

TIL TALK

Vol. 27 • Year End Issue • 2017

OUR NEWS VIEWS & EVENTS

TIL Tractors India

Technology Innovation Leadership



What is inside

Message from the CMD	3
Showcase	4
Product Highlight	11
Spotlight	12
Special Feature	15
Snippet	16
Our People...	
Our Inspiration	20
Learn & Lead	21
Revive	22
Take-A-Break	23



2018
HAPPY
NEW YEAR

TIL Tractors India

HYSTER TIL[®] CONTAINER HANDLERS FOR EXCEPTIONAL PERFORMANCE AND RELIABILITY

TIL Tractors India



HYSTER TIL[®] TOUGH TRUCKS INTELLIGENT DESIGN MADE IN INDIA

- > Robust and reliable Hyster TIL[®] trucks meet the demands of the toughest operations
- > Outstanding product support from TIL - 24x7

Contact:
Hyster.BT@tilindia.com, Anil.Bhatia@tilindia.com
Mobile: + 91 9810247046

www.til-hyster.in
www.tilindia.in

Hyster, TIL and Hyster TIL are trademarks, service marks or registered marks in the United States or certain other jurisdictions.



Dear Reader,

Welcome to the new edition of TIL TALK.

Subdued demand has been the primary challenge over the last two years. But key structural reforms are beginning to have a positive impact on the economy. With the gradual improvement in growth enablers, a positive correction is underway. The long-awaited revival of road construction projects in India is expected to improve the demand for our road building equipment – such as crushing & screening plants and hot mix asphalt plants. Material handling equipment – mobile cranes and reach stackers – will find new opportunities in the national port modernization initiative, railways, metro projects, solar power projects and irrigation projects. Additional impetus should come from mining, Smart City initiative, urban infrastructure renewal, etc. In addition, enhanced public spending in Infrastructure, increased private equity and continued inflow of foreign capital are further expected to boost the market for construction equipment.



In the last few months, TIL has witnessed some interesting activities. Mobiload 315, the latest entrant from TIL in the pick-n-carry crane segment was launched to a heartwarming reception at the EXCON 2017, the biggest construction equipment fair in South Asia, held at Bangalore in the month of December. We are already a market leader in India in higher capacity mobile cranes and with Mobiload 315 we plan to make a decisive dent in the market for pick-n-carry cranes. Also launched at Excon this year was the RT 750 rough terrain crane – outstanding in its category because of the longer 5-section formed boom that we decided to incorporate in an RT crane after finding success with the same in truck cranes – and a new Hyster TIL® ReachStacker. You will learn about these and more in greater details in the cover story of this issue of TIL TALK.

Also included in this issue in addition to other stories is a more detailed product feature on the Mobiload 315, recent happenings at our Kamarhatty and Kharagpur plants, an interesting new employee engagement program named TILOTSAV, introduction of Ethisphere in India, a global leader championing ethical business practices around the world, and of course our latest CSR initiatives taken in continuation of our enduring pledge to give back what we can to our society and environment.

Enjoy reading and I wish you and your family a Happy and Prosperous New Year.

Warm regards,

Sumit Mazumder
Chairman & Managing Director

TECHNOLOGY. INNOVATION. LEADERSHIP.

TIL Shines at Excon 2017

TIL Limited participated as an associate sponsor at Excon 2017 – the international construction equipment and construction technology trade fair held between the 12th and 16th of December, 2017, at the Bangalore International Exhibition Centre at Bengaluru, Karnataka. Presently in its 9th edition, Excon is South Asia's largest construction equipment exhibition – organized by the Confederation of Indian Industry (CII), India's premier industry association, and supported by the Indian Construction Equipment Manufacturers Association (ICEMA) as Sector Partner for the 2017 event.

Well-known for displaying the latest technological advancements in construction engineering, road building, material handling, etc., with a specific emphasis on efficiency, productivity, safety, eco-friendliness and quality, Excon 2017 provided TIL with the ideal platform to showcase its expertise in material handling and road building solutions, developed over many decades both in-house and by way of alliances with global technology leaders.

Spread over 250,000 square metres of exhibition area, with over 1000 exhibitors – including 275 international companies – vying to grab attention with their most impressive assortment of products, Excon 2017 hosted 300+ product launches, numerous industry conferences, B2B meetings and networking forums. There were also 12 Country Pavilions from China, Finland, Germany, Hong Kong, Italy, South Korea, Sweden, Taiwan, Turkey, UK & USA.

Visitors, in excess of 40,000, included private construction companies, public sector companies, government officials, finance companies, equipment dealers, contractors, equipment rental companies, infrastructure developers, international visitors, and above all, key buyers of construction equipment.



It also gave us a fantastic opportunity for our product and service experts to engage in close interactions with the visitors - existing as well as potential customers, suppliers and business associates. Our stall, built on the themes of Technology Innovation Leadership and Make in India, was well received by all - applauded for good branding and strong representation of our entire product portfolio.

