



SUGARS

Sustainable Food, Fuel & Power

# We ...The People

June & July'17 Edition



SUGARS  
Sustainable Food, Fuel & Power

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## From the Desk of Managing Director



Greetings Dear colleagues!!!

I take pleasure to communicate with you all.

**“The driest summer will produce the prosperous monsoon”** –

Lao Tzu

Onset of Monsoon is giving us a lot of hopes on the upcoming season.

The extensive and consistent good monsoon will always create a hope for good sugarcane crop in season to come. Looking ahead the future looks inspiring in operations and opportunities in Sugar industry.

With the effects of Demonetization & GST are easing off, we have turned to new avenues to generate and create value from our core strength areas. With the systematic trainings and implementation now we are ready with GST compliance. Raw sugar processing has started off in our Koppa, TSL & Krishnaveni units. The other units are carrying out the general maintenance of the machinery for the upcoming season.

I urge the cane department to take advantage of this favorable monsoon and the long off season to reflect back on what we can do more to increase the cane. Though we had a bad season last year by this time it is imperative that this year will shine to outgrow the shadows of the last year to reap the profits.

Although it is true that we are fighting bigger challenges, we cannot, however be complacent. We must not deviate from our objectives & dilute our commitment & determination. These difficulties will only make us more focused to go on strategic intervention. We should aim & achieve the budgeted level in all the fronts.





## Weakness or strength ?!!!!

- By Jitendra Sharma (VP-HR)

How many times have we stopped doing from what we should be doing fearing we cannot?

**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 grip your left arm."**

**Summary of the story: Believe in what the nature had to do but never fail to believe in yourself & your abilities. "Your weakness can become your strength".**



# NSL KOPPA IN PICTURES



Dr. B S Yogananda & team has addressed a training program for farmers at Koppa Unit on the use of water effectively for Sugarcane crops.

The training program is attended by farmers in the areas to acquire the knowledge on know how of the usage & proper watering techniques to sugar farming. The content of the training program are distributed in the form of pamphlets to the farmers for their future reference.

Farmers opined that his kind of training's will be beneficial to the farming community.





# NSL KOPPA IN PICTURES



**Safety training for the workers while working at heights.**



**After the imposing of GST for all the purchasing transactions internal is training imparted to the all the Accounts & Finance staff on 28.07.2017 & 29.07.2017 by Mr. Vinay & Mr. Srikanth.**





# NSL ALAND IN PICTURES

## Various programs



**Environment day celebrations at Aland unit on 05th June 2017.**



**Training on “ positive Thinking in interpersonal transactions” was given to all the managerial staff**



# NSL TSL IN PICTURES



**S**afety is a Non- Negotiable for us when it comes to NSL. Various Safety programs such as Confined space entry and process safety are being conducted to create awareness and avert mishaps while handling the day to day operations & specialized works in the factory.





## 34 BENEFITS OF SURYANAMASKAR

When done daily, systematically, correctly and faithfully and according to our instructions, the Surya Namaskar

1. Strengthens the entire digestive system (including stomach, pancreas, intestines, liver, etc.) and cures, and prevents constipation.
2. Invigorates the nervous system (including the brain, spinal cord, lower plexus, and cures brain-fag, forgetfulness, worries and other forms of mental derangement.
3. Invigorates the heart and will cure and prevent blood pressure, palpitation.
4. Develops the lungs, gives you wind and prevents tuberculosis.
5. Improves the quality and circulation of the blood. Active circulation of the blood is the first law of health.
6. Stimulates glandular activity; gives a new vivacity to the glands. Owing to the stretching and compressing movements of the throat and neck the thyroid gland is stimulated and any tendency to goiter is obviated. Correct glandular functioning governs health and attractiveness.
7. Improves the color and function of the spleen by enabling it to eradicate toxic impurities through profuse perspiration and to absorb vital energy from the atmosphere. A clear skin glowing with ruddy health and vigor is a winning factor for men and women in business and social life.
8. Strengthens the neck, shoulders, arms, wrists, fingers, back, stomach, waist, abdomen, intestines, thighs, knees, calves and ankles. Strengthening the back is known to be a simple but efficient remedy for kidney troubles.
9. Improves and develops the chest, i. e. keeps it hard, firm and elastic; restores it to normal loveliness.
10. Improves the uterus (womb) and ovaries removes menstrual disorders such as dysmenorrhea and consequent pain and misery.
11. Child-bearing is less painful and more easy. All discomforts from menopause vanish.
12. Will rid women of morning sickness and perverted taste and appetite, peculiar to pregnant women and regarded as inevitable.
13. Increase the quantity and improves the quality of milk in nursing mothers.
14. Proven to halt falling out of hair, and its tendency to grayness and prevents baldness by increasing nutrition to the hair and scalp, and the bending of the neck backward and forward, insures good circulation to the head.
15. Eradicates sexual debility, and the special weakness of men and women.
16. Reduces redundant fat, especially the fat about the abdomen, hips, thighs, neck and chin.

