



Energy Conservation

Reduce, Reuse, Recycle

A THIRSTY WORLD – IS THIS OUR FUTURE?

I am in the year 2070. I witness a thirsty world with a desperate quest for water.

I have just turned 50 years old, but I look as if I were 85. I experience major kidney problems because I drink very little water. Today, I am the oldest person living in this society. I remember, when I was 5 years old everything was very different. There were lots of trees in the parks, houses had beautiful gardens and I could enjoy long baths and stay in the shower for one whole hour. Now, I have to clean myself by using disposable towelettes moisturized with mineral oil. Before, my father used to wash his car with water that came out of a hose. Today, children find it hard to believe that one could ever use water to perform such a task.

I remember the warnings: “DON’T WASTE WATER”. But nobody paid attention. People assumed that water was unlimited. Today, rivers, dams, lagoons and wells are all either polluted or completely dried up. The landscape that surrounds us has turned into a desert. 80% of the food is synthetic.

Before, it was recommended that an adult should drink 8 glasses of water a day. Today, I am allowed only half a glass. Since we cannot wash our clothes, we throw them, which increases the amount of trash. People look scary. Their bodies are weak, parched by extreme dehydration, covered with sores caused by ultraviolet rays that the atmosphere can no longer filter since the ozone layer is depleted.

Scientists perform all types of research and investigations, but there is no solution in sight. We cannot produce water. The lack of trees reduces the amount of oxygen available, which in turn lowers the intellectual quotient of up-coming generations. The government even makes us pay tax for the air we breathe: 137 m3 per

person per day.

Those who can’t pay the tax are expelled from the “ventilated areas” that are equipped with gigantic mechanical lungs, powered by solar energy. The air supplied in the “ventilated areas” is not of very good quality, but at least one can breathe there. The average age is 35.

Water has become a rare commodity, a highly sought after treasure, infinitely more valuable than gold or diamonds. Here, there are no more trees because it hardly ever rains. And whenever it does rain, it is acid rain that comes down. There are no more seasons.

When my daughter asks me to tell her how it was when I was young, I describe her the beauty of the forests. I tell her about the rain, about the flowers, about how pleasurable it was to bathe, to fish in the rivers and the lakes and being able to drink as much water as one desired. I tell her about how healthy people used to be.

She asks me why is there no water anymore ?

I feel a lump in my throat. I can’t help feeling guilty, because I belong to the generation that completed the destruction of our environment by simply not taking seriously any of the warnings. I belong to the last generation who could have made a difference, but who chose not to act.

Today, our children pay the hefty price. How I wish I could go back in time and get the human race to understand this and to do something to save our planet Earth!

Let us all take the pledge and commit to preserve every drop of water because simple actions can make a big impact when it comes to water conservation. It all starts with one person making a simple and small change. Multiplying that small change by one billion Indians. The impact can truly change India’s future.

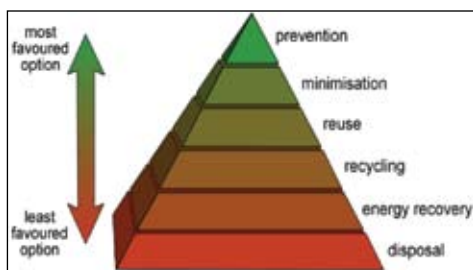
REDUCE, REUSE AND RECYCLE

Water is the key to life. It is fundamental to all human activities. Water grows the food we eat, generates the energy that supports our modern economies and maintains the ecological services on which we all depend. Yet, billions of people worldwide still lack access to the most basic human right: safe, clean and adequate water.

In India, the average annual availability of water is 1,869 cubic km (km³). The utilisable water (by conventional methods) is 1,122 km³ where surface water comprises of 690 km³ and groundwater makes 432 km³. The projected utilisation of water for the year 2010 is 694 km³, for 2025 is 784 km³ and for 2050 is 973 km³. Per capita annual availability of utilisable water has fallen from over 5000 cubic meter (m³) at time of independence to 1860 m³ in 2001 and is likely to go down to 750 m³ by 2050.

The decline in water resources generates a growing concern for exploring novel approaches to conserve water. The answer to tackle these impending challenges lies in learning and implementing the 3 R of waste management namely, Reduce, Reuse and Recycle.

Waste management is the collection, transport, processing, recycling or disposal and monitoring of waste materials to reduce their ill-effect on health and environment.



The diagram explaining waste hierarchy

The 3R of waste management can be defined as:

1. REDUCE - make less waste in the first place.
2. REUSE - reuse items where possible or

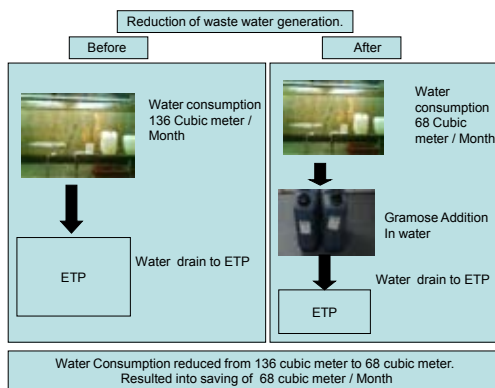
find alternative uses for them.

3. RECYCLE - recycle as much as possible so the materials can be used to make something new. Recycle also helps in reducing or saving depleting natural resources.

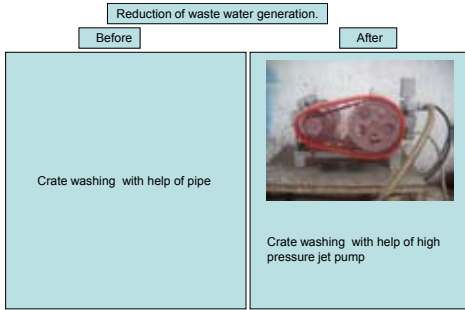
Practicing 3 R of waste management at VEPL-I:

- a) Reduce- Reduction of waste water generation

i) The effluent collected from painting activities carried out in VEPL-I was 136m³ per month. This polluted water was drained to Effluent Treatment Plant (ETP) to purify the residue and discharge it. This traditional approach of eliminating waste water was improvised. The improvisation included adding calculated amount of gramose to the waste water generated. Gramose is a chemical compound which acts as a coagulant and coagulates the dirty particles on the surface of effluent. The flocculation thus formed is scooped out of the effluent. This effluent is then diverted to ETP for further purification. This approach has not only helped in purification of water twice, but also reduced load on ETP. The water consumption reduced from 136 m³ to 68 m³ per month.

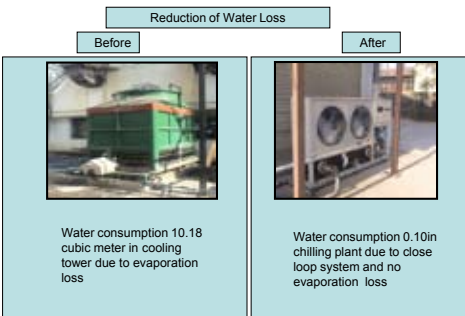


- ii) Earlier the crates were washed with the help of pipes which consumed 35 m³ of water per month. The process was revamped with the help of a high pressure jet pump which used 20 m³ of water per month. The net result was saving of 15 m³ of water per month.



Water Consumption reduced from 35cubic meter to 20cubic meter
Resulted into saving of 15 cubic meter /Month

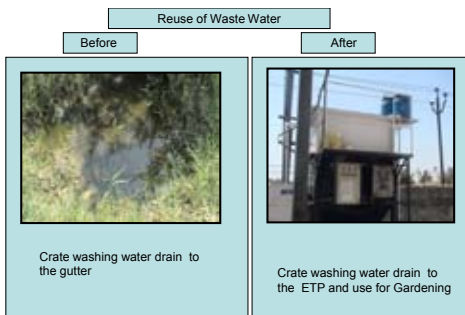
iii) The water loss in cooling tower due to evaporation was reduced from 10.18 m³ per month to 0.10 m³ per month by substituting the cooling tower with a chilling plant. The chilling plant has a closed loop system which regulated the water loss due to evaporation. This resulted into saving of 10.08 m³ of water per month.



