

TIL TALK

Vol. 28 • Issue 2 • 2018

OUR NEWS VIEWS & EVENTS

CELEBRATING

74
Years

1944-2018

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TIL Tractors India

Technology Innovation Leadership

Dear Reader,

Welcome to this issue of TIL TALK.

It gives me a lot of pleasure to share with you that TIL Limited turned 74 this year. We are on the threshold of our 75th anniversary - a momentous occasion that will be celebrated next year with matching exuberance.

This is the age of disruptive innovation. The face of industry continues to be redefined by the ever increasing pace of digitization. Going forward, the emerging ecosystems of interconnected businesses will transform how companies serve customers and address market needs. Traditional labor intensive planning systems are being fast replaced by new technology driven processes that utilize data analytics and in-depth customer insight to make accurate forecasts. The goal is to use real-time data to link product designers, smart factories and transaction centers across the value chain. The goal is to optimize production quality, save valuable resources and enhance customer service. How well an organization is able to predict, identify and fulfil the customers' needs with the right assortment of cutting edge technology solutions and value-added services will grant it the competitive edge that it needs to thrive.

On a technology-intensive and customer-centric organization like TIL, the impact of innovation is extensive. Our R&D is constantly working on the cutting edge of technology to create design innovations that ensure higher customer profitability. Some of our products are equipped with telematics and onboard diagnostics for troubleshooting that ensure maximum equipment uptime. The ERP system integrating functions across our offices and factories is being constantly upgraded to match the emerging market complexities. We are focusing on leveraging the digital platform. We are also adopting new software for the customer support function that would enable better call management and higher efficiency and productivity. Looking forward to exciting times ahead, TIL continues to strategize, innovate and evolve.

Needless to say, strategizing is never complete without flawless execution. And the key to actualizing our growth plans lies with our employees - the real assets of TIL. The future of TIL depends not only on their individual brilliance but in effective teamwork as well - all working seamlessly, resolving all cross-functional issues and bottlenecks, to achieve our shared vision. In the last fiscal year, TIL dispatched a record number of machines. This year we expect to raise the bar even higher, in line with the rising demand. The last quarter was better than previous ones - a positive trend that is expected to carry through the year. Material handling equipment sales have improved, with the RS 45-31 ReachStacker beginning to generate good demand and truck cranes having gained greater market share. Crushing & Screening solutions business has taken off in a promising way, with TIL having already made a dent in the Uttar Pradesh market, which is considered to be a focal point of crushing & screening activity in India. Customer support division is also expanding their footprint, having bagged bulk Annual Maintenance Contracts from some prestigious customers. To keep this momentum unchecked in order to ascend to a higher growth orbit, we also need to constantly evaluate the opportunities for our products - for sustaining growth and profitability.

Viability of a product is also an important factor for sustaining profitability. With regards to Continuous Hot Mix Plants, the guidelines of the Govt. of India do not permit their use in the major opportunities. While we had already successfully developed and built the Nomad prototype, prospects are limited to hilly regions only, making it a very small segment of the total opportunity; and hence not viable in the long run. Under the circumstances, after much assessment and opportunity mapping, it has been mutually agreed upon with Astec to discontinue the range of Continuous Hot Mix Plants.

In this issue of TIL TALK, we bring you an update on TIL's 74th Foundation Day celebrations, CSR activities undertaken across our offices, latest happenings at TIL Kharagpur, voice of a valued customer, developmental initiatives like Kaizen and the first TIL All Employee Meet, among other stories. You will also get to meet the proud recipients of this year's TIL Awards - TIL Star, Satish Bhatnagar True Spirit and TIL Hallmark - that are given out every year on our Foundation Day in recognition of the stellar contribution of some of our people to TIL's success.

My very best wishes to you and your family. Welcome aboard the digitized era of TIL.

Warm regards,



Sumit Mazumder
Chairman & Managing Director



74th Foundation Day Celebrations

TIL's 74th Foundation Day, also known as TIL Caring Day, was celebrated on the 22nd of July, 2018, at Taratolla corporate office and across factories and other branch offices. Employees across the country celebrated the day by paying homage to our shared values of leadership, integrity, knowledge, teamwork, accountability, transparency and customer orientation. At TIL Taratolla, the day began with Mr Sumit Mazumder, CMD, raising the TIL flag to half-mast and initiating a minute of silence in remembrance of Late Avijit Mazumdar, our beloved Chairman Emeritus, whose contribution to TIL's success during the latter's formative years was nothing short of transformational.

Thereafter, our CMD delivered a stirring inaugural speech, congratulating all for TIL's success over more than seven decades and exhorting all departments to overcome cross-functional barriers and engage in effective teamwork to enable the Company's transition to its next phase of aggressive growth. Expressing a lot of optimism for the future of the Indian economy and the business environment that TIL operates in, he encouraged everyone to keep working with the same unmatched zeal and remain committed to pursuing excellence in their respective functions.

