

We The People

February & March 2016



NSL SUGARS
Sustainable Growth, Fuel & Power

ignite S 2016

ANNUAL BUDGET MEET - FY 2016-17

IGNITE THE FIRE WITHIN YOU

The People's Magazine

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From the Desk of the Managing Director



Dear colleagues,

First of all, I would like to congratulate all of you for completing the financial year with highest ever revenue of NSL Sugar Limited at a consolidated level. We are moving in right direction and all our team members are working hard towards the organization goal.

However, there is still ample scope for improvement in few areas, primarily on Cane and H&T planning. Continuous, stable & adequate cane supply is the key for success in the Sugar industry, all our efficiency parameters like Steam, Power, Chemicals even to certain extent sugar losses and in turn recovery will be dependent on cane crushing. Hence, we all have to work together to optimize utilization of our plants. In our last budget meet in March also, the same point was discussed and about 20%

of the workforce is working towards cane, but whenever and wherever required, other 80% of the workforce also needs to support them. We all have to make a joint effort for achieving our sought after goals of harnessing and tapping our resources of cane.

As discussed in budget meet, next year is looking positive, as the sugar prices have improved substantially from last year's average price. The margin in Sugar was stressed from last few years and was eating out the margin from Co-gen & Distillery. Due to this NSL Sugar's financial position was not so strong and there were delays in payments. Now, the scenario of improved margins in Sugar segment provides us with an opportunity to extract out the company out of all issues, thereby, giving the company the desired results. The good result in one year can miraculously change the fate & face of our company. It'll not only help in making all payments on time for Cane, it will also help in following ways:

1. Timely repayment to Banks will result in better rating, reduction in interest costs.
2. Allow us to spend on Cane development activities which can improve the cane availability, farmer's profitability and bonding with farmers and contractors.
3. Allow us to expand distilleries projects in Aland & Jay Mahesh, resulting in higher diversity in revenue and better margins.
4. Allow us to spend some money for loan pending Cap-ex for process and facility improvements at Plants

There are many such promising prospects for our growth, once we overcome these adversities.

Although coming year is expected to be positive, many challenges are also to be faced. The main challenge next year would be cane availability in our areas. Almost all part of southern India are impacted by draught and we need to find ways to face these adversities defiantly and earnestly work hard to achieve our targets. Once again wish you all the best. For FY 2016-17.

Regards

Ravindra S Singhvi

[illegible]

Optimism has many advantages over pessimism:

Strengthen your health. Optimistic people have been shown to have healthier blood sugar and cholesterol levels. They're also more likely to exercise and less likely to smoke. Optimists carry less body fat, too.

Uplift your mood. Your attitude affects all aspects of your life. Adopting an optimistic perspective might be the easiest way to lift your attitude.

Make more friends. Others appreciate your optimism. When you have positive expectations, you positively affect the mood of those around you. You'll find yourself with more friends and have greater influence over others. The people you like the most are those that make you feel the best. Your optimism benefits others.

It's the most effective option. Pessimism doesn't have much to offer. It's damaging to your health, mood, and results. Others avoid pessimists. Why would you choose to be anything other than optimistic? What other intelligent option do you have?

Optimists dare themselves to be great. Pessimists are too afraid to try new things or take the risks that are necessary for higher levels of success. Optimists are in a better position to pursue and achieve greatness.

Boost your immune system. Or maybe pessimism suppresses your immune system. Either way, you'll get sick less frequently if you have a positive outlook on life. You might even spend less at the doctor's office.

Live longer. You're more likely to live to be 100 years old if you're optimistic. Interviews with centenarians consistently demonstrate an optimistic attitude about the future. Optimism is one of the most enjoyable ways to extend longevity. An optimistic attitude might allow you to spend time with your great grandchildren.

Make smarter decisions under pressure. This can be helpful at work and in your personal life. When you deal with stress more effectively, you can make wiser decisions. When you expect a negative outcome, your decisions will be mostly defensive in nature.

Optimism has a lot to offer. You're hurting your future, yourself, and those around you by being pessimistic. Optimism is free and it feels good. Your health, success, and mental health are all enhanced when you hold a positive viewpoint. Let go of your pessimism and view the world from an enthusiastic perspective. You'll be glad you did!

What do children value most from parents?

Very Valuable Answer By A Little Girl :

A teacher asked a little girl: What does your DAD do?

Girl replied: He works in a chocolate factory and brings lots of chocolate for me..

In the evening he works in an ice-cream parlor and I eat my favorite flavor...

He also works in a toys shop and brings me soft and cuddly teddy sometime.

