesel hydraulic rough terrain crane, ideal for operations in mines, coal fields, shipyards, ports, steel plants, etc. It is one of the most popular choices in the lifting industry, having a great reach for lifting loads from a considerably longer distance and ability to lift a wide range of loads.

RT 740B has been certified by the Automotive Research Association of India (ARAI). In keeping with the norms of the Motor Vehicles department, the super cabin has been shifted to the right hand side of the crane.

The crane is equipped with state-of-the-art safety systems such as load moment indicator, anti-two block system with audio-visual warning and control lever lockout, limit switches, pressure relief valves, lock valves, swing alarm, reverse alarm, dual braking system, etc. making the crane a very safe machine for operations in even the toughest of conditions.



SALIENT FEATURES

- Maximum load lifting capacity of 40T at 3M radius
- Capable of 360° slew and pick & carry duties
- Four section, full powered, sequentially synchronized boom with maximum reach of 33.5M without lattice extension
- 17.1M optional telescopic swing-away lattice attachment
- High strength-to-weight ratio
- High Strength Low Alloy (HSLA) Weldox grade steel construction of all critical structures like boom, superstructure and chassis
- State-of-the-art safety features
- 4X4 wheel right hand drive with 4 wheel steer
- Ergonomically designed joystick for optimum control of crane functions
- ARAI Certified

MAX CAPACITY (Outriggers)	40T at 3m Radius (85% Rating) 360° Slew
MAX CAPACITY (On Tyres)	17.35T at 3m Radius (85% Rating) Over Front
BOOM	4 Section Trapezoidal 10.6M – 33.5M
CARRIER	4 X 4 Wheel Drive with 4 Wheel Steer
MAX ROAD SPEED	26 km/hr

Kamarhatty Annual Function

An Evening of Fun

TIL Kamarhatty organized their Annual Social Function on the 23rd of September 2018. To flag off the evening's program, a Shraddhanjali (tribute) was observed in fond remembrance of Late Avijit Mazumdar and Late Pia Mazumdar as TIL Kamarhatty employees, Kalyan Kumar Maiti, Dulal Karmakar and Debabrata Acharya offered flowers and paid homage to the departed souls.

Thereafter, the Chief Guests for the evening - Mr Sumit Mazumder, Chairman & Managing Director, his wife, Mrs Manju Mazumder, Mr Aloke Banerjee, Director-Finance & CFO, his wife, Mrs Neela Banerjee and Mr Raju Bawankar, Executive Vice President Manufacturing - were welcomed with flowers and ushered on to the stage to light the inaugural lamp.

Mr Raju Bawankar took to the podium and delivered his speech, stressing on the importance of effective teamwork to deliver results. Mr Aloke Banerjee emphasized on the need to improve bottomline through a concerted effort of all departments. The final address was delivered by Mr Sumit Mazumder, who urged everyone to uphold high standards of quality in products and services, and underlined the importance of timely delivery, in order for TIL to sustain and build upon its over seven decades old legacy of success.

The TIL 'Long Service Award' was conferred on Mr Subhas Chowdhury of the Fabrication department for 25 years of service. The evening's entertainment included a welcome dance by Ms Madhuparna Pramanik, daughter of Mr Moloy Pramanik (of Fabrication department), song recital by renowned singer Ms Subhamita Banerjee and a mixed orchestra, comprising of contemporary Hindi & Bengali songs, by the Swaralipi Orchestra Band.

All in all, the evening was an unqualified success with everyone having enjoyed to their heart's content.



Shraddhanjali - Late Avijit Mazumdar & Late Pia Mazumdar



Sumit Mazumder (left) being felicitated by Piyali Ghosh



Aloke Banerjee (left) being felicitated by Manali Chakraborty



Raju Bawankar (right) being felicitated by Piyali Ghosh



Manju Mazumder (left) being felicitated by Jhuma Chatterjee



Neela Banerjee (left) being felicitated by Piyali Ghosh



Kalyan Kumar Maiti offering his respects



Debabrata Acharya offering his respects



Dulal Karmakar offering his respects



Sumit Mazumder addressing the gathering



Aloke Banerjee during his address



Raju Bawankar making his speech



(L-R) Raju Bawankar, Aloke Banerjee, Manju Mazumder, Neela Banerjee and Sumit Mazumder



Performance by Madhuparna Pramanik



Performance by Swaralipi Orchestra Band



Performance by Subhamita Banerjee

Customer & Operator Meets

Enhancing Customer Interface

Customer Meets and Operator Meets are key components of an organization's overall customer engagement strategy, as they help to improve the company-customer interface, which is critical for long term growth and performance.