Mr Sumit Mazumder, Chairman & Managing Director - TIL, inaugurated the TIL stall, which comprised of an outdoor area of 1402 square metres with a two-storied building to house business interactions. After lighting the inaugural lamp, Mr Mazumder encouraged the TIL team with some inspiring words. He said, "This is perhaps the largest stall that we have ever taken. Obviously, the way the economy is going is very encouraging. We do believe that the market will really open up now. The opportunities are growing, we are launching new products. I am confident that TIL will return from here with a full order book."

The entire top management team of TIL, including Mr Alope Banerjee, Director-Finance & Chief Financial Officer, Mr Pinaki Niyogy, Vice President-Chief Technology Officer, Mr Anil Bhatia, Vice President-Sales and Marketing, Mr Nadeem Kazim, Vice President-CHRO, Ms Bipasha Sanyal, Vice President-Strategy and Raj Shrivastav, Advisor were present. Also present during the event on behalf of our collaborators were Mr Raji El Mawla, Vice President - International Sales, Astec Inc., Mr Selim Beji, Director - Sales, Middle East & Africa - Astec Inc., Mr Ali Khan, Director Sales & Marketing (West Asia / North Africa) - Astec Aggregate & Mining Group (AAMG), Mr David Semple, Senior Vice President - Mobile Cranes, Manitowoc Crane Group, Mr Prem Naithani, Director - Sales & Crane Care Manitowoc Cranes, Ms Punitha Govindasamy, Marketing Manager, Manitowoc Cranes, Mr Peter van der Aalst, Platform Leader, Hyster Inc., and Mr Rajesh Wazarkar, Managing Director, Hyster-Yale Lift Trucks India Pvt Ltd.

"The TIL stall was very impressive. The corner location near to big players on the main road was visible from far away. The display for track plant, plus the Jaw, Cone and VSI gave us lot of strength to talk to our crushing and screening customers. Our sales team was busy showing the units to potential customers. Having upstairs floor for meetings and discussion was beneficial"

~ Ali Khan

Director Sales & Marketing (West Asia / North Africa), Astec Aggregate & Mining Group

"It was great to participate in 2017 EXCON which was really big this year. TIL stall was very impressive and Hyster delegates were very happy to join. It was appropriate place to launch 'Made in India' new Hyster-TIL Reach Stacker RS45-31CH that has been developed specifically to meet the demands of ports and other tough container handling equipment"

~ Rajesh Wazarkar

*Managing Director - India
Hyster-Yale Lift Trucks India Pvt Ltd.*

During the expo, three new products - the Mobiload 315 15-Ton Pick-N-Carry Crane, RT 750 Rough Terrain Crane and a new Hyster TIL® ReachStacker - were launched to heart-warming reception and several other products kept on display, making for a stunning display of TIL's top-of-the-line product portfolio.



(L-R) Peter van der Aalst, Pinaki Niyogy, Rajesh Wazarkar, Sumit Mazumder and Anil Bhatia

On the first day of the event, Mr Mazumder and Mr Wazarkar on behalf of TIL Limited and the Hyster-Yale Group Inc. respectively launched the new Hyster-TIL® ReachStacker, which has been developed specifically to meet the demands of ports and other tough container handling applications in growing markets. "The new Hyster TIL® RS45 is here to set a standard in low cost of ownership. However, there is no compromise on Hyster's principles of durability and toughness," said Mr Wazarkar, adding, "These trucks offer the same quality components, durability and toughness as any Hyster® Big Truck, alongside intelligent Hyster design to deliver lower fuel consumption and longer tyre life." Developed to be the 'work horse' of applications focused on efficient every day container handling, the truck will be available in two versions, RS 45-27 and RS 45-31. In 2008, TIL forged a partnership with Hyster-Yale, a global leader in counterbalance forklift trucks and warehousing solutions to offer a comprehensive range of high-capacity forklift trucks, Empty and Laden Container Handlers and ReachStackers to its customers in India, Nepal and Bhutan. Hyster ReachStackers manufactured at TIL are also sold by Hyster-Yale to customers in the Asia Pacific region.

Next on the launch pad was the Mobiload 315, the latest entrant from TIL in the pick-n-carry crane segment. TIL - a market leader in India in higher capacity mobile cranes and material handling equipment - strengthens its foray into the pick-n-carry crane segment with a view to offering material handling customers a next generation pick-n-carry crane that embodies safety, easy operability, easy maintenance, application suitability and competitive total cost of ownership. Speaking on the occasion, Mr Niyogy said, "The launch of Mobiload 315, the versatile pick-n-carry crane epitomizing productivity, superior technology and performance, is a game changing initiative by TIL in the 15 Ton mobile crane segment." He further added, "The machine is ideal for rental, construction, mining, shipping, oil refineries, heavy industries and engineering sectors in India."



