

# TIL TALK

Vol. 29 • Issue 2 • 2019

OUR NEWS VIEWS & EVENTS

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**TL** Tractors India

Dear Reader,

Welcome to the latest issue of TILTALK.

This July, TIL stepped into its 75th year - a significant milestone that few companies achieve in the time and age of high corporate mortality. I thank all the stakeholders for the continued trust and support which have made this journey possible.

The spirit of resilience and perseverance of our team TIL past and present, have enabled and empowered us to navigate through the odds, forge ahead and become a leading provider of infra equipment, committed to nation building.

The signs of economic slowdown are all around. India's economy grew at its slowest pace in the June quarter and according to various indicators, the lackluster scenario is expected to prevail for some time. The pain points are - contraction in consumption, weak investment, a slowing external sector among others. The manufacturing sector is also facing challenges which will take time to get resolved. However, despite the slowdown and a rather disappointing GDP, political stability is here to stay. And the reforms announced by the government to buoy business confidence and boost the economy are expected to yield results and bring growth back on track.

TIL is also geared to face the market challenges and plough on. Product range expansion, focus on exports, improving customer-support deliverables, expanding the Changual factory are some of the near term initiatives. These aside, we are also taking various measures to course correct and improve our top and bottom line. These include cost rationalization, improving productivity, inculcating an absolute sense of urgency across all levels and having zero tolerance for non-performance. The threats of competition are stronger than ever, therefore it is critical to develop an 'outside-in' approach to maximize the full organizational potential. In the current business and social landscape, the pace of change is faster than ever before. To win, therefore, the companies need to constantly learn and adapt to the changing realities. At TIL we also need to be mindful of the fact that to survive and grow, we not only need to be robust - we also need to be agile in mindsets and capabilities. To change is difficult, 'to Not change' is absolutely fatal.

This issue of TILTALK brings you a glimpse of our Foundation Day celebration, a day when we also give back to the society - as TIL always believes that "*In the end, a person is only known by the impact he or she has on others*". On the occasion of our 75th year - we are introducing a page called 'Bethink'- a fond reminiscence by some of our long time colleagues on their association with the Company. Nuggets on the history of cranes is another addition we hope will pique your interest. Our People section celebrates the good results of our employees' children - a proud moment for the TIL Family. You will also find stories on customer training, product highlight and other news, views and events as part of TILTALK's regular fare.

Enjoy the issue!

Warm regards,



Sumit Mazumder  
Chairman & Managing Director





Sumit Mazumder, Aloke Banerjee and Ramesh Aggarwal hoisting the flag

## CELEBRATING TIL FOUNDATION DAY



"We must always change, renew and rejuvenate ourselves, otherwise we harden." This adage was the very essence of TIL's 75th Foundation Day commemorated on 22nd July. Stepping into its 75th year is a milestone that only a few homegrown companies achieve, especially in the day and age of decreasing corporate longevity.

The special day was celebrated at the Company HO and across all the other locations including the factories at Kamarhatty and Kharagpur. In keeping with the tradition, the TIL flag was hoisted with the pledge to remain committed to the vision and values of the organization.

The journey of 75 years has been significant for TIL. There have been peaks and troughs, but what has made TIL stand out is the ability to persevere and move on - evolving as a strong brand, a leading provider of infra equipment, committed to nation building.

**“My priorities are hard and honest work, commitment and efficiency, and to work seamlessly without silos. Promise and plan alone will not do, performance and ‘right action at the right time’ are paramount.... At the end of the day- it’s a matter of delivering what we promise. Failure to keep our commitment to customers - erodes the customers’ trust in us. And without customer, there is no company.”**

~ Excerpt from the Foundation Day speech by Mr Sumit Mazumder,  
Chairman & Managing Director, TIL

May TIL's journey continue with success and glory!

Here's a glimpse of the Foundation Day being observed across various locations:



## Touching Lives, Making a Difference

**TIL Caring day was also celebrated to mark the spirit of CSR on the occasion of our 75th birthday.**

Our CSR team at Taratolla spent quality time with the children of Garden Reach Institute of the Rehabilitation and Research (GRIRR) distributing food packets and study materials. At Kharagpur, our colleagues visited the Missionaries of Charity - Nirmal Hriday and supported with a refrigerator. Refreshments were also distributed. The team at Kamarhatty visited Sree Guru Bholananda Ashram, a home for the aged and children, and distributed umbrellas, bedsheets and refreshments. Delhi and Chennai also undertook similar CSR initiatives helping the underprivileged.



Taratolla



Kharagpur



Kamarhatty

“

Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.



Sahibabad



Chennai

## SHOWCASE

## TIL TALK



66 When I joined TIL 25 years back, I had the fortune of working with late Avijit Mazumdar. He was a great motivating factor in my life. Of the many values that I learnt from him, the most important is - 'TIL stands for trust, humility, caring and integrity.' Integrity is non-negotiable in TIL, and over the seven decades, this value system has been infused in the DNA of TIL's organizational culture. For TIL employees across every hierarchy, commitment is not a mere word, it is an 'act' - because TIL believes that what one does has a far greater impact than what one says. This mindset of 'walk the talk' along with transparency and integrity demonstrated by us have been the key reasons why all our stakeholders repose so much trust and confidence in TIL. It gives me a great sense of pride to be a part of this milestone. Our long and unhindered journey has been the result of a relentless desire to succeed without compromising our values. It is also because the CMD and the entire leadership team are constantly open to change, ushering new mindsets and attuning new capabilities to the dynamic market landscape.