TIL continues to strengthen its ties with customers, having recently conducted a series of such Meets - at Dhanbad, Ahmedabad and Barmer - that helped us to obtain a better feel of the customers' needs and also assess their perception of TIL and its products, which is absolutely essential for continuous improvement of our market offerings.

The Customer Meet at Dhanbad was successfully organized, with active participation from over 80 attendees. Participants were primarily from different sites of Bharat Coking Coal Limited (BCCL), a key customer for us in Dhanbad. There were representatives from Bokaro Steel Plant (SAIL) and TATA Steel's Jamadoba unit as well. Presentations and discussions held during the Meet revolved around safety aspects and best operating practices of mobile cranes, and also included a candid interactive session to identify product issues and / or service gaps and figure out ways to bridge those differences.

At the Ahmedabad Operator Meet, TIL welcomed 35 participants, comprising operators, maintenance staff and site in-charges, from 7 customers of the region, viz. Dewanchand, Sitaram, MS Khurana, Aakash Oil, Samarth Lifters, Globe Eco-logistics and Ranjit Buildcon. Team TIL gave detailed presentations and held meaningful interactions with individual customers in order to understand their needs and concerns. Customers' feedbacks before and after the events were recorded as per the usual practice.

An Operator Meet was also organized at Barmer for operational and maintenance staff of some important customers in Rajasthan. The interactive Meet focused on correct maintenance practices for mobile cranes and AMC benefits, and introduced the participants to TIL unique mobile service van - 'Service on Wheels', followed by a feedback session.



Customer Meet at Dhanbad



Operator Meet at Ahmedabad



Service on Wheels - Operator Meet at Barmer

Such Meets are very useful in enhancing customers' confidence in TIL products and services and help us to improve our offerings.



Arya Translogistics Private Limited

Hemraj Gurjar, Director

Mr Hemraj Gurjar is the Director of Arya Translogistics Private Limited, which is in the business of providing multimodal transportation & material handling services across the country and providing reach stackers on rental basis. Proud owner of an impressive fleet of 13 Hyster-TIL® ReachStackers, he is one of TIL's esteemed customers since 2010.



In his own words, it's the outstanding performance, low operating costs and easy operability of Hyster-TIL® ReachStackers that have prompted him time and again to choose our time-tested product over others. His machines are deployed at Inland Container Depots (ICD), railway sidings, ports and Container Freight Stations (CFS) for the handling of containers, pipes, plates, sheets, steel coils, etc.

All praise for the Hyster-TIL® ReachStackers' robust performance and economy of usage, Mr Gurjar advises TIL to further augment its aftermarket service support in order to bring about greater gains for its customers. This is what he has to say:



"We have been associated with TIL since 2010 and we are very satisfied with the performance of our Hyster-TIL® ReachStackers - powerful machines with higher productivity and lower cost of operations compared to similar products in the market. However, there is scope for improvement in the availability of spare parts. We stand to gain a lot in terms of productive machine time if TIL strengthens its service delivery."

~ Hemraj Gurjar

Director of Arya Translogistics Private Limited



TIL at CII-DIPP Conference

Mr Sumit Mazumder, CMD, TIL Limited and Past President CII, recently chaired key sessions at a prestigious event jointly organized by the Confederation of Indian Industry (CII) and the Department of Industrial Policy & Promotion (DIPP), Govt. of India in New Delhi. *Titled - Towards \$1 Trillion Manufacturing Economy* - the CII-DIPP National Forum had the primary agenda of charting out sectoral road maps for the future of Indian Manufacturing, across key industrial sectors, viz. Capital Goods, Pharmaceuticals, Metals and Mining, Electronics, Automotive, Textiles and Apparel, Food Processing and Chemicals.