Anil Bhatia (left) & Sumit Mazumder launching the RT 750 Rough Terrain Crane

The third product launched by TIL at Excon 2017 was the RT 750, the latest addition to the comprehensive range of rough terrain cranes from TIL. It has a maximum capacity of 50 MT at 2.5m radius with 360° slew on outriggers and 12 MT with 360° slew on tyres. The stand-out feature of this crane is the 5 section formed boom having an extended length of 41.3m, capable of a maximum boom tip height of 53.3m with an optional 10.1m lattice extension. Rough terrain cranes from TIL are compact and highly maneuverable, which make them performance-worthy for rough terrains and applications. Mr Niyogy said, "It may be recalled that TIL holds the distinction of rolling out the first indigenously manufactured rough terrain crane in India from its Kolkata factory. With RT 750, the Company makes yet another addition to its impressive line-up of products-that demonstrates the Company's manufacturing prowess." Besides these, TIL displayed at their stall two other hydraulic truck cranes - TMS 860 (60 Ton capacity) and TMS 880M (80 Ton capacity) - along with a 300 Ton all-terrain crane- GMK 6300L - from Grove (a part of Manitowoc Crane Group). Also on display at the TIL stall was a range of crushing & screening solutions that the Company offers in alliance with AAMG (a part of Astec Industries Inc.), viz. Track Mounted Jaw Crusher FT 2650, Vertical Shaft Impactor VSI 2500, Hydra-Jaw Crusher H 3244 & Cone Crusher K 300+ and scale-models of a range of hot mix asphalt plants, which TIL offers once

again in alliance with Astec Inc. – Double Barrel Hot Mix Asphalt Plant, Voyager Portable Asphalt Plant and Nomad Portable Hot Mix Asphalt Plant.

The products were very well received by visitors for their features and advanced technology. The response was very encouraging and the TIL stall recorded a phenomenal footfall and a huge number of queries. A number of good contacts and potential leads were generated for our hot mix asphalt plants, crushing & screening solutions, reach stackers and truck cranes. With a revival

of road construction projects, port modernization and an overall revival of the Infrastructure sector on the cards, we are extremely hopeful that many of these leads will be successfully converted into long-term business liaisons and positive business opportunities for the Company. The overwhelmingly positive response garnered at Excon 2017 will go a long way in enhancing the perception and brand image of TIL as a manufacturer and distributor of world class material handling and road building products and solutions.

Photo gallery



- 1 & 2 The impressive TIL product line-up
- 3 Rajesh Wazarkar sharing his thoughts on RS 45
- 4 Sumit Mazumder lighting the inaugural lamp
- 5 Pinaki Niyogy speaking at the product launch
- 6 New Hyster TIL® ReachStacker at the TIL stall

Photo gallery continued...



7 Sumit Mazumder (center) with Tarun Das (left), former Chief Mentor, CII, and Chandrajit Banerjee (2nd from right), Secretary General, CII.

8 (Foreground) Raji El Mawla and Sumit Mazumder; (Background) Alok Banerjee, Rajesh Wazarkar and others

9 (L-R) Anil Bhatia with David Semple and Prem Naithani

10 Rajesh Wazarkar and Sumit Mazumder launching the new Mobiload 315

11 (L - R) Vipin Sondhi (MD & CEO, JCB India Ltd), Shobana Kamineni (President, CII), Amitabh Kant (CEO, NITI Aayog), Sumit Mazumder (CMD, TIL Ltd) and Ali Khan (Director - Sales & Mktg, AAMG)

12 Mobiload 315

Photo gallery continued...



13



14



15



16



17



18

- 13 A product launch in session
- 14 Raj Shrivastav (3rd from the left) with customers
- 15 (L-R) Bipasha Sanyal with Selim Beji and Raji El Mawla
- 16 Pinaki Niyogy with the youngest visitor to the TIL stall
- 17 Sumit Mazumder (center) flanked by customers Siddaramu (left) and Satish (right) of Swastik Infra with other TIL officials
- 18 Customer Prakash Chandra Yadav (left) of Jay Bajrang Walee Stone Works

Key Handover Ceremony at TIL stall



1



2



3



4



5

- 1 Sumit Mazumder (left) and Rajesh Wazarkar (right) with Sanjay Mawar - Director, Pristine Group - for RS45
- 2 Pinaki Niyogy (right) with H K Mohanta - Sr GM (Tech Comm), Rashmi Metaliks Limited - for TMS 880M
- 3 Pinaki Niyogy (right) with M Jitendra - Managing Director, Hello Cranes, and his mother M Leela Devi - for TMS 860
- 4 Ajay Shah, Anil Bhatia (1st & 2nd on the left) and David Semple (right) with Darshan Dharod - Director, Varsha Cranes Pvt Ltd - for TMS 860
- 5 Rashmin Shah (left) - Director, Raj Lifters Pvt Ltd, and Sunil Makad (2nd from left) - Director, Steel Carriers, with P Rajesh - CMD, PBL Transport Corporations Pvt Ltd - for TMS 880M

MOBILOAD™ 315

is the latest entrant from TIL in the pick-n-carry crane segment. TIL - a market leader in India in higher capacity mobile cranes and material handling equipment - strengthens its foray into the pick-n-carry crane segment with a view to offering material handling customers a next generation pick-n-carry crane that embodies safety, easy operability, easy maintenance, application suitability and competitive total cost of ownership. **MOBILOAD 315** is the ideal choice for rental, construction, mining, shipping, oil refineries, heavy industries and engineering sectors in India.



