

TIL TALK

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OUR NEWS VIEWS & EVENTS



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Dear Reader,

Welcome to the latest issue of TIL Talk in 2017.

Early signs of an economic revival are visible on the horizon. Public Spending stepped up early in the year is expected to have a positive impact on core economic sectors. Progressive reforms, like the GST and others, would further aid in the impending recovery. Soon, new opportunities are expected to open up across sectors, especially infrastructure. It is very encouraging to see the Government fast-tracking infrastructure projects. The huge investments planned in road projects over a 5-year horizon and the ambitious project to overhaul and modernize India's ports sector are expected to open up many new opportunities for the road building and material handling equipment industry, of which TIL is a part. Sectoral developments in power, cement, railways, etc. will also likely open up new business avenues for us. Despite the temporary flux that the Indian economy finds itself in, most global multilateral agencies remain firm in their upbeat predictions about India's bright future prospects.

As always, TIL is well prepared to rise to the occasion and capitalize on the emerging new opportunities. We are upgrading our product lines and ensuring higher equipment uptime and customer profitability by further strengthening our customer support function, which is integral to success in our kind of business. We are bolstering the design function, establishing lean manufacturing processes, improving product quality to match international standards, and introducing new products at a faster pace. We have intensified focus on aggressive production to cater to the retail segment, strengthened our export initiative and increased focus on our extant relationship with the Indian defense sector. These are just some of the many ways in which the new TIL is gearing up to embrace the future and capitalize on current and upcoming opportunities.

This newsletter features a story on TIL's 73rd Foundation Day celebrations, a joyous and proud occasion for all of us as we reflected on our rich legacy. Like every year, TIL Caring Day was also observed on the same occasion to reaffirm our commitment to CSR. This year we pledged support to underprivileged children across different locations where TIL is present. In addition, there is an assortment of articles in this issue, including one on our training initiative, both in-house programs and workshops conducted for our customers, and the TIL Idea Box, which was an interesting exercise conducted to generate ideas from employees across functions and levels for the betterment of the Company. The secret to our success over seven decades remains with our people and to celebrate the commitment and hard work of Team TIL, this year we have reinstated the TIL Star, Satish Bhatnagar True Spirit and TIL Hallmark awards. In this issue you will get to meet the winners of 2016-17.

Enjoy these stories and many more in this issue of TIL TALK.

Here's wishing you and your family peace, health and lasting happiness.

Warm regards,



Sumit Mazumder
Chairman & Managing Director



TIL Turns 73



TIL's 73rd Foundation Day – rechristened as TIL Caring Day – was celebrated on the 22nd of July, 2017, across all locations of TIL. In keeping with tradition, TIL employees across the country celebrated the day by paying homage to our shared values and renewing the TIL pledge to remain committed to pursuing excellence in their respective functions.

At the Taratolla HO, the day began with a small cultural program organized by the employees, which was followed by

a speech by Mr Sumit Mazumder, our Chairman & Managing Director. Sharing the good news that TIL has managed to turn around losses into profits within the span of the last fiscal year, the CMD congratulated all TIL employees and dedicated this success to their untiring efforts. While he acknowledged the fact that the Company was yet to witness aggressive growth led by a positive reversal in the economy, he expressed a lot of hope for the future of TIL. His complete speech was read out at other locations of TIL. Here is a short excerpt...

“

“...Our fourth quarter performance improved for the better, we have captured a good share of market in Truck Crane segment with the new long boom range. We are strongly focusing on further strengthening our presence in this category. Our reach stacker sales also have grown and soon we will be launching Yardmaster – another variant to cater more effectively to Indian customers. Our Product Support business also improved and we are putting sharper focus in order to create a superior customer experience. In areas of exports we are making good progress. In our EPS business also, we are reviewing the portfolio of crushing & screening solutions and hot mix asphalt plants; making the offerings more cost-competitive in line with the market requirements. All in all- we are set for exciting and positive times ahead. TIL has already initiated various road maps and action plans to drive performance and profitability. We are putting stronger emphasis to create a more enduring relationship with our various technology partners. To excel further in our manufacturing prowess and provide world class products we are taking an integrated approach from design to production. Alongside we are also taking many initiatives to be more customer focused, have a better competitive edge - attuning ourselves more seamlessly with the market dynamics. ...”