Water Consumption reduced from 10.18 cubic meter to 0.10cubic meter
resulted into saving of 10.08 cubic meter /Month

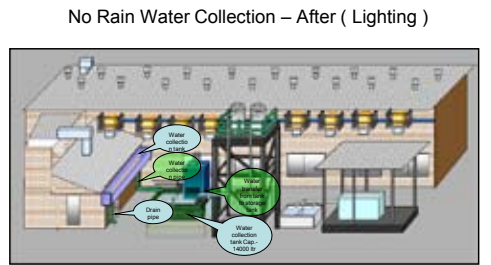
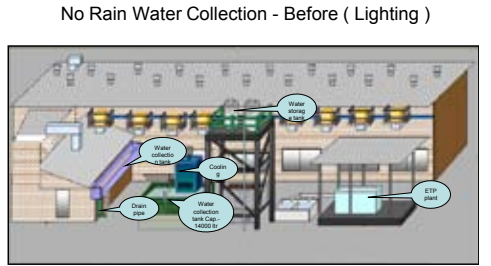
b) Reuse - Reuse of waste water:

i) The residual water after washing of crates was generally disposed into a gutter. This step was replaced by diverting the residual water into an ETP and the same water after purification was used for gardening purpose. The reusing of water saved m³ of water per month.



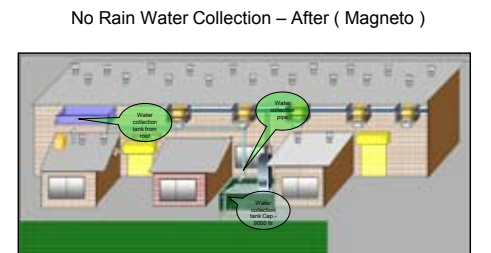
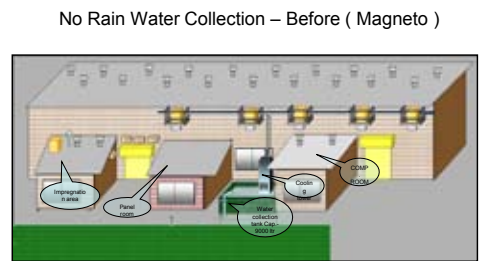
Water Consumption reused 15 cubic meter per month

ii) The diagram below shows the process of harvesting rain water in Lighting Division in VEPL-I. The collected rain water is used for air coolers/ washing and this saved 14 cm³ of water.



Used the collected rain water for Air Coolers / Washing
Saving of 14 cubic meter

ii) Similarly, the diagram below shows the process of harvesting rain water in Magneto Division in VEPL-I. The collected rain water is used for air coolers/ gardening and this saved 9 cm³ of water.



Used the collected rain water for Air Coolers / Gardening
Saving of 9 cubic meter

c) Recycle: Our future plans for water recycle includes installation of Sewage Treatment Plant for which the raising of purchase order (PO) will be completed by Dec 15, 2010. The estimated savings would be 25 cm³ of water per day.

The above article speaks of a small step taken in the forward direction to conserve water. Bankimchandra, a visionary poet, in our national song 'Vande Mataram', salutes the prosperity of our motherland and its rich natural resources and plentiful water. Our aim is to make more and more people aware of necessity of conserving natural resources.



Trivikram Kulkarni
Deputy Manager
VEPL-I & 1V

WAYS TO SAVE ENERGY

In daily life, people waste a lot of energy; say by putting their appliances on standby mode even when they are turned off or by not switching off the engine of their vehicle when the waiting time at signal is 2-minutes long. Energy needs to be conserved not just to cut down on power costs, but also for preserving the sources of energy for longer use. One can personally contribute a lot towards saving energy, just by following the simple suggestions given below:

- Reduce need for fan/AC: Air conditioners consume a lot of power and are not very economical. Nowadays, air conditioners and fans are being used throughout the day, largely because of growing world temperatures. We should try to keep our home cool by keeping on the curtains and closing the blinds. Making our home naturally cool will help us to conserve energy by indulging in less consumption. Similarly, taking care not to overuse heating

equipment's during winters will also serve the purpose.

- Switch off appliances when not in use: There is a tendency among a lot of people to leave their electrical appliances on, even when they are not being used. We should never forget to switch off our refrigerator, if we are going for an outing on a weekend. Trying to save energy by being a little vigilant and not indulging in a careless wastage can help save energy.

- Cook food on low flame: A lot of energy, in the form of LPG, is wasted during cooking as well. Many people think that placing food on high flames will cook it faster. However, it has been advised by experts that the best way to cook food is to let the cooking vessel reach the boiling point and then lower the flame.

- Drive slowly: A lot of precious energy fuel is wasted by us while driving. One should turn off the engines of vehicle on long red-lights or when stationed at one place for more than 2-3 minutes. We should try to drive on a moderate speed, if we are not in an exceptional hurry. Driving fast is not only hazardous to your personal safety, it also consumes a lot of fuel.

- Explore new sources of energy: With the massive energy consumption, there is a need to evolve new and more natural sources of energy, to conserve the fast depleting exhaustible resources. Nowadays, people are increasingly looking for alternate sources of energy, like solar and wind energy. We should try to incorporate them in our daily life as well. For instance, one can go for solar water heater, solar lights for garden, etc.



Kaustubh Khare
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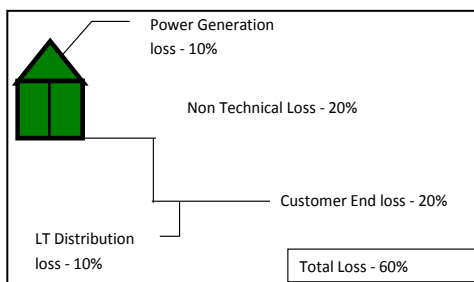
AN EXPEDITION TO CONSERVE ENERGY VPPL-TECHNICAL CENTER (TC)

An insight into energy consumption in Maharashtra:

- 1MW power generation costs approximately Rs.4 crores.
- Because of low plant load factor and high transmission losses, the installed capacity of power station has to be 2.2 times the electrical load.
- To install a 2500MW capacity of energy project, the quantum of capital required is Rs.10, 000 crore.
- Generation period for setting up new power projects is approximately 4 to 5 years.

Maharashtra is one of the leading industrial states. It has about 29,562 industries of which 10,000 are High Tension industries. At present there is a gap of 2500MW of energy between demand and supply of electricity in Maharashtra. Hence, energy conservation turns out to be the cheapest way to bridge the demand and supply gap with minimum capital investment. It also improves load factor of generating stations and help to reduce cost of electricity.

An analysis of energy loss during energy transmission reveals that on an average 60% of energy is lost via



transmission. Hence, it has become exceeding important to unearth novel ways to conserve energy.

Power generation from Renewable resources: Renewable energy comes from natural resources from sunlight, wind rain, tide and geothermal heat. About 18% of global energy consumption is drawn from renewable resources. This comprises of 13% from biomass and 3% from hydroelectricity.

Conserving for a cause:

Esteem support and guidance from top management has steered VPPL-TC's effort to conserve energy via undertaking several energy conservation projects. Some of the projects have been described as follow:

1. Energy Conservation by using Hydro Boost pump system : Earlier simple 5 HP pumps were used for transportation of water or any other liquid in a system. In general, the quantum of energy conserved in pumping system depends upon the efficiency of pump used and efficiency of pumping system. These simple pumps were replaced by a Hydro boost pumping system with 1 HP pump.

The advantages of using Booster Pump system:

- i. Cost of the pump is less than 25% of the conventional pumps.
- ii. Fully automatic.
- iii. Uses fully suction pressure system to reduce the energy consumption.
- iv. Pipe line pressure can be controlled by properly locating booster station.
- v. Energy saving 10 to 12%
- vi. 20% saving in energy equivalent to 10 times the cost of the pump
- vii. High pump saves 5 to 7% and hydro boost system saves 20 to 70% energy cost

viii. Pay back period 1 year

2. Replacing 5 HP old pump with 1 HP energy efficient pump saved 2% cost of pump, 3% cost of maintenance and 90% cost of energy involved. Total energy saved is 6482 kwh/annum with 0.38 lacs/annum of money saved.

3. Earlier 155 watt lamps were being used in Heto gun drilling machine and 55 watt lamps in EDM machine. These lamps were replaced by 18 watt CFL lamp and 11 watt lamp respectively. This initiative saved 181kwh of energy per annum.

4. The manual switches for fan and tube lights in toilets were replaced by photo (auto) sensors. This fetched TC cost saving of Rs. 0.06 lacs per annum along with energy saving of 1080 kwh per annum.