Sumit Mazumder addressing the CII-DIPP Conference

Mr Suresh Prabhu, Minister of Commerce & Industry and Civil Aviation, GOI, graced the high profile event that witnessed participation by top government officials, policymakers, regulators and industry bigwigs to explore opportunities in technology, R&D, skilling, job creation and development of infrastructure & logistics in the resurgent manufacturing sector. The event included insightful and stimulating panel discussions that provided participants with a fantastic platform for exchange of ideas. From TIL, Mr Anil Bhatia, Vice President - Sales and Marketing and Ms Bipasha Sanyal, Vice President- Strategy were among the noted panelists at some of the sessions.



Brand Leadership Award

TIL recently received the prestigious Brand Leadership Award at the Kolkata Best Brand Awards. The event celebrated outstanding brand building & marketing by organizations, individuals and teams. The Kolkata Best Brand Awards - instituted by the World Brand Congress and CMO Asia, among others - recognizes brands and marketers who have achieved extraordinary success from innovative and effective marketing practices in Kolkata.

Indywood CSR Excellence Award

TIL is a proud recipient of the Indywood CSR Excellence Awards 2018 for *Best CSR Campaign in Employee Engagement (for TIL Caring Day)*.



The Indywood Excellence Awards are organized by Aries Group of Companies (headquartered in UAE) with the support of the Government of Telangana. TIL was chosen as one of 25 award winners for CSR excellence in various categories.

Yet another testament to the unfailing commitment of TIL to... *Touching lives, making a difference.*

Joy of Giving- Clothes Donation Drive

TIL took up yet another CSR initiative - Joy of Giving, to donate old clothes to the underprivileged people of Bengal. The initiative was undertaken in association with Goonj - a noted NGO working across rural & urban India. Goonj will reach the material for distribution to the underprivileged in various parts of Bengal.





Customer Visits to Kamarhatty & Kharagpur Factory

TIL's state-of-the-art factory at Kharagpur continues to attract visitors from around the country and abroad. Recently we welcomed some of our esteemed customers who visited the Plant for a tour of the premises to gain a firsthand experience of TIL's manufacturing expertise and production capabilities.

There were two successive visits - the first by our valued MHS Customer, R&B Infra Projects Pvt Ltd, represented by CEO, Mr Partha S Rana, and the second by a JV of prized EPS customers, Al Fathima and Akshay Granites. The visitors were highly pleased with the hospitality extended to them, and very impressed by TIL's manufacturing infrastructure.



Partha S Rana (left) with
Sumit Biswas at the TIL
Kharagpur factory



(L-R) Sanees Mohammed, Balasundaram, Shameer M, Sai Kumar, Kannan RS, Sunil Kumar S, Anup Kumar G, Raj Srivastav, Thaha Ali Akbar, RS Binu, Shaji Y, Avijit Kar and Rajib Sarkar

M/s Pooja Crane Services - TIL's esteemed customer is a 15 year old enterprise owned by Mr. Satpal and Joginder Hooda - engaged in material handling equipment in the state of Haryana. Recently, Mr. Joginder Hooda along with his family, came all the way from Bahadurgarh, Haryana, to our Kamarhatty Factory to take delivery of TIL's 50T Truck Crane TMS 850, his first purchase from our company. TIL's reputation, quality proposition, reliability and service support prompted M/s Pooja Crane Services to go for the Robust TMS 850. TIL is positive that this machine and our service support will help him diversify and foray into the infrastructure segment in the region.



The Hooda family with the TIL TMS 850 50T truck crane



VS Chaudhary and Sandeep Sehrawat with
Rajiv Kapoor (R) at the TIL Kharagpur factory

Chaudhary Transport Company (CTC) is a reputed transport company with offices in Delhi and other major towns of India. CTC has more than 30 years of experience in moving machinery, ODC, heavy equipment and caters to many corporate giants of India. They bought first crane of TIL way back in 2002 and has been satisfactorily using the same since then. The partners of CTC Mr. VS Chaudhary and Mr. Sandeep Sehrawat recently visited our Kolkata and Kharagpur factory to see the latest technology Cranes with long booms and upgraded features. Satisfied with the performance and load trials, CTC has placed an order for several cranes of various capacities to be deployed at various sites mainly in Oil and Gas segment.