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

”

"A leader is one who knows the way, goes the way, and shows the way." On this special day, we reinstated our employee recognition programs - the TIL Star, SK Bhatnagar True Spirit and TIL Hallmark Awards. While the TIL Star Award is in recognition of attributes like problem solving, creativity, teamwork, contribution and commitment, the SK Bhatnagar True Spirit Award is for exemplary commitment, performance, adherence to safety & quality norms, and attendance. Finally, the TIL Hallmark Award acknowledges outstanding leadership qualities. The details of the winners can be found in a later section of this newsletter.

As a tribute to the spirit of Corporate Social Responsibility, TIL Caring Day was also observed like every year, with employees across the country making generous contributions to support underprivileged children in their respective locations.



Cultural program in session at TIL Taratolla HO



Sumit Mazumder speaking at TIL Taratolla HO



Cultural program at TIL Kamarhatty



Sumit Mazumder speaking at TIL Kamarhatty



Flag hoisting at TIL Kharagpur



TIL Sahibabad, Delhi



TIL Kharagpur



TIL Mumbai



TIL Chennai



TIL site office, ICD Dadri



TIL site office, ICD Tughlaqabad

TIL Caring Day

Touching Lives. Making a Difference.

Like every year, as a tribute to the spirit of Corporate Social Responsibility, TIL Caring Day was observed on the 22nd of July 2017 at the Taratolla HO and other branch offices across the country. Employees made generous contributions to the chosen social cause in their respective locations - pledging their support to underprivileged children, which was the theme for this year. The amount thus raised was complemented by a matching amount from the corporate funds.

At Taratolla, we have decided to engage with a number of NGOs and support different activities, all aimed at helping children hailing from marginalized and impoverished families, trying to bring some cheer to their lives, even if for a day. It has begun with a day-trip to the Eco Park, a nature park in East Kolkata. The activity was conducted in association with an NGO named Tomorrow's Foundation who took a group of around 70 physically challenged children, many of whom seldom get an opportunity to venture outside their homes. Accompanied by volunteers from the NGO and TIL, these children who are attached with the NGO's many community homes in the city were treated to lunch and evening snacks and presented with gifts at the end of the day. It was good to see the smiles on their faces after an enjoyable day outdoors.



TIL Taratolla



TIL Taratolla



TIL Kamarhatty



TIL Kamarhatty

TIL Kamarhatty gifted a Power Inverter Set to the Utsab Children Home – a Government of West Bengal approved shelter home – and TIL team members spent some time with the children. The latter were also gifted with educational stationeries, chocolates and snacks, and it was indeed satisfying for the volunteers to witness their happiness on receiving the gifts. Elsewhere, TIL Kharagpur Works supported the NGO, CRY (Child Rights & You) on a project titled *Muktangan*, which works for the alleviation of underprivileged children living in the railway colony at Kharagpur. The children were gifted with school stationeries like bags, crayons, drawing books, pencil boxes, along with sweets, chocolates and refreshments. A sit-and-draw competition was organized and the winners received attractive prizes. Everyone enjoyed the day thoroughly. TIL Sahibabad donated 30 bundles of copper wire to the Institution for the Blind (Anndh Vidyalaya) at Lajpat Nagar, Delhi - a much needed article for the school that would be used with the CCTV cameras to be installed on the premises. The TIL team visited the special school with sweets and snacks and spent a few quality hours with the children and teachers. TIL Chennai gifted a new refrigerator, a grinder and a water tank to an orphanage named The Dad's House. TIL Mumbai made donations to a charitable institution named the Canossa Jeevan Vikas Kendra, which provides shelter to homeless children.



TIL Kharagpur



TIL Kharagpur



TIL Sahibabad



TIL Chennai

Synergizing Man and Machine for Maximum Productivity

When it comes to hi-tech heavy engineering equipment, man and machine must be optimized in tandem to extract maximum productivity out of operations. In line with that philosophy, the training and upgradation of human resource by way of structured programs is integral to TIL's business strategy. The training modules incorporate vocational safety and technical issues, as well as, hands-on operational training on material handling equipment manufactured and marketed by TIL. The programs also aim to expose the participants to the industry best-practices in operations and maintenance for a more comprehensive learning. Training is imparted both in-house at the TIL Training Center, as well as at customers' sites, as per the latter's requirement.