The speech was followed by a small cultural program organized by the employees, which paved the way for the TIL Foundation Day Awards ceremony - 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. The TIL Hallmark Award acknowledges outstanding leadership qualities. You will find the details of the winners in a later section of this newsletter. Like every year, TIL Caring Day was also observed across all TIL offices. Employees, in

humble reckoning of the gift of life, contributed generously towards the creation of a common fund at each of their respective locations. Matching amounts were added from the Company's own funds and the expanded funds utilized in reaching out to underprivileged children, in association with local NGOs. You will find a more detailed report on the activities undertaken as part of TIL Caring Day 2018 in the following pages. Mr Sumit Mazumder's complete speech was read out at all TIL offices. Here is a short excerpt...

“

"We have worked tirelessly and continue to work as hard to reach where we are today... TIL remains dedicated to its fundamental values despite the many challenges that have threatened its solidarity... TIL remains a people-friendly Company, which firmly believes that organizational growth is intimately linked with individual well-being. People are, have been, and will always be TIL's greatest asset. It is because of your hard work, perseverance and dedication that we have thrived for 74 years in an industry that is marked by high corporate mortality. Today, we are 74. Next year, TIL turns 75. We are going to celebrate our 75th birthday in a manner that befits the occasion. Of late, we have inducted a lot of new talent into the Company - bright and motivated individuals, bubbling with the potential to bring about paradigm changes. We have in our leadership team some of the best in the industry in their respective fields. We have one of the lowest attrition rates in the industry. It rests on your able shoulders to steer TIL into its Centenary Celebrations 26 years hence... We have already caught a glimpse of the brighter days ahead. Indeed, our order books are looking better every day. Crane sales and market shares are gaining ground. Crushing & Screening equipment - a business line that embodies a lot of heavy investment by TIL - is definitely showing signs of improvement. Customer support is expanding its footprint across customer segments and consolidating TIL's image as a Company dedicated to customers' success. The Export market too holds a lot of potential for rapid growth. While catering to the global market, our products will undergo a metamorphic improvement, both in quality and aesthetics... We are also looking at additional product lines... The opportunities in the infrastructure sector have really revived. The market is the most buoyant that I've ever seen in my very long career. Encouraged by the positive tidings, we have also laid the foundation stone at the site of a proposed new factory at Vidyasagar Industrial Estate, Kharagpur. TIL is gearing up to embrace the future - a future that looks promising"

”

TIL Taratolla



TIL Kharagpur



TIL Kamarhatty



TIL Delhi



TIL Mumbai



TIL Chennai



TIL Singrauli



Smile for a Child

TIL's commitment to Corporate Social Responsibility (CSR) is exemplified by the fact that Foundation Day at TIL - July 22nd, the most significant day in the Company's history - has been rechristened as TIL Caring Day.

The initiative chosen for TIL Caring Day 2018 was *Smile for a Child*- helping the underprivileged and marginalized children of our society. As per the usual practice, employees at the Taratolla corporate office, factories and branch offices pooled their generous contributions to create a common fund, which was further strengthened by a matching amount from TIL's corporate fund. Seven offices across the country - Taratolla, Kamarhatty, Kharagpur, Sahibabad, Mumbai, Chennai and Singrauli - observed TIL Caring Day (TCD) by supporting the less fortunate children in their respective locations, deploying the funds locally in association with different NGOs.

At **TIL Taratolla**, TCD 2018 was centered on three different initiatives - sponsoring the annual expenses (on account of clothes & toiletries) for 83 children residing in two shelter homes run by Hope Kolkata Foundation, sponsoring the orthopaedic surgeries and treatment of 6 infants (hailing from underprivileged rural families) at Rehabilitation Centres for Children, and sponsoring basic computer training for 15 visually impaired young people associated with Welfare Society for the Blind.

TIL Kamarhatty donated their funds to The Refuge, a 118-year old orphanage in Kolkata, which is home to over 300 children - for buying folding cots, mattresses, pillows, bed covers, etc. for some of the residents.

TIL Kharagpur engaged with NGO, Praajak, to organize a sit-and-draw competition for underprivileged children residing in the Kharagpur railway colony, who were presented with educational stationeries, story books, sweets, chocolates and prizes.

TIL Sahibabad donated to Sewa Bharti, an NGO working for the economically weaker sections of society.



Rehabilitation Centres for Children, Kolkata



Hope Kolkata Foundation, Kolkata



Welfare Society for the Blind, Kolkata



The Refuge, Kamarhatty

TIL Mumbai donated essential items to Desire Society, a shelter home for HIV-affected children.

TIL Chennai provided some very essential items - washing machine, mixer-grinder, new shoes, provisions, etc. - to a shelter home for 15 underprivileged children, run by an NGO named New Asiya Jothi Social Service Trust.

TIL Singrauli - celebrating TCD for the first time - distributed gifts and educational stationeries among underprivileged children of a local school, Saskiya Purv Madhyamik Vidyalay.