5. The manual level controller in water tanks were substituted by auto level control sensor. This saved 5% of energy.

6. The energy saved by using electronic choke for tube lights was 40% of the energy being consumed.

7. Six years older pump used in CNC machine has been replaced by an energy efficient pump thereby saving 7% of the energy.

8. Installing a Variable Frequency Drive (VFD) in Injection Moulding machine and compressor saved 15% of the energy. The VFD helps in controlling the rotational speed of an alternating current (AC) electric motor by controlling the frequency of the electrical power supplied to the motor. A variable frequency drive is a specific type of adjustable-speed drive.

We firmly believe that conserving energy leads to a more eco-friendly planet. Some of the steps followed at TC to make our office more energy efficient are as follow:

i. Replacing ordinary bulbs

(incandescent lamps) by more efficient Compact fluorescent lamps (CFLs) which will save 75 % less electricity.

ii. 15watt compact fluorescent bulb (CFL) produces the same amount of light as a 60-watt incandescent bulb.

iii. Using ceiling fan or table fan as first line of defense against summer heat would save money as ceiling fans cost about 30 paise an hour as compared to air conditioner which cost Rs.10.00 per hour.

iv. Using energy auditing is an upcoming approach to save energy. This institute identifying area in one's establishment which where energy is unnecessarily being consumed too much energy and assessing energy saving opportunities.

A synopsis of power saved through various appliances in TC:

Sr. No.	Electrical appliance	Power saving in MW
1	VFD	350
2	STAR/DELTA	80
3	Energy efficient motor	125
4	Light voltage stabilizer	80
5	Electronic choke	40
6	Auto Lux	5
7	Automatic level Controller	80



Sul Mahendra
Maintenance
Technical Center



Sanjay Gade
Maintenance
Technical Center

ITS LITTLE THINGS THAT COUNT...

Did you know that the money plant in your office cabin or an areca palm in your living room can be used to convert carbon dioxide into oxygen, remove organic compounds and generally filter and purifies the air lowering the risk of respiratory problems?

On the eve of the 59th Independence Day on August 15, 2005, the President of India, Dr. APJ Abdul Kalam, emphasized that energy independence and sustainable development have to be nation's need of the hour. So much is spoken about it and so little is done. Few 'Eco Warriors' have taken up the job of saving our environment.

Here are a few initiatives that have been taken by some eco warriors:-

1. **Ecolution:** - Woodland & MTV have partnered with an NGO 'Give India' and have started 'Ecolution' – a CSR initiative which envisions a greener India. This movement aims to develop an eco-conscience in oneself. The idea is simple - for every tree planted online, they will plant one on the ground. All one has to do is log on to <http://mtv.in.com/ecolution/plantation.php> and plant a tree online in a city of one's choice and the 'Ecolution' team would actually go there and plant a tree.

2. **'Batti Bandh':** - This movement is an Indian version of 'Earth Hour 60' conceptualized in 2007 by a bunch of volunteers in Mumbai, led by Keith Menon. During these 60 minutes one switch off all lights and electrical appliances. 'Batti bandh' has been a huge success in India with lakhs of households and industries becoming a part of it.

3. **ECO bottles by Tupperware:** - Unlike PET (Polyethylene terephthalate) bottles, ECO bottles by Tupperware are made of safe, non-toxic materials and are tested and proven to be safe to be reused for a lifetime. PET bottles, commonly found in stores are not intended for reuse. The possibility of carcinogenic compounds leaching from the bottles to our drinking water is questionable till today. On the other hand, ECO bottles guarantees no chemical leach even under

extreme weather.

4. **Green Warriors:-** Fifteen years ago, banker V. Subramanian and pediatrician Dr. R. Madhavan tried to make Chennai green by planting saplings. The civilians of Chennai were amused. Recalling those days, Madhavan says, "*The city was barren then and we wanted to do something that would benefit everybody.*" Together, they have planted over 50,000 trees around their locality. "*They are all big trees now and are like our own children. Chennai is greener now. People have become aware,*" says Subramanian.

5. **Cool Pool:** - While battling through the concrete jungle to reach office in his friends' cars, Bangalore based software developer Vipul Kasera realised how smooth and carbon-free his city would be if people decided for a car pool. Thus 'Commute Easy', an online car pool campaign, was launched three years ago. Kasera today has 15,000 users in Bangalore itself who look for car pool services. He has tied up with corporate offices and schools, wherein professionals and children from the same locality can commute together. About quitting his job, Kasera says, "*I miss the bonhomie of a car pool!*" Call him an eco warrior and he remarks, "*I'm happy that I have, in a small way, tried to create awareness about air pollution.*"

6. **Merry Potter:** - Mansukh Prajapati, a clay potter from Gujarat, invented a first-of-a-kind refrigerator that is made out of terracotta, works without electricity, costs around Rs 2,500 called 'Mitti Cool'. It keeps food, vegetables; even milk, fresh for days. Prajapati's bigger success is his Rs 45 nonstick frying pan made of clay. A crusader for awareness, Prajapati has enriched the world with his common-sense products.

Here are some simple steps to practice in our daily lives and help conserve nature:-

1. Opting for e-bills to pay all our utility and using email for internal communication at our workplace rather than printing documents will help save paper.
2. Getting one's own mug/bottle at work instead of using multiple paper cups to

drink coffee/water from works in favour of Nature.

3. Switching off lights and other electrical appliances while leaving the room reduces wastage of electricity.
4. Reduce, reuse and recycle resources.
5. Getting involved in green organizations and help them with donations or volunteering to work with them.
6. Planting a tree in our home, building, office and locality.
7. Giving plant as a gift to people on special occasions.
8. Preventing illegal cutting down of trees by complaining to the Tree Authority.

Few exceptional ones have shouldered this responsibility on their shoulders. To support them in this is the least we can do. So let's take a pledge to save our planet and give our children the nature that we enjoyed and that they deserve. Let us all join the revolution and go green...



Saneeya Agrawal
Trainee
HR



Tripti Gupta
Trainee
Legal & Secretariat

THE POWER OF PERSISTENCE

Dhirubhai Ambani - The most enterprising Indian entrepreneur who is remembered as the one who rewrote Indian corporate history and built a truly global corporate group. Born to a school teacher, Dhirubhai Ambani did not have much to support him financially. He started his entrepreneurial career by selling 'bhajias' to pilgrims over the weekends and created an empire worth \$1.6 billion.

J.K. Rowling - The author of Harry Potter book series was a divorced unemployed single parent and lived on public assistance. At times, she did not have food to feed her daughter. Rowling used to write stories

during her daughter's naps and would read out to her at night. Currently she has U.S. \$1 billion.

Andrew Carnegie – The King of Steel and one of the titans of the industrial age was once a poor boy from Scotland. His father was a hand loom weaver and his family had tough times to make ends meet. At thirteen, Andrew and his family moved to America and he got a job at a cotton mill where he worked twelve hours a day and six days a week. Gradually he made \$120 billion to his wallet.

John D. Rockefeller – World's first billionaire, Rockefeller was born to a traveling salesman who avoided work completely. John's mom struggled a lot in order to keep stability at home. He got a job as a bookkeeper where he made about \$50 in three months. In 1859, Rockefeller owned the Standard Oil Company.

Albert Einstein – He couldn't speak until he was 4-years-old and did not read until he was 7. His parents thought he was "sub-normal," and one of his teachers described him as "mentally slow and unsociable". He was then expelled from the school. He turned out to be a genius and one of the best known scientists the world has ever witnessed.

These great people belonged to the different parts of the world, born in different eras, but there is one common link that they share – their belief in PERSISTENCE. Persistence is the ability to maintain action regardless of one's feelings. Persistence ultimately provides its own motivation. It is this force that has pulled them out of adversities and made them the ruler of their own destiny. Similarly, the only thing common between unsuccessful people with talent and unrewarded genius is the absence of persistence.



Machindra Jadhav
Security Supervisor
HR

AUTOMOTIVE INDUSTRIES – CHALLENGES AHEAD IN SUPPLY CHAIN MANAGEMENT

The Indian Automobile Industry is witnessing a dream run in the FY10-11. The market is up by almost 30% as compared to the last financial year. The future also seems to be encouraging as the recent ACMA 2020 Report on the automotive sector says that India will be one of the top 5 vehicle manufacturing nations in the world by circa 2020.

We have reasons to feel that the growth in the auto component industry can be sustained in the years to come. This will also be a real challenge for companies like Varroc who had established its roots in this industry almost 20 years back.