The Mobiload 315 is the Latest Pick-N-Carry Crane from TIL

SALIENT FEATURES:

- Maximum lifting capacity of:
 - ❖ 15 MT at 2.5m radius over front for pick-n-carry operations
 - ❖ 8 MT at 2.5 m radius for 360° slew on-tyre duties
- 4-section boom with extended length reaching upto 17m - first 3 sections are fully powered and fully synchronized and the 4th section is power-positioned
- Optional 5m jib extension, allowing for a total boom tip height of 24m
- Continuous 360o slew for efficient load handling in challenging jobsites
- Twin tyres on both front and rear allow for stable and strong on-rubber performance
- Rigid chassis design with right hand front wheel drive for unmatched mobility
- Ergonomically designed single man cabin for fatigue - free operation
- Long carry deck capable of carrying a maximum of 2 tonnes at a road speed of 15 kilometres per hour
- Electronic load moment indicator to ensure safe operations in difficult conditions
- BS III CEV compliant engine
- TIL's unmatched product support with a pan India network

MAX. CAPACITY	85% Rating
PICK 'N' CARRY	15 Tonnes at 2.50m radius 360° Slew (on Tyres) - 8 Tonnes at 2.5m radius
BOOM	4 Section 6.5m to 17.0m
CARRIER	4 X 2 DRIVE
MAX. ROAD SPEED	35 km/hr

Sumit Mazumder and CII Welcome Ethisphere to India

“Ethical business not only helps companies sustain themselves in the long run, but also helps them generate more profit, achieve higher customer retention and attract talent”- said Mr Sumit Mazumder, Chairman of the National Committee on Integrity and Transparency in Governance, Confederation of Indian Industry (CII), on the official launch of the South Asian chapter of the Business Ethics Leadership Alliance (BELA) in India at the CII headquarters in New Delhi on September 19th, 2017. Mr Mazumder is the Chairman & Managing Director of TIL Limited and Past President of CII.



Sumit Mazumder speaking at the launch of South Asia BELA

BELA is a global community of compliance, ethics and legal professionals managed by The Ethisphere Institute, a US-based organization and a global leader that defines and measures corporate ethical standards, recognizes companies that excel, and promotes best practices in corporate ethics. The mission of BELA South Asia is to create an environment conducive to the growth of Indian industry, through a community of select Indian and multinational companies who will serve as founding members of this exclusive initiative. They will shape the strategic and tactical direction of the chapter while playing a leadership role in inspiring best practices in ethics, integrity and anti-corruption efforts across the region.

Mr Mazumder, on behalf of CII, and Ms Aarti Maharaj, Managing Director, South Asia BELA Chapter, The Ethisphere Institute, welcomed the high-profile panel of senior executives and business leaders from founding member companies like General Electric, Dell, SBI, Walmart, Dun & Bradstreet, 3M, Tata Steel, Tata Power, Coca Cola and Boeing, among others. The highlight of the event was a panel discussion where the panelists shared their views on their expectations of the South Asia BELA Chapter and highlighted the role that the public and private sectors can play in creating an ethical ecosystem in the region.

Fairness, integrity and transparency – the three core aspects of Mr Mazumder’s keen focus on ethical business practices – are also reflected across functions and hierarchies of TIL, an ethical and value-driven organization that nurtures individual excellence, team work and continuous innovation.

On the context of forming the Business Ethics Leadership Alliance with a special focus on India, Mr Mazumder commented – “Over the last few years, CII has strengthened its focus on ethics, integrity and compliance. CII strongly believes that Industry must take the lead when it comes to ethical business practices. As surveys have pointed out, there are many benefits which would accrue to a company as a result of ethical practices, most notably, by way of higher profits, better customer retention, and attracting and retaining the best talent. The Government’s efforts to improve Ease of Doing Business in India would also help this cause. While CII has been conducting programmes on awareness and experience sharing, we felt that there is a need to expose our industry to the global best practices. That is what brought about CII’s partnership with Ethisphere, USA, which is a world renowned organization on ethics and compliances. After all, if you wish to expand your business in a competitive global environment, you have no option but to be ethical.”

CSR@TIL – Touching Lives. Making a Difference.