”

~ Aloke Banerjee  
CFO and Director Finance



66 I feel lucky that I was a part of TIL in its 50th year as well as in this 75th year of operations. I deeply acknowledge the mammoth contributions made by our predecessors due to which the Company is into existence today. On several occasions I am asked what kept me anchored to this organization for so long. And every time my response has been that the main element for this bonding is 'Trust'. I am fortunate to enjoy the 'Trust' of the people with whom I have worked for so long and this in-turn has developed into a sense of 'Responsibility'. There have been ups and downs in the business but collectively the team has withstood the tempests of time. Being a part of the senior leadership team, it gives me immense satisfaction that we could navigate successfully through all such adversities. Having done so for 75 long years, it gives me confidence that the Company will be able to reach greater heights in the years to come and it goes without saying that the onus for the same lies with each one of us.

”

~ Pinaki Niyogi  
Chief Technology Officer



## SHOWCASE

## TIL TALK

Bethink



66

1st June 1991, the day I joined TIL as a GET... I was a little nervous, but with a sense of satisfaction and pride, being able to join a reputed organization. After two decades, I still continue to be a part of the organization which has overcome several difficult situations and has now metamorphosed into a large business conglomerate with multiple plants & product portfolio. There might be ups and downs in performance, but it is the resilience which has stood the test of time. For me, my daily work is not just a routine activity, but a passion to serve the Company by carrying out my roles and responsibilities efficiently. The freedom to think & work independently, the urge to face the challenges and find out ways and means of resolution, the advantage of being able to continuously UNLEARN and RELEARN are the magnetic forces which keep me attached to TIL. Over the years the bond has grown so strong that now I believe that TIL today is in fact my extended family. On the occasion of the 75th Year of Foundation, from the core of my heart, I wish the Company along with all the stakeholders every success. Together, we have many more miles to go.

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~ Ratindra Nath Das

AVP & Head - Production

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I first walked in TIL's Kamarhatty factory on a bright summer morning of 1989 as a graduate engineer trainee. Those were the days of files and papers lying all over the table. I can still remember the big black board on the production control room replicating the actual production scenario so that one can get a bird's eye view of what is going on the floor. During these 25 years we have seen ups and downs in the business - but the organization has the resilience to overcome all the obstacles and emerged a winner. Since my early days in TIL, I have experienced a deep sense of involvement with every member of TIL - from workmen to officers. A sense of togetherness and belonging is the essence of TIL culture and this makes it a truly big TIL FAMILY. I could relate to this value system quite easily because of my upbringing in a big joint family. I am lucky to be a part of the selected few in TIL family who participated in TIL's 50th year celebration and are now going through this 75th year. I feel really proud to be associated in such a long journey - both rough and smooth. I would like to end with a word from our beloved Mother Teresa - "None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful." This togetherness and zeal to overcome all the adversities is our mantra to explore new boundaries, unitedly and happily.

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~ Saumyendu Chakrabarti

AVP - ME & PPC

to be continued...

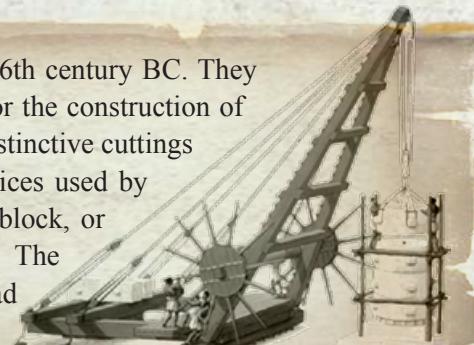
## Travelling Back in Time: History of the Crane

The first known crane-like-tool was the **shadoof** (or shaduf), a water-lifting device with a lever mechanism that was invented in **ancient Mesopotamia** around 3000 BC and then appeared in ancient Egyptian technology (circa 2000 BC).



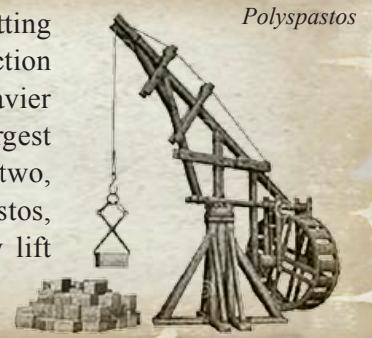
Shaduf

**Construction cranes** later appeared in **ancient Greece** around 6th century BC. They were powered by men or animals (such as donkeys) and used for the construction of buildings. As per archaeological record - no later than 515 BC, distinctive cuttings for both lifting tongs and lewis irons (a category of lifting devices used by stonemasons to lift large stones into place with a crane, chain block, or winch), began to appear on stone blocks of Greek temples. The introduction of the winch and pulley hoist soon lead to a widespread replacement of ramps as the main means of vertical motion.



A crane in ancient Greece

**Larger cranes** were later developed in the **Roman empire**, permitting the lifting of heavier weights. During Roman empire, construction activities soared and buildings reached enormous dimensions. Heavier crane types featured five pulleys (**Pentaspastos**) or, in case of the largest one, a set of three by five pulleys (**Polyspastos**) and came with two, three or four masts, depending on the maximum load. The Polyspastos, when worked by four men at both sides of the winch, could readily lift 3,000 kg.