Varroc is currently growing at a faster pace than the market growth. It is expected to touch the net sales turnover of Rs.2,500 crores (including IMES) by end of this FY which means the net increase of around 40% sales growth on YOY.

We are adding 2 more state-of-the-art manufacturing facilities for our Customers (M&M -2W Sector, GM) in Prithampur (Indore) & Tata Motors for Crank Shaft, Waluj (Aurangabad). We have also expanded our capacities in most of our Plants considering incredible growth of our major customer M/s Bajaj Auto Ltd. In consideration of the above expansion and new Plants we are expecting to touch the net turnover of Rs. 4000 crores for FY 2012-13.

Current market situation has been more dynamic considering the changes in demand vs supply ratio, increase in basic raw material rates, non-availability of skilled manpower, fluctuations in foreign currencies etc. Also, there is a huge expectation from all the OEMs & our internal customers in terms of QCDD (i.e. Quality, Cost, Delivery & Development). At a very short notice of 4-6 months we have been asked to expand our facilities by almost 20% against last year projection.

Naturally, this is putting immense pressure on our employees for sustaining the bottom line growth. Obviously, this an area of prime concern for the Management. This can definitely be achieved by implementing

TPM culture across the Varroc Group which also needs to be adopted by our Tier-1 and Tier-2 Business Partners. Outsourcing will also be a part of our strategy wherein we will be looking towards long term Business Partners who can live up to our expectations for achieving the desired targets.

In this dynamic business environment, a superior supply chain is one of the critical elements for helping an auto ancillary manufacturer differentiate itself from the competitors. The figure below summarises the current challenges in the automotive sector:



Based on the aforementioned challenges, eight major trends seem to effect the automotive supply chain in manner given below:



Keeping in mind the above facts, the function of Materials Department becomes more interesting and challenging as it attempts to bridge element between the organization and the Business Partners. Thus, it requires focussed and strategic approach which are today's strength of our team at Varroc.



Swapnil Dahale
Dy. Manager
Corporate Materials

POSITIVE ATTITUDE - A SUCCESS FORMULA

Attitude is the way an individual assimilates and interprets the sensory impression to give a meaning to the environment. A positive attitude is, therefore, the inclination to generally be in an optimistic and hopeful state of mind bolstered on a realistic insight of the environs.

A positive attitude develops with being content and self-assured with what the person is. A strong self-image of one's virtues together with the awareness and acceptance of one's weaknesses, poises a sound confident psychological effect on an individual. This causes an affirmative approach towards one's life and is reflected in one's occupation, business ventures and relationships.

In his ground-breaking book, *A Primer in Positive Psychology*, Christopher Petersen, Professor of Psychology, Ph.D. at University of Colorado says, "...optimism has demonstrable benefits and pessimism has drawbacks." He goes on to say, "...optimism...has been linked to positive mood and good morale; to perseverance and effective problem solving; to academic, athletic, military, occupational, and political success; to popularity; to good health; even to long life and freedom from trauma."

But how does inculcation of positive attitude in an individual yields success? The piecing together of positive attitude and success can be explained via a phenomenon called "The Pygmalion Effect"- a phenomenon in which the greater the expectation placed upon people, students and employees, the better they perform. The main idea concerning this effect is that if one believes that someone is capable of achieving greatness, then that person will indeed achieve greatness. In other words, believing in potential simply creates potential.

It is a form of self-fulfilling prophecy-where people who believe to have and exhibit high internal motivation and optimism succeed in their lives. The Pygmalion Effect occurs

all around us whether it is in the workforce, at schools or even at home. Through the Pygmalion affect, supervisors/ managers can create better employees just by believing in them. This is even truer when working with underachievers.



Abhishek Guru
Trainee Engineer
VEPL-V

ROOTS TO FRUITS

It was like any normal working day at Varroc. Employees were working customarily in VPPL-I when suddenly among the array of mails received in our inbox, an email distinctly different, attracted everyone's attention. Nothing much was mentioned in the mail except for the fact that it was an invitation marked as "Roots to Fruits" from Vineet Tyagi, simply communicating the day, time and venue. The singularity of the mail marveled us.

The evening dawned and with our curiosity roused to its zenith, we entered the elegant conference room at Hotel Citrus, Pune at 7:30 in the evening. We were surprised to see Anil Darade, M.V Chaudhari and Avinash Bhise already present there with a welcoming smile.

We all settled down and the session began with few simple questions put forth by Vineet Tyagi. The simplicity of the questions made them unique for they churned our thoughts and compelled us to introspect. Some of the questions were:

- What are the roots of a man?
- Why do things go wrong, in spite of the best trainings and machineries in place?
- What is the frame of mind for a person who commits a mistake?

- Has anyone of us ever tried to empathies with others?

With such question left to us to be explored, he proceeded and spooke about the importance of ‘culture and values’. These values are of the people, for the people and



Vineet Tyagi asking questions to all middle/senior level colleagues

by the people. They are the groundwork for moral decencies such as integrity, freedom, justice, honesty, truthfulness, responsibility, compassion and reflect the normative standards human beings discovered and developed through living together. Value development draws upon reason and entails concern for justice, fairness and physical as well as mental well-being for every human.

The 21st century promises to be a time for scientific and technological growth at a level never before experienced in human history. This growth will either trigger chaos, disruption, war, starvation and disease or will introduce a period of humanistic cooperation, development, progress and peace. What emerges will depend upon which values are embraced, taught, encouraged and legislated by us.

As we pondered, we could sense that our Varroc’s values, “SHIPS”, yields an answer as to how to lead a meaning-filled life - a life which is more than mere existence and involves purpose, direction, dignity, a sense of belonging and security.

Next, Avinash Bhise based on his diversified past experience delivered a presentation on “Current Industrial and Market Scenario” and suggested us ways achieve customer satisfaction. He was succeeded by M.V Chaudhari who gave his insight on the current IR scenarios and counseled us on



M.V Chaudhari interacting with Rahul Kumthekar

how to keep pace with the changing dynamics of labour relations. Later on, S.N Patil addressed the gathering via teleconferencing and blessed us to keep up the good spirit and achieve higher business oriented targets.

The ambience of the evening was so intellectually stimulating and interactive that we never realized when the clock struck 11 at night. It was a session that would not only help us in our professional life, but also evolve as a true human being. Tyagi sir concluded the session with his words of promise to meet again.



Gautam Jain
Executive-Spl.
Projects
VPPL I

24 HOURS OF OUR BIOLOGICAL CLOCK

Human beings, plants and animals have a biological clock which tells each plant, human and animal when to eat, sleep and when to wake up. This clock helps adapts an organism to lunar and solar rhythms. The biological clock in humans is located in the hypothalamus, a part of brain responsible for controlling body temperature, hunger, thirst, fatigue, sleep and biological cycles.

The biological cycle dictates our day to day activities.

The functioning of our 24 hour biological clock is mentioned below.

00:00- 03:00 am - The body renews itself while we sleep: The productivity and attention is in the lowest level. The nutrition which we get at dinner is used for restoration of the cells. Hair grows and the cells renew themselves. All tissues which wear out during day renew during sleep. Those who work still at that time make mistakes because the body adapts itself to sleeping. Eyesight gets weak, reactions slow down. Hence, driving should be avoided as traffic accidents take place a lot at this time.

03:00 - 06:00 am - Preparation for the day: The body begins to prepare itself for the new day. Stress hormones increase six fold of its daily amount. The body embarks on acting. The energy which is spent throughout the night comes back. The metabolism gets into action and the energy and protein get ready for the work of the day. According to Indian culture, this time is also known as '*Braham Muhurat*'. This is the most appropriate time for prayer, reading and studying as concentration and logical thinking are at the highest level.

06:00 - 09:00 am - Breakfast time: The organism has awakened but it is still weak. The muscles and joints are cold. One should avoid sports at this time. Instead of sports one can have a good breakfast. Digestion organs work well at this time and carbohydrates turn into energy without being stored. Heartbeats, which are 60 while we are asleep, increase to 72-78 bands when one gets up.

9:00- 12:00 pm - The most productive work hours: The body reaches its highest temperature. "Short term memory" is in the best condition. These are the most appropriate hours for intense working and physical movements.

12:00 – 15:00 pm - Exhaustion comes out: Concentration decreases and sleep

overcomes. The blood amount which flows into the brain diminishes because the blood will be used for digestion in stomach. After lunch, drowsiness overcomes. The probability of getting an infraction of those who had a siesta at that time decreases 30 per cent.