Corporate Social Responsibility has always been pivotal to TIL's aspirations for inclusive development. Over the years, we have undertaken numerous socially relevant initiatives and tried to make a difference. Here's taking a look at some of our recent initiatives.

Puja Parikrama 2017

On the occasion of Panchami, TIL Limited, in association with Child In Need Institute (CINI), organized a 'Puja Parikrama' for a group of underprivileged and marginalized children of Kolkata, who were taken on a tour of select Puja pandals in the city. This was the sixth consecutive year that TIL undertook this activity as part of their CSR initiative. The children, numbering one hundred and aged between six and fourteen years, were accompanied by a number of volunteers from CINI and members of the TIL CSR team. The young ones were provided with breakfast and snacks, and were treated to a special lunch at the end of the tour. They were also presented with t-shirts and gifts. Hailing from shelter homes run by CINI, the children had a fun time and look forward to the same time next year. While the organizers acknowledge that altering the destinies of these unfortunate children will be no easy task, they sincerely hope that such programs as the Puja Parikrama will go some distance in instilling in their unblemished hearts faith and optimism for a better tomorrow.



Puja Parikrama 2017

New Puja Clothing for Underprivileged Children

On the occasion of the Durga Puja, TIL joined hands with the Mukti Foundation, a prominent NGO involved with rehabilitation and mainstreaming - by way of sheltering, educational guidance, vocational training,



At the Kolkata school run by Mukti



At the Chengail school run by Mukti

and computer literacy - of the destitute, substance - addicted and other marginalized members of our society since 2002. TIL has been supporting quite a few of their projects over the years. This time TIL gifted new clothing to 100 children - aged between 5 to 15 years, some younger - studying in two non-formal schools run by Mukti Foundation, one in Kolkata and the other at Chengail. These non-formal school ensure the right to education to a large number of children dwelling on streets, railway platforms, or involved in any form of child labor, having no access to schooling due to abject poverty and ignorance. A noble endeavor on the part of TIL and Mukti and quite a rare pleasure to see young and hopeful faces lighting up with joy as they received their gifts.

Orthopaedic Aids for Children

TIL recently sponsored orthopaedic aids (wheelchairs and walking braces) to 4 children, aged between 6 to 14 years, in association with Rehabilitation Centres for Children (RCFC), a non-government, non-profit and voluntary organization dedicated to providing free orthopaedic care to specially-abled underprivileged children since 1973. These are children hailing from impoverished families, mostly agricultural subsistence workers hailing from rural areas. In the absence of the free service provided by the likes of RCFC, these families would have neither the means nor the resources to get their unfortunate children treated, thus relegating them to lives of dependency and misery. In the last 44 years, RCFC has reached out to more than 65000 children from West Bengal and its neighbouring states and even from



At the RCFC Hospital in Kolkata

our neighbouring country Bangladesh. RCFC has its own hospital with a complete range of facilities and services under the same roof - including corrective surgery, physiotherapy, mobility aid and appliance, cerebral palsy day care centre, etc.

After the Government directive on CSR, the latter has emerged from the conventional sphere of philanthropy and is now being reckoned as a key organisational strategy, imperative to equitable economic development and the sustainable growth of industry. Time has come for Industry to renew its traditional ways of doing business. Businesses must focus in equal measure on all three dimensions of sustainability - Profits, People and Planet - to look beyond short term objectives. It's indeed a matter of pride that TIL has been championing the cause of CSR for many years before it became mandated by law.

TILOTSAV: Employee Engagement @ TIL

At TIL we firmly believe that work-life balance is of crucial importance, not only to the wellbeing of the individual, but also to the success of the organization. Work-life balance has a significant role in ensuring contentment. And a contented employee is a more productive employee. Needless to say, individual productivity has a direct bearing on organizational productivity. With this in mind, TILOTSAV was envisaged as an employee engagement program to celebrate the spirit of work and life at TIL. On the 26th of September, 2017, the first TILOTSAV was celebrated at TIL's Taratolla offices on the auspicious occasion of the Durga Puja. The event was inaugurated by our CMD, Mr Sumit Mazumder. This was followed by a small cultural program, prize distribution for the competition winners, and a special celebratory lunch.

As an integral part of this program a TILOTSAV icon design contest and a photography competition had been rolled out internally among all employees a few weeks prior to the celebrations. On the day of the event, the winning TILOTSAV icon by Anirban Mitra (Assembly, Kamarhatty) was unveiled, along with other entries. Debjit Sarkar (Corporate HR), Mrityunjoy Banerjee (Fabrication, Kharagpur) and Soumya Biswas (IT, Taratolla) were declared the winners in the photography competition. There was one more fun-filled competition planned for the day – The Best Dressed Employee; ethnic wear being the chosen attire. Ananyo Sen (Design, Taratolla), Payal Sarkar (Secretary), Subrata Sarker (MHS, Taratolla) and Bhaswati Ghosh Banerjee (Customer Service, Taratolla) were adjudged the best in this category.