CSR is a measure of self-regulation by companies - reflecting an organization's commitment to activities lying beyond its own commercial interests, intended to benefit the society at large. CSR has always been pivotal to TIL's aspirations for inclusive development. TIL Caring Day is just another example of the numerous socially relevant initiatives that TIL undertakes in order to make a positive difference to society.



Desire Society, Mumbai



Saskiya Purv Madhyamik Vidyalay, Singrauli



Muktangan, Kharagpur



Sewa Bharti, Sahibabad



New Asiya Jothi Social Service Trust, Chennai

Towards Creating a Greener and Cleaner World

As a socially responsible and environmentally conscious organization, TIL observed World Environment Day on the 5th of June, 2018 at its corporate office in Kolkata, factories at Kamarhatty and Kharagpur, and branch offices across the country. Employees across hierarchies engaged actively in sapling plantation ceremonies held in the office and factory premises. With a view to spreading awareness about environmental preservation and how individuals can make a difference by themselves, employees were encouraged to undertake voluntary activities in support of the cause in their respective locations. Singrauli deserves a special mention in this regard, where employees engaged in cleaning up discarded plastic items from their immediate neighborhoods in keeping with the particular theme for this year, #BeatPlasticPollution. Chosen by India, this year's host for the UN initiative, the theme for World Environment Day 2018 urges all of us to consider how we can make changes in our everyday lives to reduce the heavy burden of plastic pollution on our natural environment, our wildlife and our own health.



Kharagpur



Mumbai



Singrauli



Kamarhatty



Chennai



Ansal Bhawan, Delhi



Sahibabad



Taratolla

TIL goes the Kaizen way

'Kaizen' is a Japanese word that means 'change for good'. As a management philosophy, it is an ongoing effort to generate continuous improvement in processes by way of small and incremental changes that can lead to major improvements on a cumulative level.

Training workshops on Kaizen were successfully conducted at TIL's Kamarhatty and Kharagpur facilities recently. The programs witnessed wide participation from Kamarhatty and Kharagpur employees across functions and roles. A total of 75 participants attended the Kaizen workshop at Kamarhatty and 43 participated at Kharagpur. While day-1 of the program involved classroom training, day-2 included group activities at shopfloor, with participants being divided into teams. The activities included waste identification, idea generation and sharing of ideas for improvement. Around 150 improvement ideas were shared by the teams at Kamarhatty and Kharagpur. The program was well supported by TIL's senior leadership team, who ensured the full participation of their team members.

Kaizen involves a continuous co-operative and commitment-driven approach that cuts across functions and hierarchies to achieve overall improvement in organizational performance across the Order-to-Delivery process. Kaizen enables lower defects, higher productivity, minimum wastage, more accountability and innovation. Successful implementation of Kaizen relies upon the unanimous support and engagement of all members of the organization. At TIL we will strive to continue this journey in our daily work life.



Kaizen Training Workshops at Kamarhatty and Kharagpur

Enhancing Employee Engagement

The first iterations of TIL's All Employee Meet were organized at TIL Kharagpur and TIL Kamarhatty in July. Intended to be part of a wider team-building and organizational communication exercise, the events witnessed introductory addresses by Mr Nadeem Kazim, VP-CHRO, TIL, followed by presentations and addresses by senior TIL leadership. The prime focus of presentations was on operations excellence, process improvement, quarterly performance, production plans, shipment readiness, etc.

Mr Raju Bawankar, EVP, Manufacturing TIL, thanked all employees and applauded them for their contribution to TIL. He emphasized on people, their safety, well-being and morale. He advised all employees to build a culture of quality in everyday work and stressed upon the spirit of team-work in TIL's bid to deliver superior products on time with increased customer satisfaction. The days' events were capped off by the much enjoyable cake cutting ceremonies for all the employees whose birthdays were in the same month. Going forward, these meets are going to be a monthly feature at both Kharagpur and Kamarhatty factories of TIL.



Cake cutting ceremonies at Kharagpur (top) and Kamarhatty



Raju Bawankar (left), EVP - Manufacturing



Nadeem Kazim, VP - CHRO



Pinaki Niyogy (right), VP - CTO



Bipasha Sanyal (right), VP - Strategy

Growing Together

Customer / Operator Meets are an extremely important initiative for any customer-centric organization as they help to improve the company-customer interface, which is critical to long term growth and performance. TIL recently conducted a series of such meets - at Shivasagar, Kolkata and Mundra - that helped us to obtain a better feel of the customers' needs and also assess their perception of TIL and its products, which is absolutely essential for continuous improvement of our market offerings.

First in line was the operator meet at Shivasagar, which saw good attendance and participation from all the attendees.

This was followed by a customer meet at Kolkata. Team TIL gave detailed presentations and held meaningful interactions with individual customers in order to understand their needs and concerns. Customers' feedbacks before and after the events were recorded for a more objective analysis of their views. Relevant and important industry insights were also received.