Polyspastos

During the **High Middle period**, the **treadwheel crane** was reintroduced on a large scale after the technology had fallen into disuse in western Europe with the fall of the Roman empire. Apart from treadwheels, medieval history depicts cranes to be powered manually by windlasses with radiating spokes, cranks, and by the 15th century also by windlasses shaped like a ship's wheel.

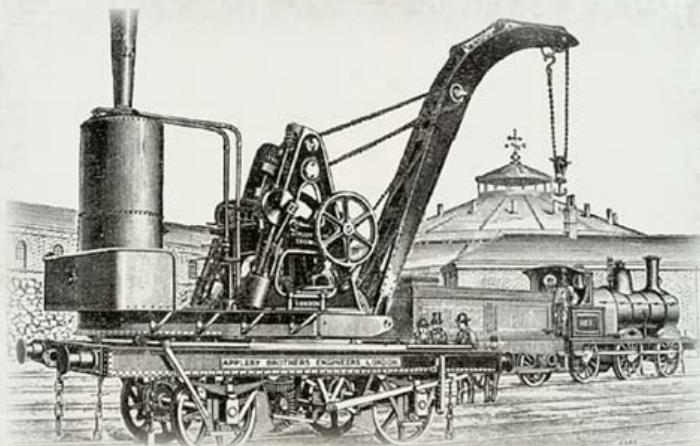
Double treadwheel crane featured in Pieter Bruegel's *The Tower of Babel*

During the **Renaissance age**, a lifting tower similar to that of the ancient Romans, was used to great effect by the Renaissance architect Domenico Fontana in 1586 to relocate the 361t heavy Vatican obelisk in Rome. The picture here shows the erection of the Vatican obelisk in 1586 by means of a lifting tower.



[PC- Niccola Zabaglia (1664-1750)]

- With the onset of the Industrial Revolution the first modern cranes were installed at harbors for loading cargo. In 1838, the industrialist and businessman William Armstrong designed a hydraulic water powered crane.
- The first cast iron crane was constructed in 1834, which was also the year when wire rope was invented.
- In 1851, hand-powered cranes finally began running on steam power - the first step toward a truly hydraulic crane.
- Before 1870, cranes were fixed to a position, but some were fixed on flat cars to facilitate restricted movement.
- Cranes which worked with steam power were built by Appleby Brothers at Paris in 1867 and Vienna in 1873.
- In 1922, Henry Coles, manager of Appleby Corp., began producing truck-mounted cranes under the name Petrol Electric Lorry Crane.



*Early mobile crane*

(PC- Saman Shafafzadeh)

### & some more...

- Cranes were so called due to their resemblance to the long neck of the bird (crane).
- In contrast to modern cranes, medieval cranes and hoists - much like their counterparts in Greece and Rome - were primarily capable of a vertical lift, and not used to move loads horizontally.
- For many centuries, power was supplied by the physical exertion of men or animals, although hoists in watermills and windmills could be driven by the harnessed natural power.
- The earliest cranes were constructed from wood, but cast iron, iron and steel took over with the coming of the Industrial Revolution.

source - Wikipedia- crane\_(machine)/history of mobile crane and other online media

## World Environment Day

Breathing is something we never stop doing. Yet we know very little about the air we breathe every second of the day. Even though we can't see it, air pollution is everywhere.

The theme for World Environment Day, 2019 was #BeatAirPollution.

As a socially responsible and environmentally conscious organization, TIL observed World Environment Day at its corporate office in Kolkata, factories at Kamarhatty, Kharagpur and all the branch offices. Employees engaged actively in sapling plantation ceremonies held in the office and factory premises.

With a view to spreading awareness about environmental preservation and how individuals can make a difference by themselves, employees were also encouraged to undertake voluntary activities in support of the cause in their respective locations.



CEO Ramesh Aggarwal planting a sapling



Taratala



Kamarhatty



Kharagpur



Mumbai



Sahibabad



Delhi



Singrauli

## SPOTLIGHT

## TIL TALK

As a part of the World Environment Day initiatives, TIL, in association with Grow-Trees planted 150 trees in the Sunderban area, West Bengal - yet another step towards providing a healthy and breathable environment for our current and future generations.



### #BeatAirPollution

TIL also ran a pledge contest on the occasion... here's taking a look at some of pledges taken by our colleagues:



*To save our planet from pollution, I take the pledge to replace all my home lightings with LEDs which not only consume 90% less power but also runs 40 times longer than traditional incandescent bulb. They operate at lower voltage & generate 50% less heat. Also, they produce virtually zero UV emissions, making it most preferred for a safer planet for our next generation.*

~ Arindom Chakraborty  
Executive Assistant to CMD

“



“

*On the World Environment Day, I pledge to beat air pollution in every possible way I can:*

- Stop burning of waste and promote recycling
- Avail the bus, train or other public transport or at times ride the bicycle
- Reduce carbon emission
- Induce people to quit smoking
- Plant as many trees as possible