He is also a teacher because he helps me daily in my homework.

He is very strong & hard worker. He lifts me on his shoulders. He becomes a horse for me and gives me a good ride around the house.

He is my favorite clown as he makes me laugh a lot. He is a story teller who tells me wonderful stories at night.

He works from morning to evening and never gets tired.

And, When he is back to home, he is always ready to play with me.

Note:

As parents, Kids don't value what we do to earn the money.

They give value to what we do to earn their love...

Let's Give them what they value most... Our time....!



I DO NOT TRY TO DANCE
BETTER THAN ANYONE ELSE.
i only try to dance better than myself.

ARIANNA HUFFINGTON



IGNITE 2016 - Annual Budget Meet



Moments of Blind man's Tower



Moments of Insight





ignite 2016

ANNUAL BUDGET MEET - FY 2016-17



Moments of Josh—The Tug of War





Annual Awards for FY 2015-16



THE PREGNANT DEER

-an inspirational story

In a forest, a pregnant deer is about to give birth. She finds a remote grass field near a strong-flowing river. This seems a safe place.

Suddenly labour pains begin. At the same moment, dark clouds gather around above & lightning starts a forest fire. She looks to her left & sees a hunter with his bow extended pointing at her. To her right, she spots a hungry lion approaching her.

What can the pregnant deer do? She is in labour!

What will happen?

Will the deer survive?

Will she give birth to a fawn?

Will the fawn survive?

Or will everything be burnt by the forest fire?

Will she perish to the hunters' arrow?

Will she die a horrible death at the hands of the hungry lion approaching her?

She is constrained by the fire on the one side & the flowing river on the other & boxed in by her natural predators.

What does she do?

She focuses on giving birth to a new life.

The sequence of events that follows are:

- Lightning strikes & blinds the hunter.
- He releases the arrow which zips past the deer & strikes the hungry lion.
- It starts to rain heavily, & the forest fire is slowly doused by the rain.
- The deer gives birth to a healthy fawn.

In our life too, there are moments of choice when we are confronted on all sides with negative thoughts and possibilities.

Some thoughts are so powerful that they overcome us & overwhelm us.

Maybe we can learn from the deer. The priority of the deer, in that given moment, was simply to give birth to a baby. The rest was not in her hands & any action or reaction that changed her focus would have likely resulted in death or disaster.

Ask yourself,

Where is your focus?

Where is your faith and hope?

In the midst of any storm, do keep faith on the Creator always. He will never ever disappoint you. NEVER.

Remember, He neither slumbers nor sleeps...

One of the best I have read....



Koppa Unit Activities



An Inspirational Story for today ~ Weakness or Strength

Sometimes our biggest weakness can become our biggest strength. Take, for example, the story of one 10-year-old boy who decided to study Judo despite the fact that he had lost his left arm in a devastating car accident.

The boy began lessons with an old Japanese Judo master. The boy was doing well, so he couldn't understand why, after three months of training the master had taught him only one move.



"Sensei," the boy finally said, "Shouldn't I be learning more moves?"

"This is the only move you know, but this is the only move you'll ever need to know." – the sensei replied.

Not quite understanding, but believing in his teacher, the boy kept training.

Several months later, the sensei took the boy to his first tournament. Surprising himself, the boy easily won his first two matches. The third match proved to be more difficult, but after some time, his opponent became impatient and charged; the boy deftly used his one move to win the match. Still amazed by his success, the boy was now in the finals.

This time, his opponent was bigger, stronger, and more experienced. For a while, the boy appeared to be overmatched. Concerned that the boy might get hurt, the referee called a time-out. He was about to stop the match when the sensei intervened.

"No," the sensei insisted, "Let him continue."

Soon after the match resumed, his opponent made a critical mistake: he dropped his guard. Instantly, the boy used his move to pin him. The boy had won the match and the tournament. He was the champion.

On the way home, the boy and sensei reviewed every move in each and every match. Then the boy summoned the courage to ask what was really on his mind.

"Sensei, how did I win the tournament with only one move?"

"You won for two reasons," the sensei answered. "First, you've almost mastered one of the most difficult throws in all of judo. And second, the only known defense for that move is for your opponent to grasp your left arm." The boy's biggest weakness had become his biggest strength. Sometimes our biggest weakness can become our biggest strength. ~ Get Inspired ~ Inspire others ~ Share with loved ones ~

Aland Unit Activities





LISTEN TO THE SOUND OF SILENCE

There once was a farmer who discovered that he had lost his watch in the barn. It was no ordinary watch because it had sentimental value for him.