The capability development program from TIL kicked off to a decent start in the financial year with a week-long training workshop on the operation and maintenance of the HYSTER-TIL ReachStacker model RS 45-31 CH for the operational and maintenance staff and officers of TM International Logistics Limited (TMILL) - a joint venture of Tata Steel, NYK and Martrade – at Haldia, West Bengal. The training program coincided with the recent commissioning of 1 unit of RS 45-31 CH ReachStacker by TIL on the TMILL premises. The workshop – comprising of both theoretical and practical field training in maintenance practices, safety precautions and operational aspects- was attended by 30 participants, including 11 operators. TIL's efforts were deeply appreciated by the customer, adding yet another feather to the Company's growing repertoire of successful training assignments.

Subsequent workshops were mostly in-house programs meant for TIL personnel, which included induction training for new customer support engineers, LMI training and advance crane training for customer support engineers in the South and North regions respectively, and a 6-day product training workshop for TIL's dealer at Guwahati, M/s Poddar & Poddar. The latest external training workshop happened in the month of July - a 3-day program between the 24th and 26th of July, 2017, for a whopping 158 participants at the Learning & Development Centre of NLC India Limited - formerly Neyveli Lignite Corporation Limited, a Government of India Navaratna Enterprise - at Neyveli, Chennai. The attendees included executives, electricians, operators and technicians. The program - that covered operations and maintenance of 2 units of RT880 rough terrain cranes recently commissioned by TIL at the NLC premises – was well received by the customer, who acknowledged TIL's training initiative by way of a letter of appreciation.



In-house Workshop at TIL Kamarhatty



With Podder & Poddar at TIL Kamarhatty



At TM International Logistics Limited

TM 825

The new **TM 825** from the house of TIL is the latest BS-IV compliant engine in the ever expanding line of Truck Cranes. TIL, with its proven and time-tested expertise in mobile cranes, has equipped this machine with cutting-edge technology and all the latest features to augment efficiency, safety and operator comfort.

The new TM 825 using the Ashok Leyland drive train, is a greatly improved version of the earlier model. Following are some of the main features of the new TM 825:

MAX. CAPACITY (Outriggers)	25 Tonnes at 3.0m radius (85%Rating) 360° Slew
BOOM	4 Section formed boom 9.94m to 32.7m
CARRIER	6 X 4 DRIVE
MAX. ROAD SPEED	60 km/hr (Unladen)

SALIENT FEATURES:

- 25 tonnes at 3.0m radius
- Significantly high duties in its class
- Four section, full powered, fully synchronized boom with maximum reach of 32.7m
- 7.9m fixed swing away extension on standard 4 section boom (Optional)
- Full deck platform
- 6X4 wheel right hand drive
- BS IV compliant engine
- Greater inter-site mobility
- Compact machine allows crane to operate in any challenging jobsite
- Ergonomically designed operator's cabin for fatigue free operation
- Robust and sturdy machine
- TIL's unmatched product support with a pan India network



Oracle Rollout

TIL has upgraded its ERP system to the latest and most advanced version – from the existing Oracle 11i to R12. The TIL IT and Oracle Consulting Teams had pooled their ideas and worked together to document every glitch in the existing system with a view to eliminate them in the upgraded version. The entire upgrade – all modules, functionalities and processes, with additional modules and GST functionalities – was completed in only 4 months' time. The TIL IT and Oracle teams made the final rollout at the Taratolla HO and Kamarhatty Works on the 13th of July 2017 in the presence of Mr Alope Banerjee, Director-Finance & CFO, and other senior TIL officials.



(Left-Right) Hemanth Gupta, Anish Bagchi, Alope Banerjee, Saurav Gupta and Dipak Kr Singha at TIL Taratolla



Alope Banerjee speaking at TIL Kamarhatty

Eye Camp at Taratolla

Recently a free eye checkup was organized for TIL employees at the TIL Taratolla Head Office. A team from renowned opticians Lawrence & Mayo was present to conduct eye-testing for TIL employees and recommend the use of vision aids, or go for upgrades to existing users of eye-glasses, wherever needed.