Similar programs organised at the Kharagpur and Kamarhatty factories witnessed the active participation of all employees. Kamarhatty Plant also organised a sit-and-draw competition for employees' children. The winners were Anwasha and Ananya Manna (daughters of Achintya Manna, PPC - Kamarhatty) and Subhankar Patro (son of Shambhunath Patro, Workman - Kamarhatty).

The initiative has been well received and appreciated by all at TIL, with everyone looking forward to the next iteration of TILOTSAV.

Please meet our winners on page 20.



The TILOTSAV Icon



Sumit Mazumder lighting the inaugural lamp



Sit & Draw Competition at TIL Kamarhatty



TIL Kharagpur



Team TIL at the Taratolla HO

Important Visits

As always, the last few months have seen busy activity at the Kamarhatty and Kharagpur factories. Aside from 'business as usual', a number of other visits also took place. Here's a glimpse.

TIL has a long tradition of working with Indian Defence, having manufactured several specialized equipment for the latter. In the month of September, delegates from the Research and Development Establishment (R&DE), Pune, and the Naval Science and Technological Laboratory (NSTL), Vishakhapatnam - both laboratories of the Defence Research & Development Organization (DRDO) – visited the Kamarhatty plant for discussions regarding the proposed development of an Object Launcher.

In the same month, Mr Olaf Van Straaten, Director - Big Truck Development Center, Hyster-Yale Group, and Mr Rajesh Wazarkar, Managing Director, Hyster-Yale Lift Trucks India Pvt. Ltd. from our technology partner, Hyster®, visited the Kharagpur factory to review the progress made on the development of the D222 ReachStacker and conduct other discussions to move forward in areas of new product development, parts, service, etc.

In December, on the eve of Excon 2017, a high level delegation comprising of senior executives and overseas dealers of the Hyster-Yale Group (HYG) visited the Kharagpur factory. The delegates - including Mr Kiran Shetty, Head - Sales & Service and Mr Ben Peng, Business Development Manager, Big Truck Asia, from HYG, Mr Pan Chee Seng, Executive Director, and Mr Hiroshi Akatsuka, Executive Director, from Mach 1 Hyster Sdn Bhd, Malaysia, and others from Hyster dealers, PT DSL, Indonesia, and Dilok & Son, Thailand – appreciated the manufacturing processes followed by TIL. The visitors were presented with a demonstration of an export-ready ReachStacker with ELME Spreader on the Factory Test Bed.



R&DE and NSTL Delegates at TIL Kamarhatty



Hyster Delegates with Senior TIL Executives at TIL Kharagpur



Hyster Delegates at TIL Kharagpur



Discussions with Hyster delegates at TIL Kharagpur



Olaf Van Straaten (right) with TIL officials at TIL Kharagpur

Safety Training

Safety Training Programs were organized by TIL Kamarhatty for fabricators, welders, crane operators and helpers in association with Cutting Systems India (P) Ltd and SLINGSET in the months of November and December respectively.



Safety Training for Fabricators cum Welders at TIL Kamarhatty



Safety Training for Crane Operators at TIL Kamarhatty

Health Check-up

In August, a free dental camp for all employees at the Kamarhatty factory was organized in association with the Guru Nanak Institute of Dental Sciences and Research. In the same month, an annual medical check-up was also conducted for all contractual workers at the Kharagpur factory, under the expert supervision of a certified pathology team from Techlab, Kolkata.

In December, a free eye camp for employees at the Kamarhatty factory was organised in association with TITAN EYE PLUS.



Dental Camp at TIL Kamarhatty



Medical Check-up at TIL Kharagpur



Eye Camp at TIL Kamarhatty

Vishwakarma Puja

In September, Vishwakarma Puja was celebrated at the factory premises – Kamarhatty and Kharagpur – in the presence of all workers, management staff, and casual workers, along with their family members.



Sumit Mazumder attends Vishwakarma Puja at TIL Kamarhatty



Children were treated to a feast on Vishwakarma Puja at TIL Kharagpur

Long Drive Customer Support Meet

Customer Support team of TIL recently organized a customer meet interestingly titled 'Long Drive' at the Lemon Tree hotel in New Delhi for customers of Hyster-TIL® ReachStackers. The event was attended by several key customers in addition to TIL officials. The event as the name suggests laid emphasis on preventive and predictive maintenance of machines to ensure better performance and longer machine life. This is particularly relevant for reach stackers that have already performed over 15000 hours. The customer meet sought to address the ways in which regular and proper maintenance may help these machines to work without hiccup for another 10000 hours - hence the name. The program, which ended with a sumptuous dinner, was very well received by the participants, with the TIL Customer Support planning the next session of Long Drive.