## 34 BENEFITS OF SURYANAMASKAR

17. Will remove kidney troubles. Strengthens the stomach, neck, back, and chest by the mere rolling of the stomach towards the spine, as in some of the positions of Surya Namaskar.



18. Reduces the abnormal prominence of the Adam's apple by the forward and backward bending of the neck.



19. Destroys the offensive odor of perspiration.

20. Reduces bowleggedness.

21. Improves knock-knees in walking.

22. Prevents and corrects neurasthenia due to rhythmical breathing.

23. Will increase the height of the body if the positions are correctly performed.

24. Will produce direct mechanical effect upon the alimentary canal and will prevent and cure constipation.

25. Improves and normalizes the function of most of the vital internal organs.

26. Makes you immune from disease by tremendously increasing your disease-resisting power.

27. Takes you step by step quickly, easily, surely, from your present condition to the very height of physical perfection.

28. Quickest method for increasing and maintaining youthful buoyancy.

29. Gives you poise, mental as well as physical.

30. It increases the power of mental concentration, optimism and self-confidence.

31. Is the foundation of healthy and sane life and will be of incalculable benefit to you throughout your life.

32. Will keep you away from sins, for it is the proud act of wellness and disease.

33. Will generate in you good thought, optimistic thoughts; will give a charitable and sanguine turn to your disposition and will imbue you with a spirit of self-sacrifice for the good of your community, your country and your king.

34. And will, in short, unlock the door to glorious Health, Strength, Efficiency and Longevity.



# NSL JAY MAHESH IN PICTURES

## Various programs



An entire week spend in training, what can be more rewarding than to sharpen the axe during the time taken off in peace?!!!

The employees of jaymahesh took turns to participate actively in various training programs conducted in a week long duration, all the while they are enthusiastic in participating to learn from their own seniors, interactive sessions to learn from the peers & all day long fun case study session to have glimpse of what life looks like.

# NSL JAY MAHESH IN PICTURES

## Initiatives at Jaymahesh



**Felicitation of Mr. Lokhande at the farmers from villages Lukhegaon, Govindpur, Manur & Manurwadi meeting organized to create awareness in adopting advance techniques in plantation of sugar cane & recommendations for high yield of cane varieties.**



**Daily technical training sessions are being conducted from 5-6 PM to improve the multi faceted knowledge in other technical subjects inturn helping them to do their job with ease.**



**Interaction with security personnel by Unit head Mr. Lokhande, analyzing the current situation of the unit & delivering the course of action to further prevent the mishaps in the unit.**



# NSL JAY MAHESH IN PICTURES

## Innovative initiations in cane department

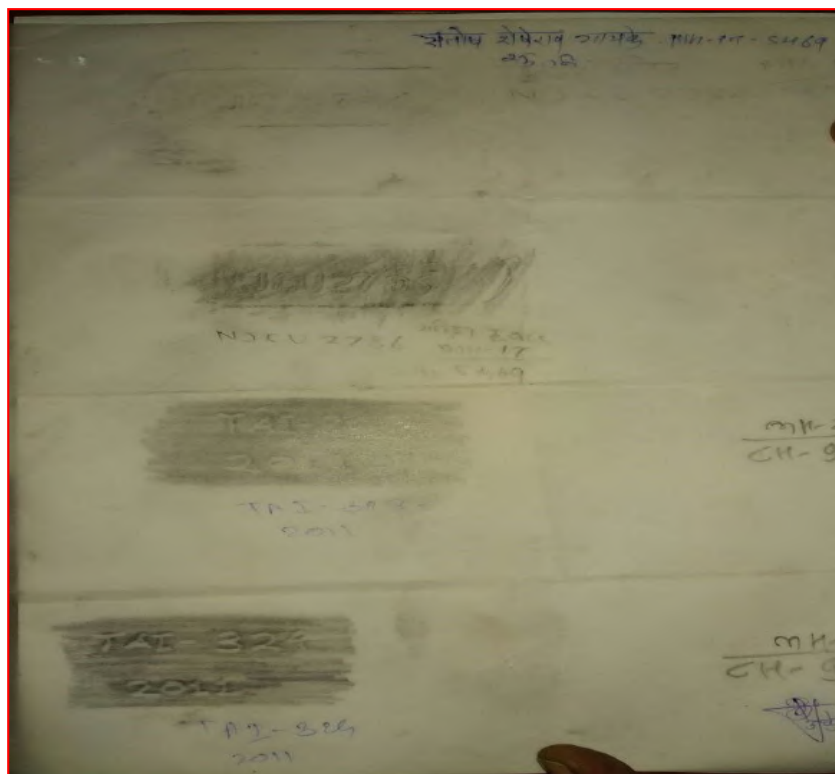


“To survive is good, to probe is better, but the one who is innovating is the best” - Unknown.