~ Sucheta Dutta  
Executive-Legal & Secretarial



*I am always haunted by the thought that what kind of Earth our future generation will inherit. A small contribution by each of us will surely make a large difference. So, to make our mother Earth a cleaner & greener planet and to beat Air Pollution I would take a pledge to plant at least one sapling each month and use public transport to office once a week.*

~ Raju Laik  
CIO

“



“

*To help #BeatAirPollution I have pledged to use eco-friendly tote bags for buying food and other grocery items. We are using these bags for shopping as well. Together, we can help to put an end to this plastic surge by cutting out small, everyday plastic use. I urge all my family and friends to take up similar initiatives to help keep our environment safe.*

~ Soumya Biswas  
Dy. Manager - IT

**THERE IS NO PLANET B.  
WE HAVE TO TAKE CARE OF THE ONE WE HAVE.**

## Customer Trainings

A machine is only as good as the people who operate and maintain it.

Technical trainings provided by TIL for its customers are aimed at enhancing operator performance - which in turn maximizes machine productivity and reduces downtime.

TIL training team recently conducted comprehensive on-site training programs at the customer sites viz - CONCOR (Bangalore, Hyderabad, Khatuwas, Mumbai and Nagpur), ONGC (Agartala) and GRSE (Kolkata) for HysterTIL® ReachStackers, TIL Truck Cranes (TMS 750B MK II and Hydra 830) and Grove Range of Cranes (GMK 5130) respectively.

These training modules comprised technical as well as hands-on operational training on material handling equipment manufactured and distributed by TIL. The programs furthermore acquainted the participants with industry best practices in operations and maintenance.

The sessions saw a significant turnout and the participants appreciated the quality and delivery of the training modules as well as the skill and knowledge of TIL faculty members.

### GRSE



Kolkata

### ONGC



Agartala

### CONCOR



Nagpur



Hyderabad



Mumbai

## Our Cranes @ Work

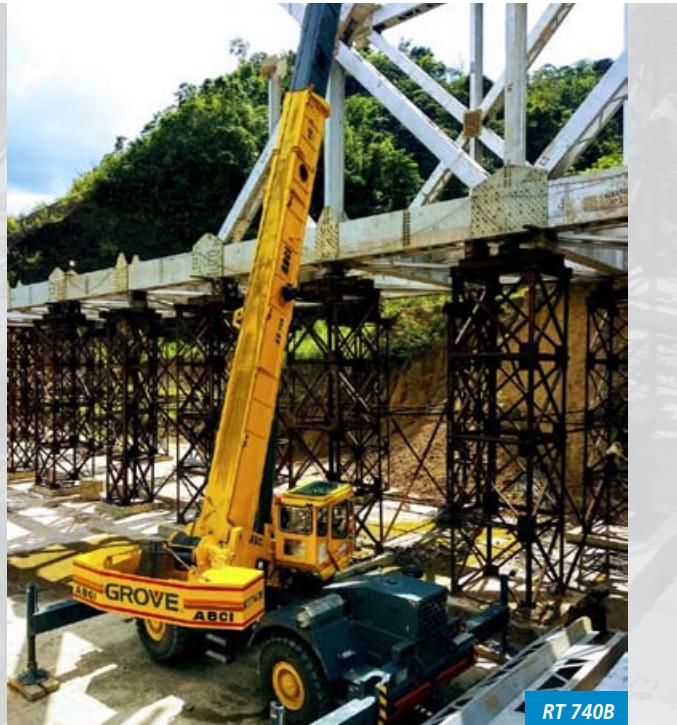
### ABCI Infrastructures Pvt Ltd

TIL's RT 740B working at the site of M/s ABCI Infrastructures Pvt Ltd, in Railway Bridge, Northeast India.

ABCI is a leading engineering company and one of the largest EPC contractors in Eastern India, catering to the industrial, power and infrastructure sectors.

#### Top Features:

MAX. CAPACITY (Outriggers) - 40.0 Tonnes at 3m Radius  
MAX. CAPACITY (On Tyres) - 17.35 Tonnes at 3m Radius  
BOOM - 4 SECTION Trapezoidal 10.6m - 33.5m  
MAX. ROAD SPEED - 26 km/hr  
CARRIER - 4 X 4 Wheel Drive with 4 Wheel Steer



### Chaudhary Crane Pvt Ltd

TIL's TMS 750B MK II working at the site of Chaudhary Crane Pvt Ltd.

Chaudhary Crane is a renowned company, serving construction, earth moving, mining and material handling industries in India. They also have a hiring division having operations across the country. They own a fleet of TIL - Grove cranes of various capacities - 40 MT, 60MT, 75 MT etc.

#### Top Features:

MAX. CAPACITY (Outriggers) - 40 Tonnes at 3m Radius  
BOOM - 4 Section Trapezoidal 10.6m - 33.5m  
MAX. ROAD SPEED - 49 km/hr  
CARRIER - 8x4 Drive

## K300+ - Consistent Performance Since Decades

### Kodiak® Plus Cone Crushers by KPI JCI

(a part of Astec Aggregate & Mining Group) provide reliable performance and trouble-free operation. A unique roller bearing design reduces operating expenses while at the same time improving production and energy efficiency compared to bushing crushers.

TIL in partnership with Astec Aggregate and Mining Group brings its customers a wide range of Crushing & Screening plants and equipment.