TIL-Telsmith Crushing Plant - Priyanshu Stone Works

Priyanshu Stone Works is a prominent player in the crushing & screening industry of Uttar Pradesh. They have also entered into road construction - building PWD roads in Chandauli and Mirzapur districts - in addition to owning multiple brick kilns, a stone cutting plant and a transportation business over the last decade. The 200 TPH Crushing & Screening Plant - consisting of Telsmith H3244 Hydra Jaw Crusher in the primary stage and Telsmith SBS38 Cone Crusher in the secondary stage, with on-board Telsmith VKTL Screen 6X16 QD - that Priyanshu Stone Works has recently procured from TIL has been performing upto expectations since its commissioning in July 2018. They have entered into a Joint Venture with GR Infraprojects Ltd (GRIL), for the supply of crushed aggregates from the newly purchased Crushing & Screening Plant from TIL.



Dr Upendra Singh with the new 200 TPH crushing plant from TIL

OEM course on TIL crane lauded by Air Force

Recently TIL was complimented by the Air Force - Bagdogra for the training conducted on TIL crane model - N80A/26. Wing commander and chief of planning and production, Bharat Doongarvat commended TIL training team for professionally conducting the four-day training program. The training included all aspects of maintenance and operational practices, safety procedures as well as insightful discourse on fault analyzing capabilities. The participants found the course highly beneficial and lauded TIL for the same.



Raj Shrivastav addressing the gathering

Decoding the Bullet Train

TIL recently participated as co-sponsor at a conference on crushing & screening equipment held at Mumbai, inventively titled... Decoding the Bullet Train - to deliberate on the impact of mega infrastructure projects, like the bullet train, on the crushing and screening industry in India. More than 30 quarry & crusher owners - many of whom have their land and / or operations in the immediate vicinity of the bullet train track - gathered for the seminar conducted by Baton Consultants Private Limited. Participants left the seminar with a fair understanding of current and future imperatives.

Training on Hyster Lift Trucks

With the rapidly changing market dynamics, capability enhancement for any organization is essential to garner the competitive edge in order to succeed. With this objective in mind, there was a two - day training program conducted in September at the TIL head office. The faculty included senior Hyster officials Jan Willem Brand - Director Big Truck Strategy & Solutions, Rob Maris - Big Truck Sales Leader - JAPIC, Elmer Dammers - Global Product Manager Big Trucks, Rajesh Wazarkar, Managing Director Hyster-Yale Lift Trucks India and Kiran Shetty, Head Sales & Services. The agenda included honing the skills related to industry strategy, including steel industry, RS Application - 2nd Rail Handling, Barge Handling among others. There was also case studies and presentations on empty container handlers, ECH vs RS - Yard layout, cost of ownership etc. It was a very fruitful two- day workshop that went a long way in enhancing the knowledge and capability of TIL participants towards innovations and technology of Hyster products.



The training in progress



TIL Quality Circle Team at CCQC 2018

TIL's quality circle team 'Unnati' is the proud recipient of the GOLD category of Quality Circle, which they received at the 31st Annual Chapter Convention on Quality Concepts - CCQC 2018. QCFI-Kolkata arranged this chapter level competition on Quality Circle & other allied concepts such as 5S, TPM, Six Sigma, Kaizen, Poka-Yoke, SMED, JIT and Kanban to name a few. The theme for presentation was "Elimination of Screw Conveyor Breakdown at Shot Blasting". Our team secured more than 70% and is now eligible to participate in National Convention of Quality Circle'2018.

TIL was amongst the 71 teams, that participated in the Quality Circle category. The quality circle team 'Unnati' comprised Avijyan Das, Mithun Saha, Manas Haldar, Subhankar Mondal and Tanmay Rai (facilitator). Another testament to TIL's Quality Assurance.