The Jaymahesh Unit has started off a new initiative in the cane department to obtain the chassis number of the vehicle carrying the cane by rubbing a piece of pencil in a white paper recording the details of the vehicle & farmer associated with it.

It will help in reducing the chances duplication of the vehicles & double entry.

It was welcomed by the top management & taken as a pilot project which after successful implementation at Jaymahesh will be taken for horizontal deployment across all the units.



# SAVE ENVIRONMENT—FROM HOME

## 12 ACT WISE WAYS TO SAVE MOTHER EARTH



USE PUBLIC  
TRANSPORT



Save Fuel

EAT SEASONAL  
FRUITS & VEGETABLES



Reduce CO2

TURN OF THE TAP  
WHEN BRUSHING



Save Water

PLANT TREES



Save Life

USE CFL



Save Energy

WASH YOUR CAR  
USING BUCKET  
INSTEAD OF PIPE



Save Water

REDUCE PAPER USAGE  
USE EMAILS



Save Trees

USE CAR POOLING



Reduce Pollution

SAY NO TO  
PLASTIC BAGS



Save Earth

COLLECT RAINWATER



Reuse Resources

USE YOUR  
RESOURCES  
JUDICIOUSLY



Save Bills

FIX YOUR  
DRIPPING TAP



Conserve Resources



# NSL KSL IN PICTURES

## Various trainings & initiatives by distillery staff



Training program for distillery employees



Clean & green project volunteership up by the distillery team to clean up the area.



# NSL KSL IN PICTURES

## Various Program's & initiative



Cane staff training on various aspects conducted by Mr.prabhakar AGM—Cane



Basic managerial skills workshop program was conducted based on experiential & activity based learning. VP-HR & AGM-HR interacted at the end of the day with the participants to witness the outcome of the activity & have a formal interaction with them to gather the feedback & general pulse of how they enjoyed the program and their key take away in it.



# NSL KSL IN PICTURES

## Farmer Training – Natural farming techniques



Natural Farming techniques training to the farmers in Itikyala was given by Dr.Subhash Palekar.

About 150 farmers are seen attending the meeting to acquire the knowledge on how to improve the yield of sugarcane crop, reduce the dependency on artificial chemicals that harm the crops. It is learnt that a sugar cane field can be deemed independent of chemicals using this techniques.





# NSL KSL IN PICTURES

## Environment day initiatives





# NSL KSL IN PICTURES

## Various initiatives



Around 3500 saplings have been planted in KSL alone in the months of June & July 2017 under the Banner initiative of "**Haritha Haram**". In the second phase of plantation around 2000 saplings are yet to decorate the plant premises.

Addition to that Utilization of vacant lands in the unit premises has ramped up with preparation of 2.5 acres of land for the plantation.

# NEW JOINEES - WELCOME ABOARD



**Mr. Girish Gulabrao Lokhande** has joined us on 24- June-2017 as **General Manager (Unit Head)** based at **NSL Jaymahesh** Unit . He will be reporting to Managing Director & CEO.

He has completed B E (Mechanical ) from Amravati University, Amravati. .

He Brings with Him More than 23 years of hands on Experience in Sugar Industries.

Some of Mr. Girish core competencies are Erection & Commissioning, Operation & Maintenance, Cost Control, Process Enhancement, Cane Management & General Administration .

Let us wish Mr. Girish a long and mutually beneficial journey!! .



**Mr. Anbu** has joined us on 09th June 2017 as **Deputy General Manager (Cane)** in NSL Tungabhadra Sugars Ltd, Ballari. He will be reporting to Sr. General Manager (Unit Head).

He has completed B. Sc Agriculture from MPKV Rahuri, Maharashtra.

Mr. Anbu brings with him more than 20 years of specific hands on experience in Cane function.

Some of Mr. Anbu core competencies are Cane Development, Cane Procurement, H&T, Cane, Yield Improvement & General Administration

His hobbies are playing cricket & Basketball.