15:00 -18:00 pm - The happiest moment of the day: Adrenalin concentration level is at its height. In this hour, endorphin which is called happiness hormone climaxes. Our energy gets back for new works and our memory is up to the mark. We experience our second productive time period but this productivity level is less than in the morning. The muscles strengthen. The activation of the organs is well. Our strength increases. Brain and muscle coordination is perfect. It is determined that most of the Olympic records are broken at this time. Blood pressure and circulation is in good condition. It is the moment when little muscles are most powerful and efficient.

18:00 -21:00 pm - Exhaustion starts, it is time for dinner: Our muscles begin to get weak. Our stomach releases acid the most at that time. It is a good time for dinner. The pancreas is especially much active at this hour. By the darkness of the weather our bodies prepare for the sleep. The blood pressure lessens and the pulse slows down. Digestion continues.

21:00 – 22:00 pm - When the eating is dangerous: The digestion ends and daily routine of the organs comes to cease. The food eaten after this hour waits in stomach till morning without digestion. This is a dangerous situation. This food which is not digested decays in stomach and turns into harmful garbage. This harmful acid flows in the intestinal mucous.

22:00 - 23:00 pm - Immune system embarks on working efficiently: The activity of leukocytes increases at this time. The body cannot discharge the poisons like nicotine after this time. These kinds of poisons stay in the body till morning and damage it.

23:00 - 00:00 am - It is just time for sleep and rest: The release of stress hormone stops. We calm down, relax and get easy at that time. The blood pressure and body temperature decrease. Ten minutes later after dozing off heartbeats and brain's working slow down. 25 minutes later we dive deep into sleep.

Our body works in synchronisation with the Nature through the biological clock. Having understood this let us try to discipline our attitude, behavior, actions and social interactions according to our biological clock.



Harshada Montinge
Officer
VEPL-IV

THE IMPORTANCE OF VALUES AND MORALS

M.K.Gandhi, Father of the Nation says *“If wealth is lost nothing is lost, if health is lost something is lost, if character is lost everything is lost so, best of all things is character”*.

Since our childhood we have been listening to moral stories. Every story or piece of literature aims at teaching some or the other value. But, with the passage of time why has practising of these values become difficult? The question that arises here is – have values lost their value? Or have we failed to understand their inherit meaning?

In olden days, people would not only talk about values but, also practise them. In today's world, mostly people just talk about values. Values have become more situational these days. A person alters and modifies his values as per the situation. It's more about “what do I gain from this” rather than “is this the right thing to do”.

The importance of Values in life is as important as the breath for a human being. Values are the guiding principles or standards of behaviour which are regarded desirable, important and held in high esteem by a particular society in which a person lives. Every individual has a different set of values that are reflected in the choices he/she makes. Our values and morals are a reflection of our spirituality; our character. They are what we use to guide our interactions with others, with our friends and family, in our businesses and professional behaviour.

In Varroc too, we have our core values-SHIPS (Sincerity, Humility, Integrity, Passion and Self-discipline), that govern the behaviour of every individual working here. Where a mission statement defines a company's purpose, it is the values that help define the behaviors to be exhibited in order to achieve the mission.

Hence, the guiding mantra is - Value the values, be honest about them and in action with them at all times!



P. P. Ramachandran
Executive Assistant
DIPL

QUARTERLY TPM REVIEW @ VARROC

BAL TPM Excellence Award:
Our prime customer, BAL commenced the next level of BAL TPM Award “BAL TPM Excellence Award” during BAJAJ Vendor Convention 2009-10 held in May-10. BAL Vendor TPM team has divided the 24 BAL TPM awarded vendors into Waluj, Chakan and Pant Nagar Clusters (Waluj Cluster –

11, Chakan Cluster – 08 and Pant Nagar Cluster – 05). These vendors would be competing for the TPM Excellence award. From Varroc Group, the 7 BAL awarded Plants will be competing for the Excellence Award by March, 2011.

JH Step-4 (5 axis module) training programme by BAL-W to Vendor Employees: To help the BAL Awarded companies in implementing TPM in their respective areas and as a part of TPM Excellence Award criteria, BAL Learning Centre, Waluj had conducted a 2-Days training session on “JH Step-4 (5 axis module) knowledge and skill training” for Aurangabad and Pune Vendors on July 6-7, 2010 and on July 14-15, 2010 respectively. 5 axis modules consist of Drives/Lubrication, Pneumatics, Hydraulics, Electrical/Electronics and Fasteners. JH, PM, ET Chairman’s and TPM Coordinators and the key persons from respective Plants attended this training. During these sessions, skill training on the working models of SOP (Standard operating procedure) was provided to all the participants. The main points covered in these trainings are:

- 1) Basic information about pneumatics system, air compressor, FRL unit and parts, valve, cylinder
- 2) Basic information about hydraulics
- 3) Types of oil
- 4) Hydraulics piping
- 5) Types of hydraulics hose pipe
- 6) Hydraulics circuits
- 7) Hydraulics symbols
- 8) Lubrication aim and benefit
- 9) Types of lubrication
- 10) Methods of lubrications
- 11) Elements of lubrication system
- 12) Types of fasteners
- 13) Types of drives

A similar session was conducted for Trainers

of Aurangabad vendors on Aug 7-8, 2010. Production and Maintenance supervisor along with the cell leaders from waluj vendors attended this training. BAL Learning Centre, Waluj had also conducted a training session for operators in Aug & Sep, 2010. The vendor plants provided the JH Step-4 Knowledge training to operators, one day prior to the training, at their plants which was followed by JH Step-4 skill training at Learning Centre, BAL-W.

Similarly, BAL TPM Team is planning “JH Step-4 (5 axis module) skill training” for its operators for Chakan Cluster vendors in Nov-10 /Dec-10 at BAL-Chakan Learning centre.

4th BAVA Kaizen Competition 2010-11 – Pant Nagar, Chakan & Waluj Cluster:

VEPL-PN Plant (PN Cluster), VEPL-VI Plant (Chakan Cluster) and VEPL-V Plant (Waluj Cluster) have bagged the Best Kaizen Award in the ‘4th BAVA Kaizen Competition 2010-11’ held at BAL plants.

All the 17 Plants of Varroc have successfully conducted the “Plant Level Kaizen Competition” at their respective plants in Aug-10 and Sep-10. Most of the plants have conducted this competition for the first time. There was an overwhelming participation from all functions / departments. Responses from shop floor operators, all supervisors / engineers / line leaders as well as managers were incredible.

Congratulations to all Varroc Plant Members for successfully carrying this new initiative!

R. P. Kulkarni
Asst. Mgr
CQA /TPM



2nd FINANCE MEET

Last year Varroc Group witnessed the inception of a brain wave christened “Finance Meet”. To keep the ball rolling, the 2nd Finance Meet was held on August 20 and 21, 2010, at Hotel VITS, Aurangabad with the underlying theme “Learn, Unlearn and Relearn”.

Day 1:

- The inaugural session was presided over by M.D. sir Tarang Jain, Sanjiv Kumar, S.N.Patil, Anjani Koomar, Prakash Khose, M.P. Sharma, Kapil Khurana, Sanjay Sachdev and N.C. Panpalia, advisor to the Group. The welcome speech was delivered by Anil Malhotra, AVP Finance, wherein he congratulated the Finance team for successfully closing financial accounts and timely completion of VAT & income tax assessments. He also stressed on the need for focused approach, learning from past, interpersonal skills and need to develop a team of sincere, hard working, efficient and passionate persons for attaining the business objectives.

- He was succeeded by B. Padmanabhan who recapitulated the happenings of past financial year 2009-10, the various achievements in accounting, treasury and taxation areas. He explained the detailed purpose and the need for organizing the Finance Meet. Sanjiv Kumar highlighted the need for benchmarking operations at the Plant level, booking of rejections without delay, selling scrap and monitoring post facto implementation of capex and working capital optimization.

- Prof. Anjani Koomar complimented the CFO and the entire Finance Team for achieving its targets and organizing such a meet. He reflected the importance of the team building. He exhorted the participants for the financial knowledge dissemination which would improve the whole way of doing things. Prakash Khose reiterated that apart from focusing on routine financial activities, the Finance department and the various Plants should also work together on making financial decisions & analysis. M.P

Sharma expressed his desire to work for achieving Rs 5000 crores turnover and came out with readiness on his part and his team to help in the accomplishment of such an ambitious target.