After searching high and low among the hay for a long while; he gave up and enlisted the help of a group of children playing outside the barn.

He promised them that the person who found it would be rewarded.

Hearing this, the children hurried inside the barn, went through and around the entire stack of hay but still could not find the watch. Just when the farmer was about to give up looking for his watch, a little boy went up to him and asked to be given another chance. The farmer looked at him and thought, "Why not? After all, this kid looks sincere enough."

So the farmer sent the little boy back in the barn. After a while the little boy came out with the watch in his hand! The farmer was both happy and surprised and so he asked the boy how he succeeded where the rest had failed.

The boy replied, "I did nothing but sit on the ground and listen. In the silence, I heard the ticking of the watch and just looked for it in that direction."

Moral : A peaceful mind can think better than a worked up mind. Allow a few minutes of silence to your mind every day, and see, how sharply it helps you to set your life the way you expect it to be! ~ The soul always knows what to do to heal itself.. The challenge is to silence the mind....!

TSL Unit Activities



getinspired

Get Inspired..... Hats Off To This Lady! From 50 paise, she now earns Rs.200,000 a day. She started her career 31 years ago as an entrepreneur, selling eateries from a mobile cart on the Marina beach amidst all odds battling a failed marriage, coping with her husband, a multiple addict, and taking care of two kids.

Today, she has overcome the hurdles and owns a chain of restaurants. She married against the will of her parents. Unfortunately, the marriage failed but her parents never forgave her and she was on her own along with 2 children.

"I knew I should either succumb to the burden or fight; I decided to fight my lonely battle," she said. She started selling pickles, squashes and jams she made at home.

Eventually she started her own cart on Marine Drive, Mumbai. On the first she just sold one cup of coffee, making 50 paise the first day. But she never lost hope and earned as high as Rs.25,000 a day.

One day the Slum Clearance Board gave her an offer to run the canteen at their office with a proper kitchen. The chairman met her during her morning walk. It was a huge success. Thereafter, she never looked back.

She suffered the second shock of her life in 2004 when she lost her daughter and son-in-law in a road accident. The ambulance refused to carry their dead bodies. Finally, somebody carried all the dead bodies in the boot of a car. She couldn't bear the scene and broke down.

That is when she decided to keep an ambulance on that very spot to help people whether the victims are alive or dead. It is in memory of her daughter.

Today Patricia along with her son runs the chain of restaurant '**Sandeepha**' in her daughter's memory and around 200 people work under her. She was awarded '**FICCI Entrepreneur of the year**' in 2010.



**From 50 paise to 2 lakh rupees a day.
Patricia Narayan: A story unheard**

KSL Unit Activities



Looking At The Mirror

One day all the employees reached the office and they saw a big advice on the door on which it was written: "Yesterday the person who has been hindering your growth in this company passed away. We invite you to join the funeral in the room that has been prepared in the gym". In the beginning, they all got sad for the death of one of their colleagues, but after a while they started getting curious to know who was that man who hindered the growth of his colleagues and the company itself.

The excitement in the gym was such that security agents were ordered to control the crowd within the room. The more people reached the coffin, the more the excitement heated up. Everyone thought: "Who is this guy who was hindering my progress? Well, at least he died!" One by one the thrilled employees got closer to the coffin, and when they looked inside it they suddenly became speechless. They stood nearby the coffin, shocked and in silence, as if someone had touched the deepest part of their soul. There was a mirror inside the coffin: everyone who looked inside it could see himself.

There was also a sign next to the mirror that said: "There is only one person who is capable to set limits to your growth: it is YOU." You are the only person who can revolutionize your life. You are the only person who can influence your happiness, your realization and your success. You are the only person who can help yourself. Your life does not change when your boss changes, when your friends change, when your partner changes, when your company changes. Your life changes when YOU change, when you go beyond your limiting beliefs, when you realize that you are the only one responsible for your life. "The most important relationship you can have is the one you have with yourself".



**It's not
the size of
the dog in
the fight,
but the
size of the
fight in
the dog!**

Archie Griffin



Jay Mahesh Unit Activities



Birthday Celebrations in February @ Corporate



Birthday Celebrations in March @ Corporate



Welcome the New Joinees!



Mr. Suresh B has joined us on 01-Feb-2016 as Officer (Safety) based at KSL Unit. He will be functionally reporting to Assistant General Manager – EHS at Corporate and administratively reporting to Unit Head.