Subhankar Mandal (far left), Avijan Das (2nd from left),
Manas Kumar Halder (2nd from right) and Mithun Saha
(far right) receiving the award

'POSH' Workshops

TIL is an equal opportunity employer and is committed to providing a safe environment for all its employees free from discrimination at work including sexual harassment. In line with the guidelines and statutes regarding Prevention of Sexual Harassment at Workplace (POSH),



A session in progress



Tumpa Sarkar during one of her presentations

TIL organized a training /workshop on POSH aimed at informing and sensitizing employees regarding workplace sexual harassment and the right to an informed complaint process in seeking redressal under the POSH Act. The first round of workshops have been conducted by external trainer, Ms Tumpa Sarkar, a renowned Senior Consultant, HR, Learning & Development, at the Taratolla HO as well as Kamarhatty and Kharagpur. This will be a company-wide program covering all employees of TIL.

Listen to Your Heart

With a view to making Team TIL aware of the benefits of good cardiac health and the ways and means of achieving the same, an Employee Wellness & Awareness Program on Heart Diseases was organized at the Taratolla HO in association with CII and Dr Reddy's Foundation for Health Education. The session was conducted by Dr Ayan Kar, Cardiologist, Rabindranath Tagore International Institute of Cardiac Sciences, who shared medical cases and explained the importance of healthy food habits, regular exercise and an overall healthy lifestyle in maintaining good heart health.



Dr Ayan Kar making his presentation



Anirban Mitra

Talent Showcase

Anirban's Artworks

Meet Anirban Mitra who works in the Assembly / Production (MHS) department at our Kharagpur Plant. Anirban is an artist in his own rights - a creative mind with a knack for using different media and techniques for his artistic expression. He seems to be as effortless and expert with pencil sketches and Chinese ink as with the use of MS Paint and other e-tools.

Great work, Anirban!

Do you have a talent that you wish to share? Please feel free to get in touch with us.



TUMI ROBE NIROBE



MAHA NAYAK



Playing with fire.



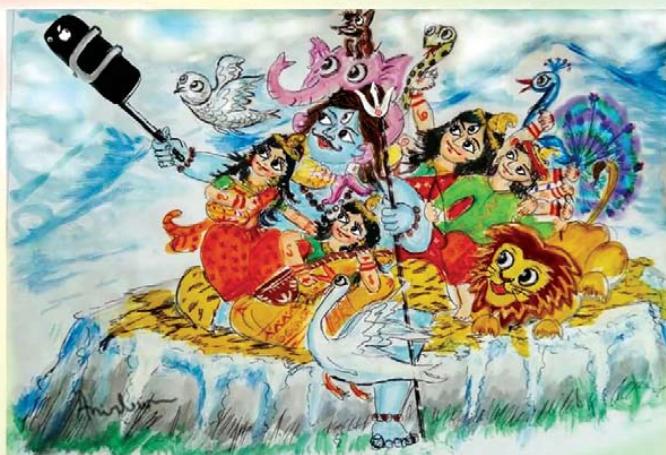
SAKTI RUPENU



DANCING WITH FIRE



HRID MAJHARE



THE SELFIE



Mrityunjoy Banerjee

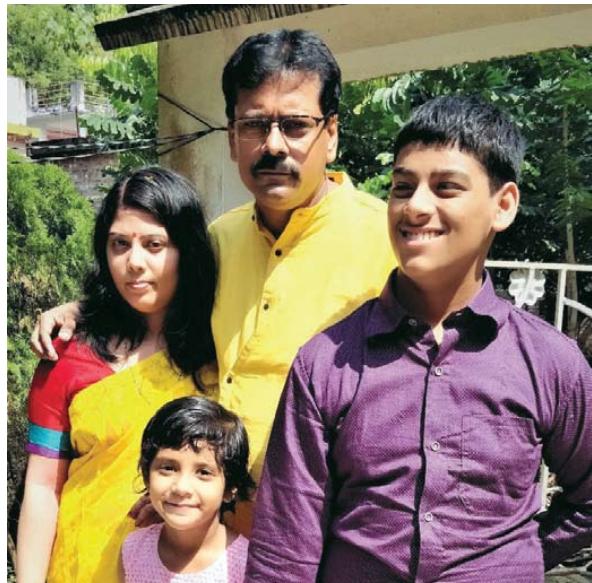
Mrityunjoy Banerjee of MHS Production department has been with the TIL Kharagpur factory since February of 2013. Having joined the Company as Head of Fabrication, his area of responsibilities slowly expanded to include functions like machine shop, paint shop and maintenance. Currently, he is in charge of the entire MHS product line at the Kharagpur plant.