#### SALIENT FEATURES:

##### Roller Bearing Construction

Kodiak® Plus roller bearings reduce operating expenses significantly. Precision design generates higher efficiencies, reducing re-circulating loads and operating temperatures. This design is highly tolerant of climate and temperature fluctuations.

##### Patented Cone Brake

A patented anti-spin, pin-style cone brake reduces manganese wear costs and minimizes projectiles.

##### Patented Liner Retention System

A patented liner retention system simplifies liner changes.

##### Bowl Lock Ring

A 360-degree ring replaces individual cylinders and acts as a single piston providing low maintenance and leak-free operation, as well as preventing bowl creep.

##### Counterweights

Fully protected patented internal counterweights eliminate the need for replacements and maintain true balance throughout the life of the machine.

##### Patented Tramp Iron Relief System

The patented tramp iron relief system eliminates maintenance costs associated with accumulators. Pressure relief valves act as a latch, generating minimal back pressure build-up during a tramp iron or overload event.

##### Replaceable Brass Seat Liners

Replaceable, single-sided brass v-seat liners provide extra protection from overload events.

##### Robust Base Frame

Kodiak® Plus crushers are the heaviest in the class, thus applying more pounds per horsepower into its core function - crushing.



**Other models in the series - K200+, K350+, K400+ and K500+ for capacities upto 750 TPH**

## Customer & Delegate Visits

Recently there have been a number of customer and delegate visits to our state-of-the-art Kharagpur factory. Here's a look:

**Western Carriers (I) Ltd** is one of the largest Logistics Companies in India with over 70 branches across the country, serving all major routes. Western Carriers owns a fleet of six Hyster TIL® ReachStackers. Mr. Zainal Ali, AGM Operations at Western Carriers (I) Ltd. recently visited our Kharagpur factory and was impressed with TIL's advanced facilities and manufacturing infrastructure. TIL's relationship with Western Group is already a decade old and we look forward to a continued association.



Sumit Kumar with Zainal Ali (Right)

### TCI-CONCOR Multimodal Solutions Pvt. Ltd. (TCMSPL)

recently visited our TIL factory at Kharagpur to see the demonstration of our ReachStacker operations and also to conduct machine inspection. The team comprised - Mr. Ajit Singh (CEO), Mr. Arvind Shrivastav (DGM Mumbai), Mr. Rohtash Chowdhury (VP Kolkata Region) and Mr. Rajkiran (Group Head - Business Development). TCI-CONCOR was appreciative of our world class manufacturing facility and commended the quality standards maintained by TIL.



(L-R) - Arvind Shrivastav, Rohtash Chowdhury, Ajit Singh, Rajkiran with Umashankar Chakraborty



(L-R) - Anil Bhatia, Pinaki Niyogi, Giorgio Angelino, David Semple, Aaron H Ravenscroft, Sumit Mazumder, Ramesh Aggarwal, Aloke Banerjee

**Manitowoc Group** and TIL enjoy a long and enduring relationship since 1993. To further strengthen the partnership, a high level delegation from Manitowoc recently visited TIL. The guests were Mr. Aaron H Ravenscroft, Executive Vice President - Manitowoc Cranes, Mr. David Semple, Senior Vice President - MEIRA Region and Mr. Giorgio Angelino, Senior Vice President, Mobile Crane - Europe. Mr. Giorgio Angelino also visited Kharagpur to experience our state-of-the-art manufacturing facility.



(L-R) - Iurii Kvasnikov, Sergey Nikolayev, Vadim Kochkin with Raj Shrivastav

**Delegates from Astec** along with customers from Kazakhstan - Mr. Iurii Kvasnikov and Mr. Vadim Kochkin from Asphaltobetonny Zavod-1 and Mr. Sergey Nikolayev, Director, YSM Optimus Pro Venture SDN recently visited the Kharagpur plant to see the state-of-the-art facility and also for Double Barrel Hot Mix Asphalt Plant.



Alok Banerjee (L) with BOI management

## Bank of India Felicitates TIL

The enduring relationship that TIL enjoys with Bank of India dates back to 1983. As a testament to their trust and confidence, the bank felicitated TIL and Mr. Alok Banerjee - Director Finance & CFO, on the occasion of their Foundation Day.

## 44th Annual General Meeting

TIL's 44th Annual General Meeting (AGM) was convened at the Taratolla HO on 13th of August 2019. The usual proceedings of the AGM were carried out successfully, with a significant turnout of the shareholders.



AGM in session



Employees at the eye testing camp

## Eye Testing Camp

As part of the employee wellness program, TIL recently organized an eye testing camp in association with Titan Eye Plus at our Taratolla HO. Employees were examined by ophthalmologists and those diagnosed with problems were prescribed corrective lenses. Some common eye exercises were also suggested by the Titan Eye Plus team for better eye care.

## Going the Extra Mile - TIL & Essar Steel

TIL and Essar Steel India have jointly developed high strength Q&T grades as per EN10025-6-S690QL and EN10025-6-S890QL, which were previously being imported in India. The steel of these grades are being used to make the booms, frames and other critical structures of various cranes. This will help TIL in cutting down the lead times as well as conserve the foreign exchange, without compromising on quality. Another endeavor from TIL with the support of Essar Steel to go the extra mile towards enhancing product quality resulting in better customer experience.