An operator meet was also organized at Mundra, Gujarat, for customers of Hyster-TIL® ReachStackers. The program was attended by operators, maintenance staff and field supervisors from some of our valued customers. There was an interactive session on correct maintenance practices for C222 and D222 ReachStackers, followed by lunch and a quiz session where prizes were given out to the winners and other participants.

It is expected that such meets will be very useful in improving the customers' confidence in TIL's products and services. There will be more to come.



Shivasagar



Kolkata



Mundra

Activities at TIL Kharagpur

TIL's Kharagpur facility witnessed a variety of activities in the last few months - from awareness camps and plant visits by important delegates to commemorative occasions. Here's taking a glimpse:

Health, Safety & First-aid Awareness Camp

A 1-day Health, Safety & First-aid Awareness Camp was organized on the TIL Kharagpur factory premises in association with the St John Ambulance Association, Tollygunge Centre - an agency authorized to conduct such workshops. Around 20 employees from TIL Kharagpur - from both management and non-management cadres - took part in the workshop that dealt with the nuances of maintaining the correct standards of health and safety, in addition to explaining basic first-aid techniques. At the conclusion of the program, the agency issued certificates to all the participants and to TIL Kharagpur as a whole.



Health, Safety & First-aid Awareness Camp

Visit by Jiangsu Hengli Hydraulic Co

Representatives from Jiangsu Hengli Hydraulic Co Ltd, China, visited TIL Kharagpur for a business meeting with the TIL senior management team. The delegates included Mr Xu Jin, Head Export Europe, and Mr Liu Kang, Regional Manager Europe.



(L-R) Xu Jin, Saumyendu Chakraborty & Liu Kang

Visit by Famur Famak

A delegation from Famur Famak, Poland, visited TIL Kharagpur to conduct discussions on a possible business alliance between the two companies. The guests included Mr Pawel Majcherkiewicz, Vice President, Mr Marek Boron, Sales Director, and Mr Atalanta Chakraborty, Director-Operations (India) of Famak India. TIL senior management engaged the delegates in a fruitful meeting, furthering the prospects of a gainful business collaboration.



(L-R) Sandip Bhattacharya, Saumyendu Chakraborty, Marek Boron, Atalanta Chakraborty, Pawel Majcherkiewicz, Pinaki Niyogy, Ratindra Nath Das & Subrata Sarker

Hyster Training Program

A Sales & Product Training Program for the Hyster-TIL® range of products was organized at TIL Kharagpur in order for the participants to revisit the basics and acquire new and updated information. With the participation of the TIL marketing team from all over India, the program was successfully conducted.



(L-R) Janardhan Reddy, Shourav Niyogy, Swapnil Bhaik, Amalangshu Pal, Rangababu Reddy, Maruthi Prasad, Yashpal Bangeri, Joydip Pal & Debashish Barua

Customer Visits

Mr Sumit Sadhwani and Mr Jai Kishen from Jial Das & Co. visited TIL Kharagpur to gain a firsthand experience of our manufacturing expertise and spare parts support capabilities for crushing & screening equipment. A listed contractor for Indian Railways, Jial Das & Co. supplies aggregates to the commercial markets at Jharkhand, Bihar and West Bengal, and also exports to Bangladesh. Members of the EPS sales team accompanied them on their tour of the TIL Kharagpur factory and office.

Another esteemed customer Mr Vineeth R and Mr Vinod Kumar of Ravindra Rocks Products Pvt Ltd visited TIL Kharagpur for a tour of our state-of-the-art factory. In operation since 1992, the customer is based in Pathanamthitta district, Kerala, and is a local aggregate supplier. EPS sales team members and others from TIL Kharagpur accompanied them during their visit.



(L-R) Rambabu, Partha Ray, Sibaram Das, Sumit Sadhwani and Jay Kishan



(L-R) Sanees Mohammad, Kapil Viswakarma, Vineeth R, Vinod Kumar, Dipankar Mal & Anup Kumar G

TIL Wins CII Energy Efficiency Award

TIL Limited was recently felicitated at the 11th edition of the CII Energy Conclave (ENCON) held at Kolkata. These awards instituted by the Confederation of Indian Industry (CII) Eastern Region acknowledge and celebrate the vision and commitment of organizations towards pursuing excellence in energy conservation. More than 40 companies participated in the event.

All assessed companies were awarded star-ratings based on their scores on a set of parameters, with the highest rating being 5 stars. TIL Kharagpur secured a 3.5 star rating and TIL Kamarhatty got 3 stars on the strength of the various energy conservation initiatives underway at the factories. Many congratulations to Kharagpur and Kamarhatty teams and here's wishing them all the very best for higher scores at the next ENCON!