- M.D. sir commenced his speech by complimenting the Corporate Finance team for organizing such interactive meet to enhance the financial discipline and overall development of the team. He made specific reference to major areas, such as forex risks, control of financial cost, up gradation of the competence of Plant Accountants and enhancing the quality and timeline of financial statements, where significant improvements have been brought by Finance team in the last couple of years. He further stressed on the importance of adhering to financial discipline and policies of the Company strictly. He pointed out that Internal Audit team as a part of management and Plant should be open to queries on audit from employees and should work towards addressing the same.

- MD Sir’s address was followed by S.N.Patil speech who advised the Plants’ accounts to ensure strict compliance of statues and policies and support the Plant Heads on taxation and commercial issues.

- Session by Group consultants:

After the tea break, Mahesh Gadgil welcomed T.R.Jalnawala, an eminent Sales tax practicing consultant associated with Varroc group since its inception. Mr. Jalnawala enlightened the members on the new amendments in Maharashtra Budget for the year 2010-11 and provisions of Central sales Tax 1956. He touched upon areas such as:

- * Change in VAT rate from 4% to 5% for Schedule C goods (barring a few schedule 55 entries like iron & steel) w.e.f. April 1, 2010,

- * Amendment in Sec 86 w.e.f May 1, 2010 for compulsorily mention of TIN on invoice by all selling dealer; failure to do so will cease the set off,

- * Retention on various items under rule



R - L: Kapil Khurana, M.P. Sharma, Prof. Anjani Koomar, B. Padmanabhan, S.N.Patil, Tarang Jain, Sanjiv Kumar, Prakash Khose, Sanjay Sachdev, Santosh Sharma

53,

* Negative list of items under rule 54 etc (motor vehicles, immovable property, intangible assets etc),

* Importance of collecting forms like C forms etc and need for monitoring material movement to ensure sales of OMS vendors are accounted in the same quarter as purchases for issuance of C forms on quarterly basis.

* Amendment in Sec 29(7) whereby the penalty for non compliance of department's notices has been increased from Rs 1000 to Rs 5000.

Pradeep Patodi welcomed Mr. Shekhar Chitale an expert in the field of direct taxes and a practicing Chartered Accountant associated with the group. Mr. Chitale addressed the gathering on the following:

- * TDS provisions in Income tax Act 1956,
- * Liability and obligations of TDS deductor,
- * Provisions relating to disallowances and
- * Penalty for non deduction and non

payment of tax deducted at source.

• Session by Corporate Materials:

The post tea session was dedicated to a presentation made by the Corporate Materials Team headed by Santosh Todarwal. The presentation reflected their expectation from the Finance department and proposed ways to resolve issues like periodic account reconciliation for all suppliers, timely issuance of C forms and timely release of suppliers' payment duly accompanied by payment advices. On the hand the Plant accountants requested the Corporate Materials to cover maximum suppliers for RTGS payment and resolve issues related to suppliers' payment before due date.

The Group CFO suggested Plant Accounts to use SAP for optimum utilization viz., payment advice, chq printing, etc. The Day 1 session ended with a finance test conducted for the participants for updating their financial knowledge.

Day 2:

• The 2nd day began with an address by Anil Malhotra (AVP Corporate Finance), who

shared his views on increasing efficiency maintaining accounts up to date and ensuring inter unit reconciliation, capitalization, purchases booking, availing cenvat/service tax/VAT set off on timely basis so that correct financial statements can be prepared even at 1 day notice. He stressed the need for self development and encouraged Plant Accountants to try to understand the business, proactively communicate and coordinate with other departments for carrying out the duties effectively and efficiently. He also informed that the group will give recognition to high performers and team players and will provide them with growth opportunities to create leaders within the existing team.

- B.Padmanabhan apart from his views on financial areas held a motivational session through discussion on professional growth factors and stressed the need for working in captivating manner and not in complicated way. This is made possible if a person:

- * Sharpens his/her knowledge skills and improves interpersonal relationship.

- * Is a thinker (after a specific stage) and not doer.

- * Should have a ‘value adding’ attitude and stop resting on past laurels.

- * Insists on feedback, weekly meeting with subordinates and motivating & developing subordinates.

- * Insists on a systematic approach of doing work with substantial accuracy concept which means a person should have macro view of the task vis-à-vis materiality and not get lost in micro details.

- * He emphasized the need for Plant accountants to focus more on working capital management, product costing and monitoring of costs, MIS analysis and developing analytical skills to assist Plant Heads with various financial ratios analysis.

- Session by Corporate Finance team:

- * Mahesh Gadgil presented his views on vendor debit credit note accounting and informed that the reports could be obtained

from the system. The necessary provisions if any should be made at Plant level after verification of actual debit/credit notes had passed into the system and corresponding reversal of earlier provisions has been made.

- * Mathdevuru Nagnath presented his views on latest amendments in excise and service tax rules and addressed the queries on various issues. Santosh Sharma made a presentation on financial account closing listing issues/problems faced in the last audit. He further informed the participants about the target and schedule for forthcoming 2010-11 periodic and annual account closing.

- Session by SAP team:

Shivcharan Jain made a presentation on behalf of SAP Team on the developments incorporated in SAP system which includes new reports developed for product costing, capex monitoring. He further added that from henceforth Form 16 would be directly available from the SAP system. He suggested that the Plants should utilize the SAP to its maximum.

- Plant presentations:

Last but not the least there were presentations from Plant namely, VEPL-III, VPPL-IV, VEPL-V & VII covering their organization chart, the best practices followed at Plants, , last year’s achievements, issues faced by Plants and their expectation from Corporate Finance. Finally, the results of test conducted on Day 1 were announced. Rajiv Jain, Hemant Pawshe, Vaibhav Kulkarni and Ms. Rajshree came out to be the winners and were awarded prizes. The event was closed by a vote of thanks presented by Santosh Sharma.



Santosh Sharma
DGM
Corp-Finance

प्राङ्गाणिकपणा हा एक झ्रौलङ्गवान दागिना आहे. झ्रौलङ्गवान म्हणजे जड्याचे झ्रौलङ्ग, जड्यांची किङ्कत ही सांगता झेणार नाही. एवढी जास्त आहे. प्राङ्गाणिकपणा हा झ्णाणसाचा सर्वात झ्णेठा गुण म्हणून देखील सांगता झेईल. जीवनात झशस्वी होणझासाठी बुद्धी, झेहनत, कष्ट करणझाची तझारी झा गोष्टींची आवशझकता तर असतेच पण तझाचबरोबर तुझ्चझात असलेला प्राङ्गाणिकपणा हा तुम्हाला जास्त उंचीवर घेऊन जाऊ शकतो.

तुझ्चं कारझक्षेत्र कोणतेही असो, काझ्बाबदलचा प्राङ्गाणिकपणा हा झ्णाणाझ्झेई असाझलाच हवा. उदा. डॉटर्स उजपाझा पेशंट बाबतीत प्राङ्गाणिक नाही राहिले तर पेशंटचा आजार वाढू शकतो,

शिक्षकांनी आपलझा काझ्बाझ्झेई प्राङ्गाणिकपणा न दाखविलझास विद्याथझ्झाझ्झेई ज्ञानाचा प्रकाश पसरणझाएवजी अज्ञानाचा अंधार तझांचे जीवन वझापून टाकील. कंपनीझ्झेई काझ् करणझाझांनी प्राङ्गाणिकपणा दाखविला नाही तर कंपनीचे नुकसान तर होईलच पण हळूहळू तझांचझा वझक्तीगत आङ्कुषझाला पण झ्णाचा झ्ण टका बसेल.

प्राङ्गाणिकपणा हा जसा झ्णाणसाचा झशश्चाझ्णा शिखरावर नेऊन ठेऊ शकतो तसेच अप्राङ्गाणिकपणा तझाला अधोगतीलाही नेऊ शकतो. भगवंतांनी गीतेत म्हटले आहे. 'कझ्णझ्ण वाधिकारस्ते झाऽ झ्ण लेबु कदाचन! झ्ण लाची अपेक्षा न करता कझ्ण करीत रहा. प्राङ्गाणिकपणे आपण कष्ट केले तर तझाचे झ्ण ह्ण हे तुम्हाला झ्णिलेच. म्हणूनच सर्वांनी झ्णझ्ण झ्णझ्ण देशाप्रती, काझ्णप्रती सतझ्णप्रती प्राङ्गाणिक राहीलझ्ण अशी प्रतिझ्णा झ्णनोझ्ण करून तझांसाठी वचनबद्ध व्हाझ्णला हवे.