Customers with Alope Banerjee Director Finance & CFO and TIL Officials at the Event



The Session in Progress

Human Resource @ TIL

We take great pleasure in sharing with you that TIL has won the Kolkata Best Employer Brand Awards 2017 hosted by the World HRD Congress, Employer Branding Institute and Stars of the Industry Group in November 2017. The recognition further reinforces the commitment of TIL as a people-centric organization that treats its employees as its biggest assets.

In related news, Mr Nadeem Kazim, Vice President - Chief Human Resource Officer, TIL, was appointed as Regional President – East as a Member to the National Executive Board of the National HRD Network (NHRDN), the apex body of HR professionals in India. He will be serving in this capacity for the period of 2017-2019. It is a great personal achievement for Mr Kazim and a matter of pride for TIL.

With a well-rounded knowledge of HR, IR and business strategies, Mr Kazim has always been extremely active in developmental matters pertaining to his vocation. He was recently one of the judges at the 17th National Supervisory Skill Competition 2017 organized by CII and a panelist at the CII Eastern Region Industry – Trade Union Dialogue Forum 2017. Many congratulations to Mr Nadeem Kazim!

New Holiday Home at Puri

TIL Limited has recently inaugurated a new Holiday Home at Puri, Odisha. Located near the Lighthouse, close to Hans Coco Palms Resort, in peaceful and idyllic settings, it is the perfect getaway retreat from the hustles and bustles of urban life.

There are three air-conditioned bedrooms with bathrooms, balconies, TVs and all other amenities. The house has excellent dining areas with provisions for in-room dining.



Nadeem Kazim at the 17th National Supervisory Skill Competition



At the Industry - Trade Union Dialogue Forum 2017

Auto-rickshaw service is available to take visitors to the Swargadwar area, Jagannath Mandir or any other place of their choice. But above all, the standout feature of the property is its proximity to the sea. Located just across the road facing the house, a mere 50 meters away from the main door, the beach is clean, quiet and very private.

Bookings are pouring in thick and fast. Make sure you plan your holiday calendar well in advance!



Sunrise from the Balcony



Fully furnished Rooms



Private Beach

CONGRATULATIONS

Sit-and-draw contest



Anwasha Manna (right)

Winners received their awards
from our CMD
Sumit Mazumder



Ananya Manna (right)

TILOTSAV icon design contest



Anirban Mitra (right) receiving his award from
Sumit Mazumder



Subhankar Patro (right)



Winning entries in the sit-and-draw contest



Photography contest

Bipasha Sanyal & Pinaki Niyogy gave out the awards



Soumya Biswas (right)



Debjit Sarkar (right)

Best-dressed employee contest

Bipasha Sanyal, Pinaki Niyogy and Nadeem Kazim gave out the awards



Ananyo Sen (right)



Payal Sarkar (right)



Bhaswati Ghosh Banerjee (right)



Subrata Sarker (right)

Ways to Get a Difficult Conversation Back on Track



Despite our best intentions, conversations can frequently veer into difficult territory, producing frustration, resentment, wasted time and effort.

Below are some strategies that can help conversations back on track thereby enabling us to move forward.

- **Shift from opposition to partnership.** In the midst of a difficult conversation, it's easy to see your conversational partner as your opponent. Try repositioning yourself - both mentally and physically - to be side by side with the other person, so that you're focused on the same problem.
- **Reframe your purpose from convincing to learning.** Conversations often go off track when we try to get someone to adopt our view or approach. Consciously shifting into a learning mode helps us gain the insight we need to be creative, to collaborate and to move the conversation forward.
- **Verbalize your intention.** Transparency helps facilitate productive conversations. Share your purpose and what you hope to achieve with your partner.
- **Avoid assumptions.** Making assumptions also limits our effectiveness because it prevents us from fully understanding the situation and narrows the range of solutions we consider.
- **Acknowledge your part.** It's very easy to identify what the other person has done wrong and much harder to identify one's own contribution to the problem. But acknowledging your part demonstrates how to take responsibility and encourages others to do the same.
- **Seek input to problem solving.** Humans are motivated to preserve and protect their self-image, so feedback can be difficult to receive. We tend to reject information that threatens our identity and, therefore, we don't learn from it. Instead of digging into what has happened in the past, tell the person what you hope to learn or achieve and ask them for their suggestions.
- **Focus on what you're hearing, not what you're saying.** People who shy away from conflict often spend a huge amount of time mentally rewording their thoughts. You don't actually need to talk that much during a difficult conversation. Instead, focus on listening, reflecting and observing.

When difficult conversations at work go wrong, they can rapidly devolve into unproductive arguments. Keep your discussion on track by minding the A-BCDS: Avoid Blame, Contempt, Defensiveness and Stonewalling.

- 👉 **Blame.** Try not to make assumptions about what your colleague is thinking and don't make groundless accusations. Keep the conversation focused on facts.
- 👉 **Contempt.** Acknowledge when you've lashed out in exasperation, and do your best to avoid making judgments.
- 👉 **Defensiveness.** Take responsibility for your part in the conversation. Are you open to input, or do you interpret new ideas as criticism?
- 👉 **Stonewalling.** Commit to listening and contributing with an open mind, instead of avoiding an unpleasant topic or refusing to participate fully in the conversation.