Proud Members of Team TIL

M/s Rameshwar Prasad Sharma Contractor

M/s Rameshwar Prasad Sharma Contractor - registered as an AA Class contractor with PWD, Rajasthan - has been active in the road construction sector for the last twenty years.

They are the proud owner of a 200 TPH 3-Stage Portable Crushing & Screening Plant from the house of Astec-TIL - H2550 Hydra-Jaw with a new generation setting control device, heavy duty vibrating grizzle feeder and conveyors onboard a wheeler chaise as primary plant, SBS38 Cone Crusher and screen onboard a wheeler chaise as secondary plant, with VSI 2500 Vertical Shaft Impactor and final product screen onboard a wheeler chaise as the tertiary plant.

Currently, they are building a 7-kilometer stretch of highway at a cost of about ₹ 300 crores. For the last three years, the Astec-TIL plant has been deployed in road construction only, but going forward they plan to use it for retailing aggregates as well.

CEO, Mr Praveen Kumar Sharma, is all praise for their Astec-TIL Crushing & Screening Plant and TIL's excellent service support. This is what he has to say:



Praveen Kumar Sharma

"TIL is a customer centric company, with a prime focus on aftermarket solutions. We are extremely satisfied with the performance of our Astec-TIL Portable Crushing & Screening Plant - a sophisticated piece of equipment with high productivity and low maintenance; all you need is a good operations team to keep the machine running. We have been associated with TIL for the last three years and we are highly satisfied with the promptness with which TIL has always responded to our issues. For consumable parts, the availability is spot on time. There is some scope of improvement in the availability of breakdown parts. That is not to say that there is anything lacking in the commitment of the TIL service team. They have been extremely supportive over the years. This one time, when the jaw crusher in our plant suffered a hydraulic unit failure,

TIL customer support responded in no time, addressing the problem and getting the plant back on track. In conclusion, I would like to say that if TIL further strengthens its service and spares availability in the North Indian region, the benefits will be manifold for both TIL and its customers."

Taratolla Workshop

5S Training

5S represents a systematic approach to ensure improvements in productivity, quality and safety in all types of businesses - by reducing wastages and useless activities, and improving quality efficiency and safety. The program is called 5S, since each of the 5 different steps involved in it start with the alphabet, S. 5S uses the 5 Japanese disciplines of Seiri (Sort), Seiton (Set), Seiso (Shine), Seiketsu (Standardization) and Shitsuke (Sustain).

Recently an in-house training workshop was conducted on 5S principles for TIL house-keeping staff and employees engaged in the physical movement of spare parts at the Taratolla warehouse. With a total of 15 participants, the workshop started with basic inputs on 5S and various techniques used to ensure smooth warehouse operations and included a small game that helped the participants apply their learnings to practical scenarios. There was a question-answer session at the end.



5S Training in Session

Teamwork Training

As part of TIL's continuous efforts to develop the warehouse staff at Taratolla, a small training session on teamwork was recently conducted for the same 15 participants. The program included a presentation on the basic principles and benefits of teamwork, followed by practical games where the participants were broken up into 2 teams and required to put their learnings to practice. It concluded with a detailed feedback session on each team's performance and how they may be able to improve by way of better teamwork.

Teamwork is important due to the problem-solving synergy gained from multiple minds working on a solution. It is extremely essential for team mates to bounce ideas off of one another before deciding on the correct approach to a problem. Teamwork also promotes communication, helps the team become more cohesive and inculcate a feeling of ownership among employees.



Teamwork Training in Progress

Communications Training

A small session on effective communication was also held at the Taratolla warehouse for the warehouse staff and house-keeping staff. The team members were briefed about how to effectively communicate at the workplace. The session included small role plays to give the participants a better idea and concluded with a question-answer session.



Communications Training in Progress

From Campus to Corporate

At TIL employee development is a continuous process that is catalyzed by way of various training and development initiatives to sharpen talent, improve capabilities and enhance individual productivity. Recently, TIL recruited a lot of new talent into the organization - bright young individuals, bubbling with the potential to explore new horizons by dint of their hard work and fresh ideas. The new joiners - Graduate Engineering Trainees and Management Trainees - underwent an orientation program, inventively titled, *From Campus to Corporate*, and thereafter visited TIL Kharagpur where they were introduced to all the departmental heads, acquainted with the operational & quality aspects pertinent to the shop floor and production processes and provided with a firsthand experience of TIL's state-of-the-art manufacturing infrastructure.



New joiners at TIL

Engaging with CII

Recently, Mr Sumit Mazumder, CMD-TIL and Past President - CII, was invited by Confederation of Indian Industry (CII) to their Kolkata office to address the CII staff of their eastern and north eastern regional offices and felicitate the son of a longtime CII employee for scoring well in his board examinations.

Mr Mazumder interacted with the staff and spoke about the evolution of the institution, changes he has witnessed in the past few years, and where he sees the Confederation in the next five to ten years. He deliberated on the expectations of the Office Bearers from CII Secretariat. He also felicitated Pabitra Senapati, son of Dulal Senapati, longtime employee of CII Kolkata, who has become the topper in Kolkata in the Madhyamik Examination and secured 10th rank in the overall merit list this year.