TMS 850



Assam Flood Relief Camp

## Assam Flood Relief

The unprecedented rainfall and flood in Assam caused severe devastation including huge loss of life and property. At TIL, we deem it our duty to extend support to the disaster struck people, and partnered with CII Foundation - for the relief and rehabilitation of the victims of the calamity by distributing bags of grocery including jaggery, milk, water, flattened rice and biscuits to 1400 flood affected people of Hatimuria village, under Morigaon district in Assam.

## Abin Chowdhury

Corporate IT, Kolkata

Abin Chowdhury Manager-Corporate IT, has been working with TIL since February, 2008. He is self motivated and takes ownership of his deeds and acts responsibly. His wife Mahua is a school teacher and son Ankit is a student of class VIII in Delhi Public School. What he likes most about TIL is the feeling of affinity that the organization gives its employees. He feels proud to be a part of the Company's 75 years of heritage.



*In his own words*

*"Having been with TIL for over a decade as part of the IT team, is in itself a great achievement. There is a sense of unity in the organization where everyone works towards a common goal."*

Abin Chowdhury (first from right) with his family

## M. Perumal

Accounts, Chennai

M Perumal works in the Finance & Accounts department as an Assistant Manager, at TIL's Chennai office. He joined the organization in April 2008. A soft spoken person, Perumal maintains punctuality in whatever he does - demonstrating the trait of a true professional. Perumal's wife P. Sangeetha is a home maker, son and daughter are both students, studying in 11th and 4th standard respectively. What he likes most about TIL is good governance, 'pro-employee' approach and a fulfilling work environment.

*In his own words*

*"TIL has a vibrant work culture. I am thankful that TIL also gives me the opportunity to work in other areas such as administration, in addition to carrying out my regular duties & responsibilities in the accounts department. This has helped me in honing my skill sets in multiple work roles."*



M Perumal (2nd from right) with his family

**PAR EXCELLENCE**

*Meritorious students who did exceedingly well in exams...*



**Shinjini Mandal**, daughter of Dipa Mandal of SCM department, Taratolla, secured 98.4% in the Indian School Certificate Examination (ICSE) - Class X, 2019 from DPS Newtown School, Kolkata. She has been felicitated by the Governor as well as Times of India and has received an appreciation letter from the Chief Minister of West Bengal.

**Bhavya Vishwakarma**, daughter of Kapil Vishwakarma of Production department, Kharagpur, secured 98.2% in the Central Board of Secondary School Examination (CBSE) - Class X, 2019 from DAV Model School, IIT KGP, Paschim Mednipore. She has been felicitated by the Ministry of Education, Govt. of West Bengal.



**Sukhomay Patra**, son of Kakoli Patra of Stores, Kharagpur, secured 97.4% (CBSE) - Class X, 2019 from DAV Model School, IIT KGP, Paschim Mednipore.

**Gurprit Singh**, son of Inderjit Singh of Admin department, Taratolla, secured 87% in ICSE - Class X, 2019 from National Gems Higher Secondary School.



**Divyesh Singh**, son of Shailesh Pratap Singh of Customer Support department, Singrauli, passed Class X, board examination this year. He secured 82.56% in CBSE from Sunbeam Varuna School, Varanasi.

**Gargi Bisht**, elder daughter of Sanjeev Bisht of Customer Support, Sahibabad, passed her Class 12, examination this year securing 89.5% in CBSE from Vivekanand Public School, Delhi.

**Keep up the good work !!!**

## CONGRATULATIONS

**Ankit Chowdhury**, son of Abin Chowdhury of Corporate IT, began learning Karate at the age of 5 and completed his Black Belt in 2017. Since then he has participated in various Karate competitions at State & National levels. Recently, Ankit won National Gold Medal at Tenshinkan Open Karate Championship in Nainital and stood 2nd in State Inter School Competition representing his School DPS, Ruby Park. He also ranked 2nd in a State level Competition for KAB (Karate Association of Bengal), 2019.



We wish Ankit all the best!



**Shivesh Singh**, son of Shailesh Pratap Singh of Customer Support ranked 2nd in G.D Goenka UP State 'Under 13' Chess (District Level) Championship 2019. He was chosen in 'Under 13' group to represent Uttar Pradesh in National Chess Tournament which was held in Visakhapatnam. He ranked 10th amongst 365 players and has been selected to represent India at the Asian Chess Tournament, scheduled to be held in China.



KUDOS !!  
to Shivesh.

## Improve Your Critical Thinking Skills

It is important to think critically in order to make effective decisions, yet most often we tend to accept the first solution proposed to us or don't take the time to evaluate a topic from all sides. To guard against this, there are several things one can do to hone the critical thinking skills. And the good news is that critical thinking is an acquired skill.