Practicing any of these techniques will help in our ability to have productive conversations about even the most difficult or contentious issues.

Excerpted from article as published in HBR. Contributed by Monique Valcour.

Health

With the New Year, comes the opportunity for a fresh start. For many people, this means leading a healthier lifestyle and losing weight. If this is your goal, follow these tips to stay on track.



Track What You Eat: Looking closely at what you eat is often an eye-opening experience. Tracking what you eat will help you tweak your diet so that you can still enjoy foods you love without sabotaging your weight loss or healthy eating efforts.

Eat Breakfast Every Day: Surely you've heard that breakfast is the most important meal of the day. Eat a big healthy breakfast as early as possible. It will give you more energy, lead you to make healthier choices during the day and keep you feeling full so you eat less later on.

Fill Up on Vegetables: Vegetables are filled with nutrients, water, fiber, and very few calories. If you fill half of your plate with vegetables, you'll get fuller faster and cut down your calories without feeling deprived. Use herbs and spices to jazz up vegetables instead of using butter and / or salt to flavor them.

Exercise: In order to burn calories at a faster rate and build a healthy body, you'll need to incorporate exercise into your life. If you haven't exercised in a while, talk to your doctor to make sure that you are healthy enough to begin an exercise plan.

Drink Water: No matter where you are, water should always be the first thing you reach for when you're thirsty. Water truly is essential. Resolve to drink one more glass of water today than you had yesterday.

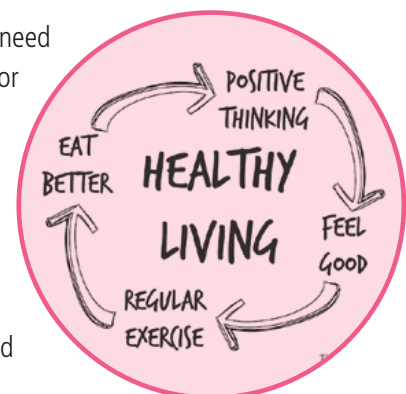
Focus on Deep Breathing: When you are trying to juggle multiple things at a time, you are bound to be stressed. Five to ten minutes of deep breathing can help in relaxing you and reducing anxiety.

Watch Your Posture: Good posture is not just great for your back and neck, but also allows you to breathe properly and increases concentration and thinking ability.

Sleep 8 Hours a Night. A number of recent studies have confirmed that you really do need at least 8 hours of sleep at night. Adequate sleep makes you feel better, decreases risk for cardiovascular disease, boosts memory.

Take a Time-out Daily: Vow to disconnect at least once a day, Close your eyes and take 10 deep breaths, or crank up a soothing playlist as your commute.

Take It Slow: A major mistake many people make when trying to tackle a health resolution is trying to do everything at once. This is almost always a recipe for disaster. Spend a few weeks just trying to achieve 1-2 goals at a time. When you have established new good habits, put a couple more goals on your plate.



PUNTASTIC.



Don't spell Part backwards **it's a trap**

Why didn't the bike go to work? **It was two-tired**

What would Bears be without Bees? **Ears**

Laughter can actually help fight disease.
Enjoy these medical cartoons



"It's a pacemaker for your heart. Plus, you can download apps for your liver, kidneys, lungs, and pancreas!"



"The last thing I remember is being thrown into the dryer."



What did Adam say the day before Christmas?

🎆 "It's Christmas Eve".

Why couldn't the skeleton go to the Christmas party?

💀 He had no body to go with.

What does December have that other months don't have?

👉 The letter D.

What do Santa's elves learn in school?

👉 The Elfabet.



COMPREHENSIVE PORTFOLIO OF PRODUCTS & SOLUTIONS

Built on Quality, Reliability & Productivity

Partnering India's Infrastructure build since 1944, TIL Limited is one of the leading providers of material handling and road building solutions in the country.

- Mobile Cranes (Truck & Truck Mounted, Rough Terrain, All Terrain & Industrial Cranes), Lattice Boom Crawler Cranes, RTG Cranes, Reach Stackers (Container Handlers), Hot Mix Asphalt Plants, Crushing & Screening Solutions.
- Alliances with global technology leaders.
- Pan-India network with unmatched Product Support.
- Setting new standards in design & manufacturing excellence.

TIL Tractors India

Technology Innovation Leadership



TIL Limited

CIN: L74999WB1974PLC041725

Registered & Corporate Office:

1, Taratolla Road, Garden Reach, Kolkata - 700024

Phone: + 91 33 2469 3732-6 / 6497 | 6633 2000 / 2845

Toll Free No:

1800 266 1535

Mktg-TIL@tilindia.com

www.tilindia.in