A brief excerpt from his encouraging address at CII Kolkata:



Sumit Mazumder (2nd from the right) presenting a memento to the young aspirant



... In five to ten years, I see CII as maintaining its position as the numero uno industry body in India and expanding its global outreach by quantum leaps. I want to see CII as playing a more significant and critical role in the areas of international business and foreign investment. Going forward, I would like to see a stronger and more effective government-industry interface, more socially responsible policy advocacy and more intense focus on sustainable business practices...



Going the Extra Mile with AMCs

Annual Maintenance Contracts (AMC) from TIL's Customer Support division - aimed at 'preventive' and 'predictive' maintenance - are tailored to the customer's needs, regardless of the machine, its age or application. Customized agreements not only prevent machine breakdowns but also increase machine efficiency in order to help the customer achieve the lowest cost per unit of production. As part of an AMC, a TIL service engineer would conduct a personal inspection of the machine once a month or once in three months depending on the customer's requirement. These AMCs have caught on quite well in the market, with TIL recently receiving a bulk AMC order from Bharat Electronics.

Furthermore, the AMCs have the ability to generate additional business in the form of spare parts. For example, Vadodara-based Radiant Hitech Engg Pvt Ltd had recently approached TIL for help with certain defects in 2 second hand cranes that they had purchased from Dubai. TIL restored the machines to working condition and delighted with TIL's service, the customer not only executed an AMC with TIL for the said cranes, but also placed substantial orders for parts.

Kudos to the Customer Support team as TIL looks forward to reaping the benefits of AMC.

43rd Annual General Meeting

TIL's 43rd Annual General Meeting was convened at the Taratolla HO on the 3rd of August 2018. A short film dedicated to the Late Avijit (Bobby) Mazumdar, former Chairman Emeritus of TIL, was shown at the venue, which was followed by a minute of silence in his remembrance. A film was also shown at the venue that recapitulated the events at TIL in the past year. Thereafter, the usual proceedings of the AGM were taken up.



TIL's 43rd AGM in Session

Kerala Flood Relief

One of the worst natural disasters in recent years has hit Kerala. The backwater state received a few months' worth of rainfall in the span of just a few days, resulting in the worst floods ever to have been witnessed there. TIL joined in the relief effort, in association with CII Foundation, by extending financial aid from TIL Welfare Trust and senior employees who contributed a day's pay. TIL employee, Mr Sanees Muhammed, who is based in Kerala, actively volunteered in the evacuation, rescue and rehabilitation initiative taken by the Government. It's sad to see God's Own Country in such a calamitous state. Here's wishing them early recovery from the tragedy.



Kerala Flood



Sanees (right) helping with the relief work

Compensation Management

Mr Nadeem Kazim, VP-CHRO, TIL, recently attended a Workshop on 3P Compensation Management, organized by Confederation of Indian Industry (CII) in association with Mercer, a leading HR Consulting firm based out of Singapore.



Nadeem Kazim (2nd from the right) Speaking at the Event

Analytics for HR

A Workshop on Analytics for HR Professionals of Eastern India was also inaugurated by Mr Nadeem Kazim, VP-CHRO, TIL, in his capacity as the Co-Chair of the CII HR & IR Sub-Committee in Eastern India for the current year. The focus of the program was on building capability in HR professionals of Eastern India by way of investing in data analytics, an area that is gaining increasing relevance in the world of business around the world.



Analytics for HR

Sanjeev Bisht

Sanjeev Bisht has been with TIL since November of 1991. A quick learner who never shies away from a new challenge, Sanjeev is a prized member of the MHS Customer Support team based at the TIL Sahibabad office. Sanjeev's wife, Pratibha is a homemaker and their two daughters, Gargi and Medha, are studying in classes 12 and 8 respectively. The employee-friendly environment at TIL, which fosters career growth and empowers a person to work with authority and ownership, is what Sanjeev loves most about TIL.



“

Here's what he has to say...

“During the course of my service tenure in TIL, I have worked at various locations with different teams, starting my journey as a trainee. Wherever I worked, I always had the backing and support of my seniors, peers and teammates to make every project a success story.”

”



Sanjeev Bisht (right) with his family

Sunita Bangera

Sunita Bangera has been working with TIL Mumbai since October of 2006. Hard-working and a self-professed keen learner, Sunita loves TIL for believing in her abilities and giving her the freedom to execute her ideas at work. Apart from being a diligent and committed worker, Sunita is also an able homemaker. Her husband is engaged in the business of roofing & cladding and her daughter is preparing for her MBA entrance examinations.



“

In her own words...

“The twelve years that I have spent with this wonderful organization have been like perfect days. I am learning and thriving to deliver. It's a great honor for me to be working with TIL, where I have earned the goodwill of my seniors and colleagues... and not to forget the greatest gift that TIL has given me till date – believing in me.”