Free eye checkup in session at TIL Taratolla

World Environment Day

Every year, the World Environment Day - June 5 - gives us the perfect opportunity to renew our pledges by making a commitment to do our bit in stopping environmental degradation. Small changes made by each and every one of us can indeed make a big difference going forward. This year, on this special day, customary planting of saplings was observed at the TIL Taratolla HO and other regional offices.



TIL Taratolla



TIL Kamarhatty



TIL Kharagpur

Idea Box. Ideas for Better Growth

Idea Box Winners

The TIL Idea Box was a recent internal campaign aimed at generating ideas among TIL employees, enabling them to contribute to TIL's success and create a meaningful impact on the growth of the Company. Taratolla HO, Kamarhatty Works, Kharagpur Works, Delhi, Chennai and Mumbai among other locations, participated in the program that offered a platform for all TIL employees to try and think out of the box and emerge with innovative new ideas for operational improvement and business success. Ideas were invited along three parameters – Revenue Enhancement, Cost Reduction and Process Improvement. The campaign was a grand success with interesting new ideas pouring in from people across functions. Accepted ideas were assessed on the basis of their potential impact and ease of implementation, and the best ideas rewarded.



Subhashish Chattopadhyay
of TIL Kamarhatty emerged as the overall winner, with the maximum number and most detailed ideas on Process Improvement.

Other winners were -



Amalangshu Pal
Taratolla - HO, Sales
Revenue Enhancement,
Process Improvement



Bappaditya Singha Ray
Kamarhatty, IR & Admin
Process Improvement



Biman Chanda
Kharagpur, Manufacturing
Process Improvement



Chhatu Dhal
Kharagpur, Manufacturing
Cost Reduction



Naba Kumar Dhara
Kamarhatty, Manufacturing
Cost Reduction



Saikat Dutta
Kamarhatty, Manufacturing
Cost Reduction



Sona Chand Pal
Kamarhatty, Manufacturing
Process Improvement



Subrata Sarker
Taratolla - HO, Manufacturing
Cost Reduction



Sujay Sahoo
Taratolla - E.R., Customer Support
Process Improvement



V. Jayanarasimhan
Chennai, Customer Support
Revenue Enhancement

CONGRATULATIONS

TIL Hallmark Award



The TIL Hallmark Award acknowledges outstanding leadership qualities.



Anil Bhatia
Taratolla - HO, Sales



Saumyendu Chakrabarti
Kamarhatty, Manufacturing

TIL Star Award

The TIL Star Award is in recognition of attributes like problem solving, creativity, teamwork, contribution and commitment.



Angshuman Hazra
Taratolla - HO, Sales



Basid Ali Shaik
Ramagundam, Customer Support



Debjit Sarkar
Taratolla - HO, KRM



Dipayan Chakraborty
Kamarhatty, Manufacturing



Jnyanendra Narayan Pal
Kharagpur, Manufacturing



Mousam Das
Taratolla - HO, Customer Support



Prabir Kumar Dutta
Kharagpur, Manufacturing



Pranshu Mihir
Kamarhatty, Manufacturing



Prasenjit Bagchi
Kharagpur, IT



Prem Kumar
Kharagpur, Manufacturing



Saikat Dutta
Kamarhatty, Manufacturing

CONGRATULATIONS

S. K. Bhatnagar True Spirit Award

The SK Bhatnagar True Spirit Award is for exemplary commitment, performance, adherence to safety & quality norms, and attendance.



Barun Kumar Samanta
Kamarhatty, Maintenance



Chatrasedkhar Chowdhury
Kamarhatty, Fabrication



Debranjjan Gole
Kamarhatty, QA



Manoranjan Das
Kamarhatty, Assembly



Parimal Jana
Taratolla, MHS Workshop

Gourab Rakshit

Taratolla



Meet Gourab Rakshit! Young, intelligent, outgoing and candid, Gourab is an integral part of the MHS Sales Team based at the Taratolla HO, currently in his second year of service with TIL. He is a dedicated and hard worker, and also possesses that rare ability – much sought after in his chosen vocation – to easily impress people with his intellect and endearing personality.