There are three simple things that you can do to improve your critical thinking skills:

- 1. Question assumptions**
- 2. Reason through logic**
- 3. Diversify thought**

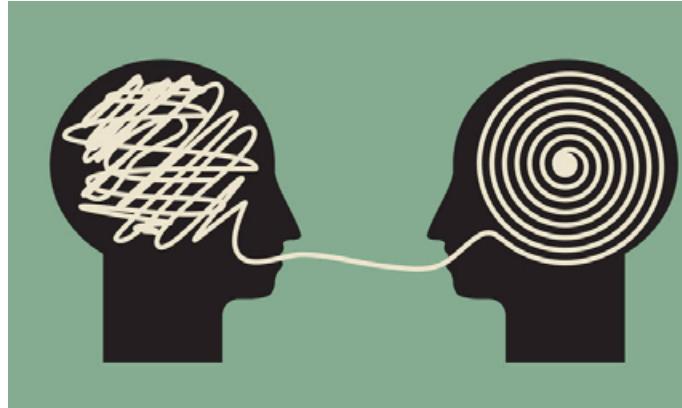
Cultivating these three key habits go a long way in helping you become more productive at your job.

### QUESTION ASSUMPTIONS

Question your assumptions, especially when the stakes are high.

If you're coming up with a new business strategy or a project proposal, for example, ask: Why is this the best way forward? What does the research say about our expectations for the future of the market?

If you are in a discussion about long-term company strategy upon which a large amount of effort and expense will be based, be sure to ask basic questions about your beliefs: How do we know that business will increase? What does the research/data say about the future of the market? Have we taken time to step into the customers' shoes? Another way to question your assumptions is to consider alternatives. Example: What if our customers changed? What if our suppliers went out of business? Such questions help in gaining fresh perspectives.



### REASON THROUGH LOGIC

Pay close attention to the 'chain' of logic constructed by a particular argument. Ask yourself: Is the argument supported at every point by data/evidence? Do all the pieces of evidence build on each other to produce a sound conclusion?

Being aware of common misconceptions can also allow you to think more logically. For instance, people often engage in what's known as 'post hoc' reasoning. It is a fallacy in which one event is said to be the cause of a later event simply because it occurred earlier.

### SEEK OUT DIVERSITY OF THOUGHT AND COLLABORATION

Seek out new perspectives. We often tend to rely on our inner circle to help us think through, but it may not be productive if the people in your inner circle think alike. 'Groupthink' is often counterproductive to critical thinking. In team settings, give people the chance to provide their opinions independently without the influence of the group.

Get outside your bubble and ask different people to question and challenge your logic. Training yourself this way will help you gain richer insights.

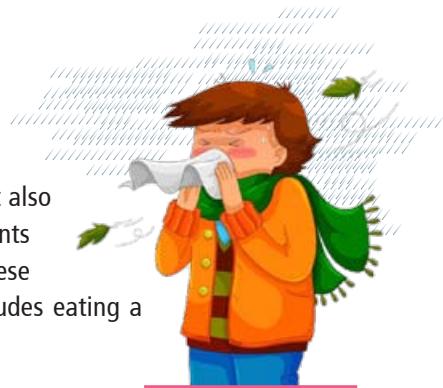
While these simple tactics of critical thinking may sound easy, they are rare in practice. It involves letting go of what we want to believe and embracing a whole bunch of new information. Thinking critically boosts your chances of success in all the endeavors of life.

*By Helen Lee Bouygues as published in HBR.*

## When It Rains

### Tips to escape monsoon maladies

The rainy season is a welcome change. While it provides respite from the sweltering heat, it also brings along some common health problems. Besides cough, cold and flu, the other ailments that occur during the monsoon season include typhoid, malaria, dengue, etc. To prevent these illnesses, you need to boost your immunity and make healthier lifestyle choices. This includes eating a healthy diet, staying physically active and practicing good personal hygiene.



### Here are some precautionary tips:

- During this season the digestive system is more prone to infections. Avoid raw vegetables and salads unless they are consumed at home where you can wash and clean them thoroughly.
- Make sure you drink water that is filtered or boiled, as diseases in the rainy season are mostly water-borne. Herbal tea with antibacterial properties is a good idea. Also take Vitamin C to boost your immunity.
- Avoid walking in the rain. Walking in the dirty rain water makes you susceptible to a host of viral diseases and can also cause fungal infections. Keeping an extra pair of clothes and footwear in the office may be a good idea.
- Keep clear of damp indoors. Damp walls are home to fungus growth and an absolute no-no if you suffer from asthma.
- Clear out stagnant water as it breeds mosquitoes. Use mosquito repellents and nets whenever possible. Camphor is also an effective mosquito repellent.
- Take a shower as soon as you reach home in the evening. This will insulate you against infections caused by the build-up of sweat and dirt due to humidity.
- Get your clothes ironed. Monsoon is a perfect time for molds. Closets, wardrobes start to get damp and with moisture comes molds. Since, monsoon times are mostly cloudy, getting your clothes ironed is the next best thing.



### Some home remedies to prevent monsoon related ailments :

**Turmeric milk:** Having a glass of warm milk mixed with turmeric is excellent to fight the cold in its initial stage. Just mix  $\frac{1}{2}$  teaspoon of turmeric in 2 cups of warm milk. Strain the turmeric and drink the milk.



**Ginger tea:** Ginger tea gives instant relief to running nose. Cut a piece of fresh ginger root into thin slices, boil them in a cup of water for some time. Add a little honey for taste and drink it three or four times a day.



**Honey & warm water:** Drinking honey with warm water has many health benefits. Drinking warm water mixed with honey and a dash of lime is a great way to soothe a sore throat and relieve cough.

**Neem tea:** Neem leaves have antibacterial properties and can be used to cure dengue fever. Steep neem leaves in water and give this brew to anyone suffering from dengue. It also boosts the immune system, increases both blood platelets and white blood cells. You can add little honey for better taste.