”



Sunita Bangera (centre) with her family

CONGRATULATIONS

TIL Hallmark Award



For outstanding leadership.



Ratindra Nath Das
Production



Tumpa Roy
Corporate Communications & CSR



For demonstrating the spirit of the organization in teamwork, contribution, commitment, creativity & problem solving.

TIL Star Award



Amit Kumar Panja
Design



Anirudhya Sengupta
Fabrication



Anup Kumar G
Customer Support



Bappaditya Singha Ray
Employee Relations



Debjoyti Mondal
Quality Assurance



Kunal Kumar Bhagat
Assembly



Mazid Mohammed
Customer Support



Palla. G S Manikanta
Customer Support



Rajib Chatterjee
Finance & Accounts



Sachin Kumar
Fabrication



Saheb Pal
Sales



Sangram Kishore Barik
Customer Support



Sanjoy Das
Finance & Accounts



Saroj K Lenka
Customer Support



Shourav Niyogi
Sales



Sujay Sahoo
Customer Support



Sumit Mukherjee
Maintenance



Suresh Kumar Barik
Production Planning & Control



Suvash R. Singh
Customer Support



Swagata Dutta
SCM-Stores



Tapas Santra
Customer Support



Udipta Halder
Design



V. Varun
Manufacturing Engineering

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.



2 0 1 7 - 2 0 1 8



Gopal Saha
Assembly



Gurupada Pal
Maintenance



Inderjit Singh Gadri
Administration



Sanjay Goswami
Stores



Sankar Das
Paint Shop



Soumen Mahapatra
Assembly



Sukalyan Chakraborty
Fabrication

Beautiful Gesture

Inderjit Singh Gadri, one of the winners this year of the TIL SK Bhatnagar True Spirit Awards was in for a bigger treat waiting for him at home. His sons - Harsh & Goldy - congratulated him with a beautifully made card, which proclaimed 'Proud to be Your Sons'. It just doesn't get any better than this!



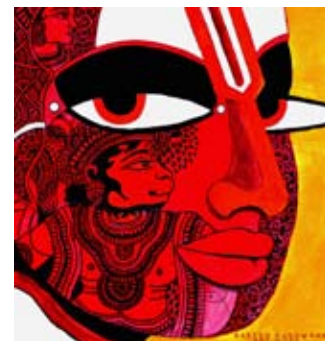
KUDOS !!

Talent Showcase

The brilliant display of colors and bold brush strokes that you see in the collage below are the work of Rakesh Kushwaha of TIL Customer Support - an avid painter with varying styles and an eclectic choice of themes.

Great work, Rakesh!

If you wish to share with us your special talent, please send in your entries to Corporate.Communications@tilindia.com



WELL DONE, KIDS!



Manan Shah
son of Ajay Shah,
TIL Mumbai -
scored 94% in
class X (ICSE) in
2017-18



Divya Dharshini Elumalai - daughter of Balaraman Elumalai, TIL Sahibabad - secured 92% in class X exam, 2018 (State Board of Education, Tamil Nadu)



Sandhya Gusain
daughter of Vijay Singh Gusain, TIL Sahibabad - scored very well in her class X exam (CBSE)



To Solve a Problem, Take a Productive Pause

When you're trying to come up with a solution to a problem, you might be tempted to buckle down and focus and keep trying with all your mind's mighty power - until you solve it. But recent research shows that moving away from the problem for a short span of time and focusing instead on some other task; leads to better outcomes and actually helps in quicker problem resolution.

The point is that you have to let go of the problem for the solution to come to you. This of course is easier said than done. When we have a tough project, we tend to become anxious, and the uncertainty of not being able to find a logical solution creates anxiety in itself. A good way is to let people take a walk or do something different for a while.

The creative benefits of switching tasks have been supported by many studies. It is found that individuals instructed to list items from different categories while continually switching back and forth between the categories listed more novel ideas than individuals who listed items from one category before switching to listing items from the other. Other studies have found that brief breaks during idea generation can increase the variety of ideas generated. These findings suggest that regularly switching back and forth between tasks at a set interval can reset your thinking, enabling you to approach each task from fresh angles- yielding best results.

Set a timer for a certain amount of time, say, 30 minutes. When it goes off, switch tasks: such as organize your reimbursement receipts, check your email, or clean your desk, and then return to the original task. If you're hesitant to stop because you feel that you're on a roll, you should take a break anyway. We tend to come up with redundant ideas when we get too fixated on the problem.

So the next time you are stuck with something challenging and complicated and can't quite get your head to wrap around it, go take a walk or engage yourself in some other activity. At home - do the dishes, do yoga, stretch, clean the house, etc. Just as long as it's not watching television, Netflix, or YouTube videos - as scientists think that watching video is too mind-numbing for the brain to generate anything insightful for your Eureka! moment. With your productive pause the 'aha' insight is bound to arrive.