Gourab Rakshit

An eligible bachelor, Gourab lives with his mother and elder brother, who takes care of the family business. What he loves the most about working with TIL is the Company's warm and open culture that fosters both individual and collective development. Gourab is an avid traveler who considers his weekend motorcycle rides and long drives to be destressing and therapeutic for the soul. He loves to explore offbeat and lesser known places, like the beaches of Chandpur or the canyons at Gangani, and believes in pushing boundaries and working towards constant improvement.



In his own words...

"I love TIL's warm environment and open-door policy. The All India MHS Sales Meeting was a fantastic experience. Not only did we get the opportunity to meet and discuss with our CMD how to take the company forward, we also got to meet people, who are working in other regions, to discuss common issues and take part in joint brainstorming sessions."

~ **Gourab Rakshit**



Write The Right Emails

In the corporate world - emails have become a critical component of communication. Given the avalanche of emails we receive it's no wonder that we have become somewhat desensitized to its impact on our professional brand. More often than not we hastily hit send on an unintelligible message simply because we're in a rush, forgetting that every email we send affects our professional reputation.



To give the right impression, we must make sure our emails follow a few things:

- **Emails are too long for anyone to digest.** While context is critical to guiding the reader's interpretations, remember that what they need to know is inevitably a subset of everything you could tell them. Given that the adult attention span is getting shorter [as per recent studies], it's important to make every moment count. **Get to the point.**
- **Including way too many people.** Do your Cc habits ensure that a cast of thousands is in the loop? If so, ask yourself who is truly the essential audience for the message. In many organizations, overuse of Cc reflects a culture in which people cover their tracks by overinclusion. Remember that each message you send contributes to everyone's inbox, including your own, especially when one of your recipients decides to Reply All. Go only to the essential audience. Remember, every message you send takes up space in the recipients' inboxes. **Use Reply All and Cc sparingly.**
- **Dashing off incomplete thoughts.** While brevity is good - there's a big difference between being concise and being terse. Do you find yourself shooting off one-liners that pick up in the middle of a thought without considering whether the reader can follow the thread? Do you end up with a high volume of clarifying questions in response to your messages? If so, that's a clue that your emails need more composition and more context. Be concise - but not at the risk of leaving out critical information or context.
- **You're burying the lead.** It shouldn't take a symbologist to find the important message hidden in your email. Make sure your readers know what the 'ask' is and why they should care about responding. If you want your readers to digest your message, and perhaps even take action on it, make it easy for them to do so.

“

As Mark Twain said:

"Anybody can have ideas - the difficulty is to express them without squandering a quire of paper on an idea that ought to be reduced to one glittering paragraph." Take the time to truly craft your messages, and you'll find that your results improve accordingly. Sacrifice quantity for quality. Not every email merits your attention.

”

As has been demonstrated in the emerging field of social neuroscience, without the social cues - voice tone, facial expression, and physical gestures - that we rely on to interpret communication, we are prone to conclude the worst. So don't skip the niceties. Also - the next time you start to write an email, follow a few rules:

- ☞ Use a subject line that clearly states the purpose of the message. Bonus points if you include a header, e.g., [ACTION] or [INFORM], that helps the reader understand the expected response.
- ☞ Provide a clearly stated request right at the beginning of your email in case your audience fails to read beyond the preview pane. At least you'll increase the chances that people will understand the essence of your message.
- ☞ Make bold the names of anyone who's been assigned a task or asked a question in the body of the email to increase the likelihood of it getting the needed attention.
- ☞ Take the time to be nice. It will help your audience truly hear what you intended to say.

The next time you're in your email account, take a closer look at your sent folder. Everything you need to know about your email brand is contained within. If you don't like what you see, tomorrow is another day. There's always another chance to shape your email reputation.

Adapted from an article by Shani Harmon as appeared in Business Writing -HBR



Your Aging Brain

Aging causes changes to the brain size. As we age, our reflexes slow. We walk and act slower. We even talk slower. Our memory starts to fail, especially the short-term form of memory ability that is so crucial for learning new things. Incidence of stroke and dementia also rise with age, as does level of memory impairment. The challenge for aging individuals is to reduce the rate of their decline. A healthy life both physically and mentally may be the best defense against the changes of an aging brain.

Brain Facts:

Your brain stops growing and starts aging: Your brain is still developing even after society calls you an adult. But it doesn't last long. Once you hit your late 20s, you start a very slow "cognitive decline."