Mr. Suresh has done B. Tech in Chemical Engineering from Osmania University, Hyderabad and completed PG Diploma in Industrial Safety from CITS, Hyderabad. He brings with him more than 2 years of hands on experience in Industrial Safety & Industrial Hygiene. Prior to joining us he has been associated with M/S ITC Ltd, Bhadrachalam. Some of Mr. Suresh core competencies are Identification of Hazards, Risk Assessment, Safety Audit, Work Permit Systems, Environment Monitoring and Employee Management & Development.

Mr. Rakesh DN has joined us on 02-February-2016 as Officer (Excise & Liaison) based at Koppa Unit, Distt. Mandya. He will be functionally reporting to HOD (Distillery) at Unit.

Mr. Rakesh has done his Diploma Mechanical from Karnataka University, Gulbarga & JOC from State Board of Vocational Education, Karnataka. He brings with him more than 4 years of hands on experience in handling Excise & Liaison activities. Prior to joining with us he has been associated with M/s J P Distilleries Pvt Ltd, Gulbarga.

Some of Mr. Rakesh core competencies are Excise matters, Stock Maintenance, Liaisoning with Government Bodies & Export Permits.



Mr. Srihari Babu S has joined us on 08-Feb-2016 as Assistant Manager (Accounts) based at Corporate Office, Hyderabad. He will be reporting to Sr.DGM (F&A) at Corporate.

Mr. Srihari is a chartered Accountant & Cost Accountant. He brings with him more than 3.8 years of hands on experience in Accounts Function. Prior to joining with us he has been associated with M/s Eugia Pharma Specialities Ltd, Hyderabad & M/s Gadiparthi & Associates, Hyderabad.

Some of Mr. Srihari core competencies are General Accounting, Taxation, Finance, Auditing, MIS & Statutory Compliances.

Mr. Someswara Prasad has joined us as Assistant General Manager (Power Trading) – NSL Sugars Ltd w.e.f. 02nd March 2016. He will be based at Corporate Office, Hyderabad and reporting to Managing Director & CEO. He has completed B. E Mechanical from Gulbarga University & PG Diploma in Thermal Power Plant Engineering from NPTEL, Nagpur. He is a certified Energy Auditor.

Mr. Someswara Prasad has more than 16 years of specific hands on experience across all the areas of Commercial & Regulatory of Power business, Operation & Maintenance of Thermal Power Plants. Prior to joining with us he worked for M/s Hinduja National Power Corp Ltd, Visakhapatnam, M/s Udipi Power Corp Ltd, Bangalore, M/s Bharat Aluminum Company Ltd, Korba, M/s Jindal Steel & Power Ltd, Raigarh & M/s Rama Newsprint & Papers Ltd, Surat.

Some of Mr. Someswara Prasad core competencies are Power Trading, Commercial & Regulatory, Operation & Maintenance & General Administration,



Welcome the New Joinees!

Mr. Krishna Chaitanya P has joined us on 04-March-2016 as Assistant Manager (Costing & MIS) based at KSL Unit. He will be functionally reporting to DGM (Budget, Costing & MIS) at Corporate and Administratively reporting to HOD (F&A) at Unit level.

Mr. Krishna Chaitanya is a semi qualified Cost Accountant from CMA - Kolkata. He brings with him more than 7 years of hands on experience in Finance & Costing Function. Prior to joining with us he has been associated with M/s Hetero Labs Ltd, Hyderabad & M/s Vijai Electricals Ltd, Hyderabad. Some of Mr. Krishna Chaitanya core competencies are Budgeting & Forecasting, Product Costing, Variance report working, working on cost control and cost reduction and preparation of cost sheets & MIS.



Mr. Swami Dutt has joined us on 14-March-2016 as Sr Officer (Pre - Audit) based at Aland Unit. He will be functionally reporting to Sr. DGM – F&A at Corporate and administratively reporting to Unit Head.

Mr. Swami Dutt has done his MBA – Marketing from Kuvempu University, Shimoga. He brings with him more than 7 years of hands on experience in Internal Audit & Production & Dispatch Audits. Prior to joining us he has been associated with M/s Janalakshmi Financial Services Ltd, Bangalore, M/s Venkateshwara Hatcheries Pvt Ltd, Haveri, M/s SKS Micro Finance Ltd, Bangalore.

Some of Mr. Swami Dutt core competencies are Internal Audit, Micro Finance Audit, Branch Audit, Stock Audit, Production & Dispatch Audit and Preparation of Value added audit reports.

TO SUCCEED
YOU NEED TO
FIND SOMETHING
TO HOLD ON TO,
SOMETHING TO
MOTIVATE YOU,
SOMETHING TO
INSPIRE YOU.

TONY DORSETT

Employees send your Contributions, Feedback & Suggestions to madhav.r@nslsugars.com

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