पत्नी आनंद अशोकराव
कुलकर्णी
उप-वझ्वरस्थापक
फ्लॉटिंग
डुरो व्होल इंडिझा प्रा. लि.
"प्राङ्गाणिक" झ्ण



शब्दातच प्राङ्गाणिक पणाचे झ्हत्त्व दडलेले आहे "प्रा" म्हणजे प्राथझ्णिक प्रझ्णुख आणि श्रेष्ठ झ्णणिक झ्रौलङ्गवान हिरे झ्रौलङ्गवान रत्ने जड्यांचझा जवळ प्राङ्गाणिक हा एकच अनझ्णोल दागिना आहे. तझांचझा जवळ सर्वात श्रेष्ठ व झ्रौलङ्गवान हिरे व रत्ने झ्णांची खाणच आहे.

प्रतझ्णकाचे झश हे तझाचझा काझ्णवर व प्राङ्गाणिकपणावर अवलंबून असते. प्राङ्गाणिकपणाचे

उदाहरण घाझ्णचे ठरले तर आपलझाला झ्णहित असलेलझ्ण लाकुड तोड्याचे उदाहरण देता झेईल.

एका गांवात एक लाकुड तोड्या रहात होता. जंगलातून लाकडे तोडून आणाझ्णचे ते लाकडे विकाझ्णची व आपण प्रपंच चालवझ्णाला. एकदा जंगलात लाकडे तोडत असतांना लाकुड तोड्या कडुन कु-हाड विहीरीत पडली. लाकुड तोड्यावर झ्णार झ्णोठी संकट कोसळले. आपण लाकडे कशी तोडणार आपलझा प्रपंचाचा उदर-निर्वाह कसा होणार आपली बाझ्णका पोरे उपवाशी राहणार झ्णाल्ळे लाकुडतोड्या रडू लागला. लाकुड तोड्याचे रडणे ऐकून देत तेथे आले. देवाने विहिरीत उडी घेऊन चांदीची कु-हाड लाकुड तोड्याला दिली.

लाकुड तोड्याने सांगतले की ही झ्णझ्णी कु-हाड नाही. परत देवाने सोन्झाची कु-हाड लाकुड तोड्याला दिली. परंतु लाकुड तोड्या ने ही सुद्धा झ्णझ्णी कु-हाड नाही अशी प्रकारे देवाने लाकुड तोड्याची प्राङ्गाणिकपणाची परिक्षा घेतली. तझात लाकुड तोड्या लाभ व झ्णोह झ्णाला बळी न पडता, आपला प्राङ्गाणिक पणा झ्णत झशस्वी ठरला. देव देखील लाकुड तोड्याचझा प्राङ्गाणिक पणावर कु-हाड लाकुड तोड्याला बक्षिस म्हणून दिली.

प्राङ्गाणिकपणा म्हणजे आपली कर्तवझ्ण कर्तवझ्णप्रति निष्ठा, आतझ्णविश्वास सहनशिलता सकरातझ्णक विचार तझाग करणझाची तझारी चुक कबुल करून शझ्ण झ्णगणझ्णची तझारी लोभ व झ्णोह झ्णपासुन दूर राहणझाची तझारी झा सर्व गोष्टीची सांगड म्हणजे प्राङ्गाणिक पणा शिखरावर पोहचुव प्रशंशा करणझास पात्र ठरतो.

प्राङ्गाणिकपणाचे सुंदर, सुरेख, कणखर बाणेदार नेतृत्वाचे उदाहरण घाझ्णचेच झाले तर लोकझ्णझ्ण बाळ गंगाधर टिळक झ्णंचे देता झेईल. झ्णी शेगा खालझ्ण नाही झ्णी तरझ्ण ले झ्णे कले नाही व झ्णी शिक्षा सुद्धा घेणार नाही.

इंद्रधनुषझाझ्झेई जेवढे गुण असतात तेवढेच गुण प्राङ्गाणिक झ्ण शब्दात आढळून झ्णेतात. अशा प्रकारे हा अनझ्णोन ठेवा प्रतझ्णकाने आपलझा अंगी बळगावा व आपले व इतरांचे जिवन सुखी करावे.

झ्णुरलीधर गोविंद शेते
(वडिल)
डुरो व्होल इंडिझा प्रा.
लि.



PLANT NEWS

VEPL IV

Unit Address: The Unit Address for VEPL IV was held on May 12, 2010 at the Plant's premises. The event was presided over by Anoop Sharma where he distributed prizes for various competitions held in the Plant. The winners for the various competitions are:

1. Best Safety Poster and Safety Slogan competition: This competition was won by Sangamesh Tigadi. Some of his award winning slogans are:

- a) "Life is a beauty enjoy it. Safety is a duty accept it."
- b) "Fate saves one time safety saves all the time."
- c) "Walk hand in hand with safety; don't put it in your past. For every step you take alone could well be your last."

2. Best Line Competition: The best Line for the Month of April 2010 was won by RH Switch Line.

3. Best Kaizen Award:

a) First Prize – The 1st prize went to Sonali Dhawle whose kaizen theme was to prevent mixing of assembled and unassembled switches. The benefits from this kaizen are as follow:

- 1. Sorting (1S) and Setting in Order (2S) of assembled switches is maintained.
- 2. Time for segregating assembled and unassembled switches is saved.
- 3. Quality is improved as it eliminated the passage of unassembled switches to the customer.
- 4. Work in process got reduced.

b) Second Prize – The 2nd prize was given to Dnyaneshwar Sambare whose kaizen theme was to reduce JH cleaning time. The benefits secured are:

Benefits:

- 1. Sorting (1S), Setting in Order (2S) and Shine / Systematic cleaning (3S) is maintained.
- 2. Quality of work is increased.
- c) Third Prize – Jayashree Wagh bagged the

3rd prize. Her kaizen theme was to reduce searching time for grease pot.

The benefits from this kaizen are:

- 1. Time for searching grease pots is saved.
- 2. Setting in Order (2S) is maintained.

Our plant head Anoop Sharma congratulated all the winners. He also gave his valuable inputs on personality Development to all the staff. He emphasized the importance of enhancing and grooming one's outer and inner self to bring about a positive change to one's life. He went on to say that each individual has a distinct persona that can be developed, polished and refined. This process includes boosting one's confidence, improving communication and language speaking abilities, widening ones scope of knowledge, developing certain hobbies or skills, learning fine etiquettes and manners, adding style and grace to the way one looks, talks and walks and overall imbibing oneself with positivity, liveliness and peace.

Visit of MITSUBA officials to VEPL-IV:

The officials of MITSUBA Corporation team from Japan visited VEPL IV on June 10, 2010. The visit was planned for future business prospect. Mr. Nobaru Abe and his team from MITSUBA were highly impressed with the overall systems and culture of the plant.

Badge Distribution Ceremony in the auspicious presence of our MD Tarang Jain:

June 21, 2010 turned out to be a red letter day for VEPL IV as our MD Tarang Jain graced the occasion of conferring the badges to the winners of 'Striving for Excellence Quiz'. All the members and the staff were very excited as MD himself was going to visit the plant.

MD Sir was highly impressed to see the level of employee involvement at VEPL IV. He expressed his delight to attend such programs where employees displayed the peak of the motivation levels. He remarked that Plant IV has always been one of the top performers among all Plants, irrespective of its small size. He added that the quiz is a

very novel idea not only to gain and share knowledge, but also benefits the individual and the organization.

The winners of this issue were

Winner – Ms. Manisha Jagdale

Ist Runner – Ms. Sheetal Wadulkar

IInd Runner – Mr. Vasant Chavan

These members expressed their views in which they opined that the quiz added challenges to their routine lives which in turn motivated them to perform better. They found it very innovative and interesting to implement these ideas at their working



L-R Manisha Jagdale, Sheetal Wadulkar, Tarang Jain, Vasant Chavan, Anoop Sharma

place. This activity has also resulted in the increment of the number of quality kaizens from the members of the Plants.



Mrunmayi Tagare
HR
VEPL-IV

VPPL-I

Ratan Tata, Chairman TATA Group, once said, *“I have learnt recently that even to be consistent one need to change daily as globally scenarios are changing very rapidly. One needs to strive for excellence everyday and that is how we can be consistent”*.