**Lemon & honey tea:** Packed with antioxidants, lemon has many health benefits and is used for treating a sore throat and chest congestion. Squeeze half a lemon in a mug of warm water, add honey and salt, and drink up.

Tips mentioned in the article are for the purpose of general information only and should not be considered as professional medical advice. You must always consult your doctor or a professional healthcare expert in case of any ailment.

**Kangaroo Word:**

*A word that contains a synonym inside*

**BLOSSOM****MASCULINE****CHICKEN****HONORABLE****DECEASED**

**Boss :** "Can you come to office on Sunday, there is some work to finish."

**Employee :** "*Sure. However, I will be late at work as public transport on Sundays is really bad.*"

**Boss :** "Sure.. that should be fine.. by when would you reach?"

**Employee:** "*Monday!*"



### AWESOME ENGLISH WORDS THAT HAVE LONG BEEN FORGOTTEN

**Snollygoster:** A person who has intelligence but no principles, especially a politician.

**Frobly-mobly:** Neither well nor unwell.

**Twatting:** Gossiping idly about unimportant things.

**Fudgel:** The act of giving the impression of working but actually doing nothing.



### THINGS BOLLYWOOD MOVIES TEACH US:



- ☞ One of the identical twins is born evil.
- ☞ While defusing a bomb, don't worry, whichever wire you cut... you always choose the right one.
- ☞ If a girl turns around to look at you, she definitely loves you.
- ☞ A detective can solve a case only when he is suspended from duty.
- ☞ &....*the most hilarious one...*
- ☞ If you decide to start dancing on the street, everyone you meet will know the steps.

Source - Online Humor sites, [thelanguagenerds.com](http://thelanguagenerds.com)

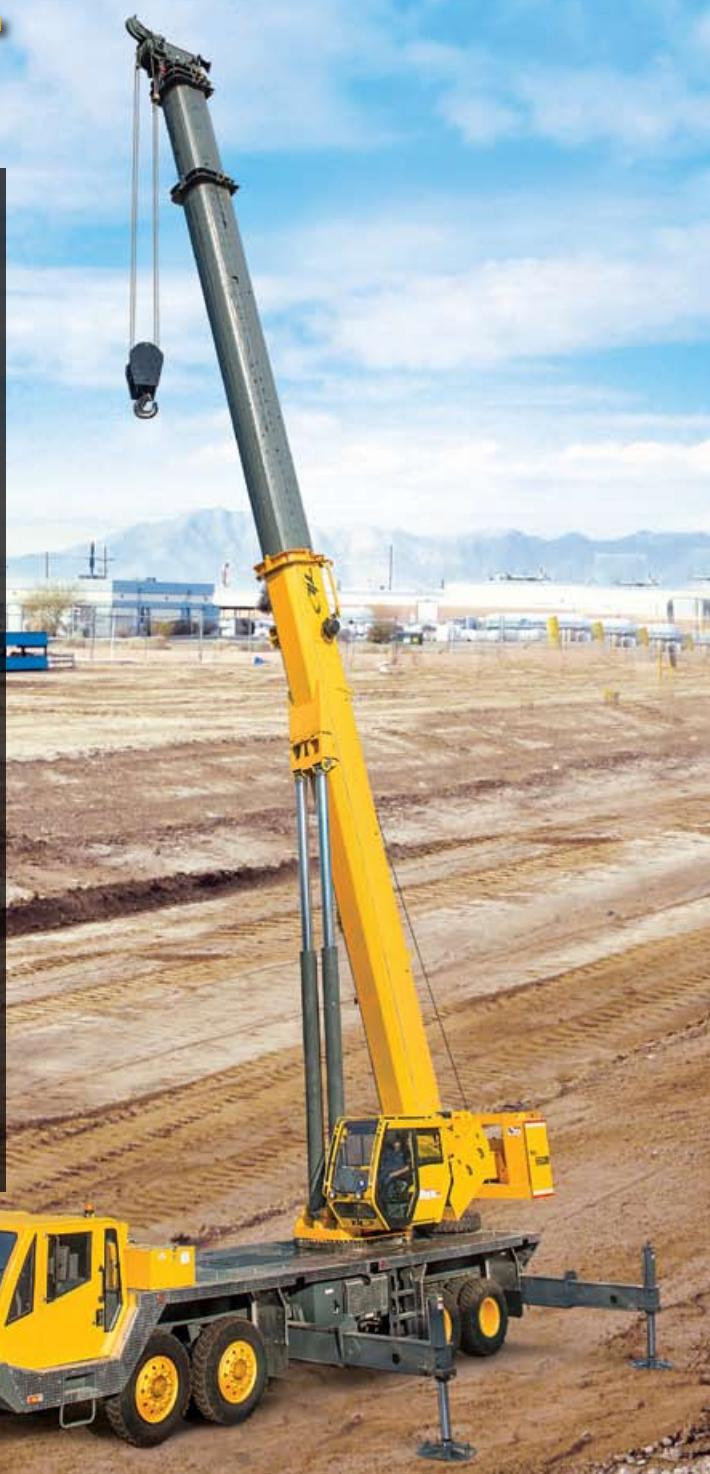
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