Let us welcome Mr. Anbu to our NSL Family.

**Mr. Krishna N** has joined us on 05-June- 2017 as Assistant. Manager (**Costing & MIS**) based at Aland Unit. He will be functionally reporting to Sr.DGM (Accounts & Business Analytics) at Corporate level and Functionally & Administratively reporting to HOD (F&A) at Unit level

He is a MBA(Finance) and pursuing ICWAI (Inter).

He brings with him more than 6 years of hands on experience in Costing & MIS Function .

Some of Mr. Krishna's core competencies are Preparing Cost Sheets, Maintenance of Cost Records, Break Even Analysis, Variance Analysis, Inventory Valuation, Budgeting & MIS

Let us welcome Mr. Krishna N to our NSL Family and wish a long and Mutually beneficial Stay.



# NEW JOINEES - WELCOME ABOARD



**Mr. Yaswanth Rambhoji Kadam** has joined us on 05– June-2017 as **Deputy General Manager (Cane)** based at **NSL Jaymahesh** Unit . He will be reporting to Unit head.

He has completed B.Sc. –Agriculture from Mahatma Phule Krishi Vidyapeeth (MPKV).

He Brings with Him More than 42 years of hands on Experience in Cane Procurement, Cane Development, Cane extension in Sugar Industries.

Some of his core competencies are Cane Management, Cane Development & Regulation, H&T Management & Cane Procurement.

Let us wish Mr.Yaswanth a long and Mutually beneficial Journey.



**Mr. Ravikanth G** has joined us on 10 th July 2017 as **Manager (Taxation)** at **Corporate Office**, he will be reporting to **Sr.DGM (Accounts &Business Analytics)** at **Corporate office**.

He is a M. Com from Andhra University.

Mr. Ravikanth G brings with him more than 11 years of specific handson experience in Taxation function.

Some of his core competencies are Central Excise, Service Tax, CST,GST,VAT,TDS .

His hobbies are playing cricket &reading Books.

Let us welcome Mr. Ravikanth G to our NSL Family.



**Mr. Sangamesh S** has joined us on 19-July- 2017 as **Officer (Legal)** based at **NSL TSL, Bellary**. He will be Functionally reporting to Sr. Manager (Legal) Corporate & Administratively reporting to Unit Head.

He is a LLB from Gulbarga university.

He brings with him more than 08 Years of experience in legal function.

Some of his core competencies are litigation Management, Arbitration,Defending cases against the company,executing petitions, Criminal Cases, Civil cases.

Let us welcome Mr. Sangamesh S to our NSL Family and wish a long and Mutually beneficial Stay.

## NEW JOINEES - WELCOME ABOARD



**Mr. Rajakumar D** has joined us on 12- June-2017 as Manager (Sales & Marketing) at Corporate Office, Hyderabad

He has completed MBA (Finance & Marketing).

Mr. Rajakumar brings with him more than 12 years of specific hands on experience in Sales, Marketing & Commercial functions

Some of Mr. Rajakumar core competencies are Business Development, Market research, Sales, Tendering, Material Management & Logistics Management.

Let us wish Mr. Rajakumar a long and mutually beneficial journey!.



**Mr. Veerayya M Viraktamath** has joined us on 20th June 2017 as **Manager (HR & Administration)** based at TSL Unit, Distt: Ballari. **He will be** functionally reporting to AGM (Corporate HR) and administratively reporting to Unit Head- TSL Unit.

He has completed has completed PG Diploma In Human Resource Management from Alagappa University.

He brings with him more than 16 years of hands on experience in HR & Administration functions.

Some of Mr. Veerayya core competencies are Human Resources Management, Statutory Compliances, Industrial relations, PMS, L&D, payroll management, Liaisoning with Government & Non-Government Bodies and General Administration.

Let us welcome Mr. Veerayya to the NSL family and wish him all the best !



**Mr. Manjunath C** has joined us on 03 -May 2017 as **Officer (HR & Administration)** based at Aland Unit, Distt Gulbarga. He will be reporting to AGM (HR & IR) at plant.

He has completed his MBA (HR) from Visvesvaraya Technological University, Belgaum

He brings with him more than 3 years of hands on experience in HR and Administration functions .