Your brain shrinks as you get older. After you turn 40, your brain gets 5% smaller with each passing decade. It shrinks even faster once you hit 70. Scientists aren't sure why, but brain cells die off with age.

You're less likely to have memory problems if you're a woman: In the memory battle of the sexes, women win. Men score lower on memory tests than women at every age, and especially after age 40.

You're more likely to stay sharp longer if you exercise regularly: Studies show that people with healthier hearts score higher on mental tests. So habits that help your heart also help your brain. Good sleep, a healthy, balanced diet, and exercise are all brain boosters, even as your mind matures.

Activity that helps your brain stay young: Just like good physical health is a boon for your brain, so is good mental and emotional health. Challenging your brain with new skills keeps it firing on all cylinders for longer. And a group of good friends is not only good company, it can help you live longer -- and remember more, too.

As your brain gets older, it gets less blood: Blood flow to your brain naturally slows down as you age, and it affects your frontal cortex first (that's where you store words). Regular exercise can get your heart pumping, and bonus blood can keep your mind humming.

Thirty minutes after hearing the same story, a 70-year-old typically remembers 75% percent of what an 18-year-old remembers. On the other hand, your language skills stay with you throughout your life. In fact, your vocabulary keeps getting bigger into middle age.

Which vitamin helps lower your chances of dementia? When it comes to memory matters, three B vitamins -- folic acid, B6, and B12 -- all help lower levels of certain proteins that bring on dementia. You can get all three naturally from bread, fortified cereal, and leafy greens.

You're at higher risk of memory problems if you have had a head injury: Sometimes a blow to your head causes memory loss right away. But even if you get through it with your memories intact, you may be more likely to get Alzheimer's later on.

Get Better With Age

Many studies show that brain functions need not decline with age, at least for people who stay healthy and mentally active. Research also shows that level of education and lifetime of intellectual stimulus seem to protect brain against aging. Here are some examples:

- Leo Tolstoy learned to ride a bicycle at 67
- Giuseppe Verdi was still composing operas in his 80s
- Somerset Maugham wrote his last book at 84
- Frank Lloyd Wright designed his last building at 89
- In their 90s, Robert Frost was writing poems and George Bernard Shaw was writing plays
- Oliver Wendell Holmes was still dominating the Supreme Court until he retired at 91

Instead of resigning to the ravages of age, take benefits by challenging yourself with new experiences and competencies. Better yet, learning new things makes you feel good about yourself, especially when accomplishing things other people think you can't do.

As Barry Gordon, a neurologist at The Johns Hopkins School of Medicine puts it, **"It's nice to know some things get better with age."**

Factors that may impact brain aging



Education: Constantly learn and keep your brain active.



Exercise: Walk rapidly for 45 minutes three times a week.



Rest: Sleeping eight hours a night may help prevent memory loss.



General health: Eat a balanced diet, don't smoke and maintain healthy blood pressure and cholesterol levels



Hypertension: Speeds up normal brain shrinkage and loss of mental abilities.



Stress: Leads to the release of a hormone that in large amounts wears away the neurons in the hippocampus.

***An Engineering student attended a Medical exam by mistake.* See his answers...**

1. *Antibody - One who hates his body.*
2. *Artery - Study of Fine Paintings or military, not sure.*
3. *Bacteria - Back door of a Cafeteria.*
4. *Coma - Punctuation Mark.*
5. *Genes - Blue Denim.*
6. *Ultrasound - Radical Sound that is above human hearing capacity, such as wife's talk.*
7. *Cardiology - Advanced Study of Playing Cards.....*
8. *CT Scan - Test for identifying person's city.*
9. *Radiology - The study of how Radio works.*
10. *Urology - The study of European people.*



- a What has an eye but cannot see?
- b Paul's height is six feet, he's an assistant at a butcher's shop, and wears size 9 shoes. What does he weigh?
- c Which word in the dictionary is spelled incorrectly?
- d What is at the end of a rainbow?
- e Jimmy's mother had three children. The first was called April, the second was called May. What was the name of the third?



Answer : a. A needle. b. Meat. c. Incorrectly. d. The letter W. e. Jimmy.



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• 70 M boom

GMK 6300L • 300 T capacity
• 80 M boom

GMK 6400L • 400 T capacity
• 60 M boom

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