A professional who is capable of leading from the front, Mrityunjoy is task oriented and loves to take challenges. What he loves most about TIL are its culture of employee empowerment and reliance on sustainable solutions. His wife is a home maker. He has two children, one son and a daughter. Both are school students.



Here's what he has to say...

"I am highly satisfied with my career progression in this company and look forward to more responsibilities. I am thankful to all seniors and juniors for their cooperation in my bid to achieve my milestones."



Mrityunjoy Banerjee with his family

Kallol Saha

Kallol Kumar Saha is with the Marketing team based at Kamarhatty since March of 2017. He is soft spoken, composed and hardworking and loves the collaborative working environment at TIL that sees different divisions working hand in hand to meet deadlines. He lives with his parents - his mother is a home maker and his father owns a business.



In his own words...

"Within a very short span of time in TIL, I have earned knowledge and experience and got the chance to work independently. I am also very thankful to my team mates for having provided me with the learning opportunity."



Kallol Kumar Saha with his parents

Build Strengths to Complement Your Weaknesses

Focus on strengths as a means to developing leadership skills.

Imagine you have made soup for dinner and it tastes too bitter. The soup is already made; you can't remove the bitter taste. But you can add some sugar to it to balance out the bitterness and make the soup more palatable. In other words, sometimes it's not about changing or taking out an ingredient; it's about adding one that's missing.



So it is with leadership competencies. To move from good to much better, you need to engage in the business equivalent of cross-training. If you're technically adept, for instance, delving even more deeply into technical manuals won't get you nearly as far as honing a complementary skill such as sales/marketing, which will make your expertise more apparent and accessible to your coworkers.

We all have attributes that simultaneously work for us and against us. The solution is not to subdue our strengths but to add ingredients that balance them out.

For example, you may be detail-oriented in a way that causes you to spend too much time checking others' work. Or you may ask questions that are important - but so penetrating that they intimidate people. Every leader - has his/her own challenges. A leader may inspire hard work and loyalty, but with his intimidating questions he may evoke fear, especially in people who don't know him well or are a few levels below him in the hierarchy. The leader simply may have a high bar and is intolerant of mediocrity. But the impact generated most often is one of fear. One must remember that fear doesn't bring out the best in people. It mutes their performance as they tend to take fewer risks. It also befuddles them, make them nervous. This in turn makes them appear unsure, which creates doubt in their leaders, who question them more aggressively, increasing their nervousness further. And all these create a negative environment which more often than not is counterproductive.

In these cases, the answer isn't to play down the strength or not use it. (If you do, you might lose its benefits.) Instead, build a complementary skill that compensates for the strength's downside. For example, if you tend to ask sharp, incisive questions, you can balance that out by being warm in your gesture and tone - maybe by acknowledging the speaker's insights before asking your questions. Or you could thank the person for bringing the topic to your attention, or add a few words of support. On the flip side, if you're too friendly and supportive that you don't sufficiently challenge people's thinking, push yourself to ask more clear-cut / crisp questions - without losing your friendly disposition.

In other words, build complementary skills to strengthen your leadership attributes.

Get your ZZZs right :

Getting a good night's sleep is key to performing at your best during the day. The one-third of your life that you spend sleeping isn't wasted time. Good sleep ensures that you have a happy and productive waking hours.

For example, good sleep habits help your body :

- Process and save memories
- Repair muscles
- Boost your immune system
- Control appetite
- Recharge

Many things play a role in whether or not you get a good night's sleep, from the conditions in your bedroom to your bedtime routine and even to what you did during the day. Here are some tips to give yourself the best chance for a refreshing and healthy sleep.