Some of Mr. Manjunath core competencies are Recruitment, Attendance Management, General administration, Time office, Liaisoning and Payroll Management

Let us welcome Mr. Manjunath to the NSL family and wish him all the best to grow with the organization

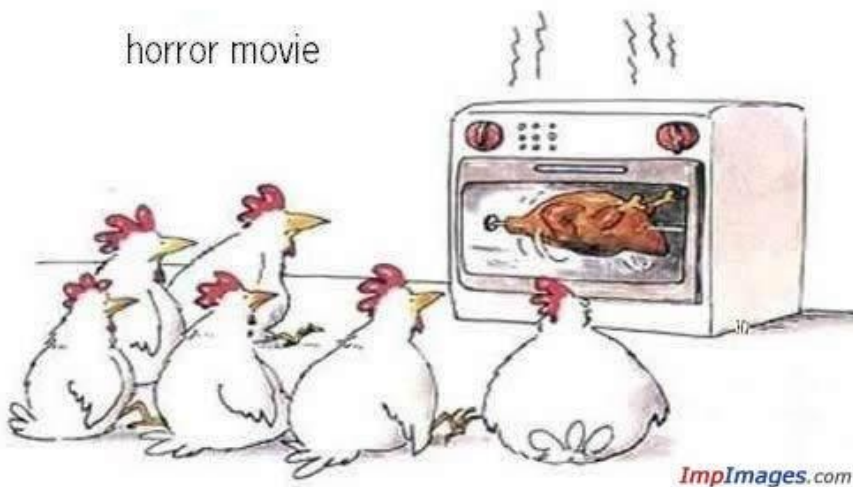


# FUN ZONE

Two blondes are walking down the road when one says "Look at that dog with one eye!" The other blonde covers one of her eyes and says "Where?"



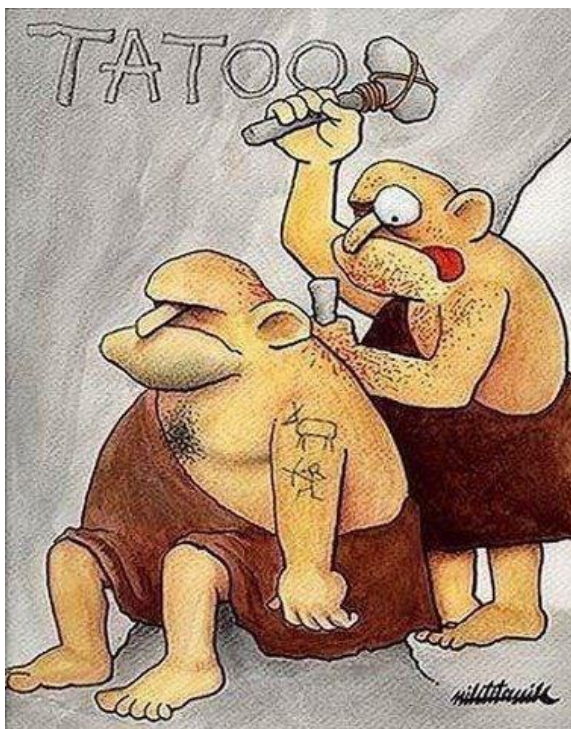
horror movie



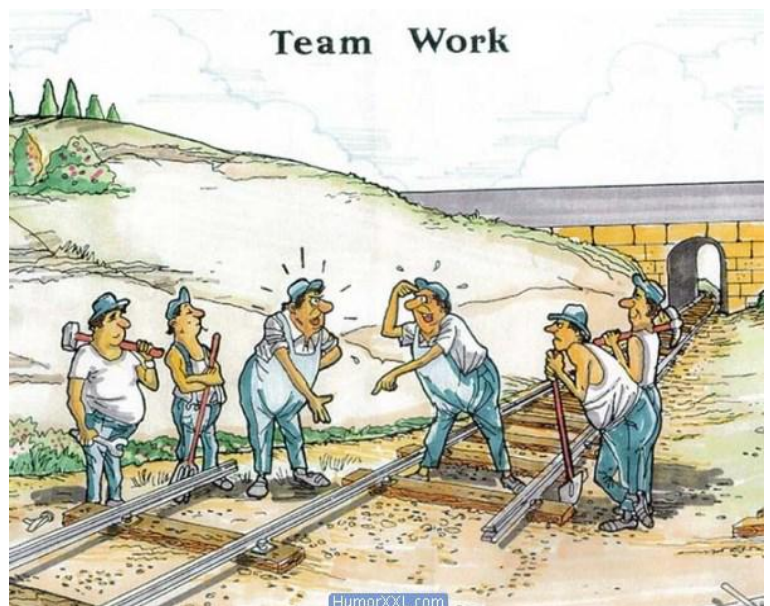
ImpImages.com



GreatCleanJokes.com



Team Work



HumorXCL.com



# Birthday Celebrations @ Corporate