Source: HBR- Adapted from article by Jackson G. Lu, Modupe Akinola, and Malia Mason & David Rock

Health risks of sitting too much

Sitting is a default human body posture and one has to sit when working, socializing, studying or traveling. Sitting is a bit like eating - necessary, yet harmful if you do too much of it. Unfortunately, sedentary behavior such as sitting too much, is now at an all-time high. Over half of the average person's day is spent sitting, doing things like driving, working at a desk or watching television. Besides obesity, sitting too much has many other health concerns such as increased blood pressure, high blood sugar and high cholesterol levels. It is also said that prolonged periods of sitting seem to increase the risk of death from cardiovascular disease and cancer.

It Hurts Your Heart

Scientists compared two similar groups: transit drivers, who sit most of the day, and conductors or guards, who don't. Though their diets and lifestyles were a lot alike, those who sat were more prone to get heart disease.



Dementia Is More Likely

Research done on the connection between physical activity and the delay of the onset of dementia and Alzheimer's disease - found that more sitting led to thinner medial temporal lobes, which can be an early sign of cognitive decline and dementia in middle-aged and older adults. Moving throughout the day can help even more than exercise to lower your risk of cognitive decline.

You'll Undo All That Exercise

The effects of too much sitting are hard to counter with exercise. Even if you work out 7 hours a week - far more than the suggested 2-3 hours - you can't reverse the effects of sitting 7 hours at a time. Don't throw away all that hard work at the gym by hitting the couch for the rest of the day. Keep moving!



Your Odds of Diabetes Rise

You're more likely to have it, too, if you sit all day. And it isn't only because you burn fewer calories. It is not clear why, but doctors think sitting may change the way your body reacts to insulin, the hormone that helps it burn sugar and carbs for energy.

You Could Get DVT

Deep vein thrombosis (DVT) is a clot that forms in your leg, often because you sit still for too long. It can be serious if the clot breaks free and lodges in your lung. You might notice swelling and pain, but some people have no symptoms. That's why it's a good idea to break up long sitting sessions.



It Ruins Your Back

The seated position puts huge stress on your back muscles, neck, and spine. It's even worse if you slouch. Look for an ergonomic chair that will support your back in the proper spots. But remember: No matter how comfortable you get, your back still won't like a long sitting session. Get up and move around for a minute or two every hour to keep your spine in line.

It Leads to Varicose Veins

Sitting for too long puts added pressure in your veins. They could swell, twist, or bulge -- what doctors call varicose veins. You may also see spider veins, bundles of broken blood vessels nearby. They usually aren't serious, but they can be painful. Your doctor can tell you about treatment options if you need them.



If You Don't Move It, You Could Lose It

If you are not active, the older you get, you are more likely to get osteoporosis (weakened bones) and could slowly become unable to perform basic tasks of everyday life, like taking a bath or using the toilet. You don't have to go out and run a marathon to stay mobile in your golden years. Just don't plant yourself on the couch for hours at a time.

The impact of movement has huge benefits. For starters, you'll burn more calories. This might lead to weight loss and increased energy. Also, physical activity helps maintain muscle tone, your ability to move and your mental well-being, especially as you age. So, add in more movement into your day: Stand up and stretch every hour or so. Touch your toes. Take a short stroll around the office. Clean up the desk clutter while standing. Stand while talking on the phone or watching television. Little things go a long way in reducing the negative effects of uninterrupted sitting and keeping you on the road to good health.

A sales rep, a team lead and the manager are walking to lunch when they find an antique oil lamp. They rub it and a Genie comes out in a puff of smoke.

The Genie says, "I usually only grant three wishes, so I'll give each of you one wish each."

"Me first! Me first!" says the sales rep.

"I want to be in the Bahamas, driving a speedboat, without a care in the world."

...Poof! She's gone.

In astonishment, "Me next! Me next!" says the team lead.

"I want to be in Hawaii, relaxing on the beach with my personal masseuse, an endless supply of Pina Coladas and the love of my life."

...Poof! He's gone.

"OK, you're up," the Genie says to the manager.

The manager says, "I want those two back in the office after lunch."

Moral: Always let your boss have the first say.



INCOMPETENCE- the one act play

Analyst: I can give you the numbers, but you can't go public with it.

Marketing Manager: I'm not going to go public with it. I'll just present it at a meeting.

Analyst: Who's going to be at the meeting?

Marketing Manager: It's a stakeholder meeting. So whoever wants to come. You know, it's open to all.



WORD PLAY

Q: WHAT DO YOU CALL
SANTA'S LITTLE HELPERS?

A: SUBORDINATE CLAUSES.

THE PAST,
PRESENT AND FUTURE
WALKED INTO A BAR.
IT WAS **TENSE**.



Punctuation saves LIFE



Source- Readers Digets and corporate jokes site



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