Good Sleep Habits

YOUR TIMING

Timing is everything. Stick to a schedule. Try to go to bed and get up at the same time every day, even on weekends. This keeps your body's internal clock working at its best so you'll have a good level of energy when awake. If you have to get up early or go to bed late from time to time, try to return to your regular routine as soon as you can. The faster you do, the easier it'll be to get back to your healthy sleep pattern. Your regular sleep schedule can also keep serious health problems at bay, like heart disease, obesity, and diabetes.

To ready your brain and body for slumber:

- Dim the lights.
- Listen to soft, soothing music.
- Take a shower or bath. (After being in warm water, your body temperature drops, which makes you sleepy.)
- Practice deep breathing or meditate.
- Write in a journal or read a book (but only the paper kind).
- And save tough talks with your partner/family for daytime. Getting upset won't help you sleep.

Waking up at night is normal. But if more than 20 minutes pass and you can't seem to doze off again, get out of bed. Sit in a dim, quiet room and relax your mind. Do deep breathing exercises or read something calming. You can also try a small, light snack, like a glass of warm milk and some crackers. Stay away from alcohol, sugary foods, and anything that could start a craving.



YOUR SURROUNDINGS

Your sleep environment can make a world of difference in the quality of your sleep. No need to redecorate; just try to keep your space cool, dark, and quiet. Sleep on a comfortable mattress and pillows.

Cool. A cool room mimics the natural drop in body temperature that happens when you sleep. Use lighter shades to paint your bedroom.

Dark. Just as bright light tells your brain to be alert and awake, darkness signals it's time to sleep, in part by making your brain release a sleep-helping hormone called melatonin.

Quiet. Avoid noise that may distract you. Turn off the TV and store computers, tablets and smart phones away from your bed. Anything with a screen that glows can add light and also noise to the room.

Move to the bed when you're ready to sleep. That will help your body "know" that it's time for the shut-eye.

YOUR BODY

Food fuels everything your body does - including sleep. What you eat and drink can perk you up or slow you down. Changes to your diet could help you get the rest you need.

For dinners opt for lighter, healthy meals. Eating big or spicy meals for dinner may cause discomfort / indigestion that can make sleep difficult. Large meals should be consumed atleast 2-3 hours before bedtime. Try a light snack 45 minutes before bed if you're still hungry.

Alcohol, cigarettes and caffeine disrupt sleep. Although alcohol may help you doze off, you'll actually sleep worse during the night and wake up feeling tired. Stick to one or two drinks, at least 2-3 hours before you hit the bed. Likewise, go easy on caffeine. Have your last soda or cup of coffee before mid-afternoon.

Physical activity and exercise help a good slumber. Research shows that regular cardio, yoga can lessen symptoms of serious sleep conditions including apnea and insomnia. But make sure you're doing vigorous workouts - at least 2 to 3 hours before bedtime.

Talk to your doctor if sleepless nights become a regular problem.

Get good sleep, get healthier & feel better.



TECHNICALLY SPEAKING

An Engineer was asked : "What is the Technical Difference between Welding and Wedding?"

He replied : "Not much; both are joints, in a way. In Welding there are sparks first and bonding forever, whereas in Wedding there is bonding first and sparks forever."

**The Perfect Marriage :**

Two antennas got married - the wedding was lousy, but the reception was outstanding.

CLASSIC LINES

Q. What's the difference between ignorance and apathy?

A. I don't know and I don't care.

❖ 250 lbs here on Earth is 94.5 lbs on Mercury. No, I'm not fat. I'm just not on the right planet.



❖ Never criticize people until you've walked a mile in their shoes. That way, when you criticize them, they won't be able to hear you from that far away. Plus, you'll have their shoes.

❖ Did you hear about the semi-colon that broke the law?
He was given two consecutive sentences.

Just one more....

"I would like vitamins for my son," a mother said.

"Vitamin A, B or C?" the pharmacist asked.

"It doesn't matter," the mother replied. "He can't read yet."



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