Working along the same lines, VPPL-I is

always on a look-out for opportunities to excel and the plethora of prizes bagged by VPPL-I in the second quarter itself speaks of the Plant’s perseverance towards excellence.

Tata Toyo Radiator (TTR) has awarded VPPL with the “Outstanding Quality Performance” Award in plastic part category for the year 2009-10. The TTR supplier meet was held on June 7, 2010 at hotel Pen Card Club at Pune. Ravi Chidambar (CEO TTR), Alok Mishra (COO TTR) and Rajendra Shete (GM Sourcing) handed over the trophy to S.N Patil and Anil Darade.

The next award, Yellow Belt in QC, was bagged by N i k e s h Oswal for achieving proficiency in systematic problem solving and application.



Winning team with Anil Darade and Vineet Tyagi

He had successfully reduced the rejection rate of air extractor to zero. Earlier this machine suffered a very high rejection rate from its customers. The total saving from this approach is Rs. 1,20,000 per annum. The award was handed over by Anjani Kumar (Director-Mahindra Institute of Technology) on July 17, 2010 at Raghuleela mall, Kandivali. Nikes h Oswal had successfully competed with more than 65 participants from Lumax, Gabriel, Tata Motors and Behr India.



Nikes h Oswal
Asst.Mgr-Prod

The Plant also witnessed the inception of the first Internal Kaizen competition. There were two categories mainly Manager/Engg. level Kaizen & Operator Level kaizen.

1. Manager/Engg.level Kaizen –

a) The First prize went to Vikas Joshi whose Kaizen theme was “To improve paint’s yield

by re-engineering hangers”. The end results was a direct reduction in usage of approx. 25 ml/ set of paint which ultimately gave an yearly saving of around Rs. 41 lakh.

b) Runners Up prize in the same category was given to Hitesh Pundkar whose Kaizen theme was “To prevent potential failure of spoiler support in welding mismatch in tank spoiler assembly of Pulsar 135 LS”. This resulted in prevention of any future failure of tank spoiler assembly.

2. Operator Level kaizen –

a) First Prize in Operator Level kaizen was awarded to Subhash Chaudhari whose Kaizen theme was “To reduce the in-house rejection in chain cover due to warpage (which means deformation in a component caused due to external factors in injection molding). This Kaizen reduced the rejection rate from approx 25 components/ shift to zero, thereby saving an amount of approximately 2.16 lakhs annually (18000 Rs/ month).

b) Runner-up prize in Operator level kaizen was awarded to Sarode whose kaizen theme was “To reduce paint consumption and lower rejection in pulsar fairing by re-orientation of fairing. It enabled painters to easily cover the upper portion of fairing hence, resulting in less fatigue to painters and thereby saving an approximate amount of Rs 25000/ month (cost of poor quality).

Last not the least Vikas Joshi received the BAL Silver “Q” award for the year 2007-08 which was awarded by D.V Ranganath (Purchase BAL) in the month of September.

We are hopeful to cross more of such milestones in the near future and keep our voyage for excellence moving on...

Dhanaji Deshmukh
Plant HR Head
VPPL I



VPPL-III

1. Independence Day Celebration: To pay homage to India’s 63 years of independence and to pay ‘Adranjali’ to great Indian freedom fighters VPPL - III had organized the Independence Day Celebration programme. The programme commenced with ‘Ganesh Puja’ performed by S.K.Kund and Sachin Deshpande. It was followed by ‘Bharat Mata Puja’ and ‘Dhwaj Sthambha Puja’ performed by Hon. Chief Guest M.P. Sharma. Later on, he hoisted the flag and the security troop gave ‘Salami’ to the Indian National Flag. We also distributed the following prizes for the best Kaizen Awards, the best employee Award and “Gunwant Kamgar” Award.

2. VPPL-III has succeeded in Qualifying BAL-TPM AWARD in Sept.2010 VPPL-III has bagged the BAL-TPM AWARD in Sept. 2009. Under the able guidance of Shri. Medhekar (BAL-TPM) and



MD Tarang Jain appreciated Kund (Plant Head-VPPL-III) on behalf of VPPL-III Team for BAL TPM Award

R.P.Kulkarni(Corp.TPM) the prestigious BAL-TPM Award was won.



Mahendra Pujari
(Plant HR) VPPL III



Ajay Kulkarni
(QA) VPPL III

VPPL Technical Center

VPPL-Technical Center : 2nd Inter Department Kaizen Competition

"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."- Aristotle, Greek philosopher and teacher of Alexander the Great.

How true these words are - for quality is never an accident. It is always the result of high intention, sincere effort, intelligent direction and skillful execution. It represents the wise choice of many alternatives.

To doff one's cap to such sincere efforts and accomplishments taken by our employees in Varroc and to acknowledge the culture of excellence sustained in Technical Center (TC), the 2nd Inter Department Kaizen competition was organized on Sep. 23, 2010. The competition was an effort to recognize an individual's contribution towards successful improvements made in his respective working area using QC technique namely, Kaizen.

The event was inaugurated by Ram Shejwal –GM, Technical Center followed by welcome speech by Ganesh Garkhedkar, DGM-R&D. The honorable judges P.M. Sheshadri and Mukesh Deshmukh were pleased to see the depth of understanding and awareness of Kaizen among the TC team members. The suggestion put forth by jury members in the 1st Inter Department Kaizen was very well included in current presentations.

The whole theme was maneuver to provide equal opportunity to each and every member to present before the Group improvements carried out by them. A total of 23 kaizen were shortlisted and following the TPM norms were divided in engineer and manger categories.

Winners unanimously chosen by jury members are:-

1. Best Kaizen Award for Engineer Category

a) 2nd Runner up –. R&D Design 1 Team with team members as Narayan Dhawale

and Prasad Bhagwat.

b) 1st Runner up - TR-CNC Team with team S.S. Bachute, R. K. Singh and Palve.

c) Winner - R&D-Design 2 Team with team members as Yogesh Kotkar, Shriram Ghogare and Bhushan Mahajan

2. Best Kaizen Award for Manager Category-

a) 1st Runner up - There were two teams as winners: R&D BAL with team members as Mahajan Bhushan and Yogesh Kotkar along with R&D VW with team Members and Joe Tharappel and Manoj Kathar.

b) Winner – TR Design with team members as Vishal Gurav and Pranay Behera



The Winning Team

The ceremony ended with a vote of thanks by Ajay Siddannavar, DGM- TR followed by national anthem. The ceremony has set high level of standard due to excellent presentation skills displayed by participant. Carrying the same zeal and enthusiasm exhibited in the 1st Inter Department Kaizen competition, participants were more focused in participating and learning rather than winning thus maintaining sporting spirit. The competition has inspired all of us for to continue with more such further refined improvements in TC, making success a pathway for kaizen and TPM implementation.



Vidyadhar Ingale
Dy. Manager
VPPL-Technical Center

SAVINGS SIMPLIFIED

- In general a window unit AC uses 500 to 1440 watts - 16% of total electricity used. In warmer regions, like India, an AC can be 60-70% of one's summer electric bill. Under bright sun an AC can use up to 5% more energy. If possible, try shading AC unit as it can help reduce energy consumed by it.
- Try using reflective films on windows. Reflecting films reflect 40-60% of sun's heat from windows without blocking the light. It cuts down the energy required for cooling down a room.
- It is cost effective to use fluorescent light bulbs as they consume 75% less energy than incandescent bulbs. Try keeping lightning minimum during day time.
- Using Solar Lights, a renewable source of energy, to light up areas such as walk ways, garden etc. can help save money on electricity bills.
- Switching off all PCs / monitors / printers/ coffee machines when not in use saves energy. Actually monitors and printers consume energy if kept on, even if they are not working.
- Recently Google has launched an energy saving search engine with a black screen background named Google's "Blackle". The black background cuts down energy utilised by the monitor and in turn brings down one's electricity bill.
- Planting trees in abundance around house or office can help slash one's electricity bill. Trees reduce indoor temperatures by up to 20 degrees and cut down energy usage by up to 40%.

The correct answers to quiz in issue April - June 2010, Vol 3 No. III are:

1. RAIL
2. He wore a pair of white trousers.
3. 24 days
4. Popcorn
5. I saw two women.
6. To your first nine friends, you give one apple each and to your last friend you give the apple with the basket.

The winners for the quiz are:

1st Prize - Rahul Maurya, IT Department, VPPL

2nd Prize - Sanjay Lalwani, Plant VII

Congratulations! kindly collect your gifts from Corporate HR.

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