



We The People



Inside “We the People”

- Message From C00 – P2 & P3
- Unit news – P4 to P9
- Initiatives – P10 & P11
- Birthday Celebrations – P12
- Fun Zone – P13
- Welcome to NSL Family – P14
- Inspiration of the Month – P15

Message from COO

Dear Colleagues,

It is a pleasure to share my thoughts with you through this platform. The visionary management of NSL has established a great organization in NSL sugars Ltd in which we are all part.

Starting with one sugar complex at Koppa the operations have expanded to 5 sugar complexes in 3 states within a short period of 4 years. It is a great achievement in a shortest period of time, made possible by the hard and dedicated work of all members of NSL family. All the plants are provided with most modern and energy efficient technologies to get best efficiency parameters.

Now it is our duty and responsibility to best utilize the assets and technology to produce the optimum results. As a culture at NSL, we are all accustomed for working hard, day in and day out, to achieve the desired results.

In my opinion apart from working hard, it is equally important to work **smart** to produce the results quickly and with less effort. This is the requirement of the day at NSL.

We all have realized this fact and started working in this direction and I am sure that the results will automatically follow and NSL will be recognized as one of the top performing companies in the country in the near future.

Few pointers for achieving this Greatness

Law of Life says “You do not get in Life what you desire, you only get what your deserve”

You can turn your desires to deservingness, when desires are backed with Consistency, Well directed and Self Motivated

**First is Effort**

- o Put in the required effort
- o Life is about 1 % inspiration & 99% Perspiration.

Second

- o This effort is to be self-motivated
- o The spark has to come from inside `

Third

- o Self-motivated efforts need a clear direction – What is that I want ?
- o Activity without direction is change
- o Activity with direction is progress

Finally

- o There has to be Consistency to the directed, Self-Motivated Effort

Most of our challenges are consistency in what we do feel, what we think, what we speak and what we do . We can deal easily with people who are inefficient but they are consistent . But difficult in dealing with people who are efficient but very inconsistent.

Whether it is your career, work, relationship –Consistency leads to authenticity and that leads to build your Credibility. Credibility is the first corner touchstone for Leadership

Consistency is the hallmark of greatness

I wish that the forth coming New year will bring prosperity to NSL Sugars in general and to the members in particular.

Wishing you all the very best.

Regards,

TCS Reddy

Chief Operating Officer

Koppa Unit

Koppa Unit employees have started crushing from 6th September'14. Currently we are crushing at 5100 TCD.

Ayudha Pooja at Unit – Oct '14



Safety Training



Tungabhadra Unit

Tungabhadra Unit employees have performed Pooja on 6th Oct 14 & started crushing from 14th Oct'14. All the employees have participated and offered prayers .

Currently we are crushing at 2800 TCD.



➤ Exceeded the target for Power in both Generation & Exports – Oct '14

Power	Budget (Units)	Actual (Units)
Generation	16368000	18399000
Export	13647033	16515000

Aland Unit

Farmer Training – Oct'14

“Work Shop” on Best Management Practices for Sustainable Quality Sugarcane Production

Date : 13.10.14

Venue : Amarja Dam site Koralli Village,Tq:Aland

Chief Guests:

Shri.B R Patil - Hon'ble MLA Aland

Guests of Honor: :

- | | |
|--------------------------|--|
| 1) Shri Jilani Mokashi | - Joint Director of Agriculture, Gulbarga |
| 2) Shri Banni Shankrappa | - Chief Manager Lead Bank, Gulbarga |
| 3) Shri Mohanrao Biradar | - Executive Engineer KPTCL- Gulbarga |
| 4) Shri G T Manjunath | - Executive Engineer KNN IPC Div.1 Gulbarga |
| 5) Shri T C Alade | - A.E.E KNN IPC Project, Amarja Dam- Koralli |
| 6) Shri Shivandayya | -Special Officer C A D A. |

Speakers:

- | | |
|---------------------|---|
| •Dr.D G Hapse | - Former Director of Vasantdada Institute of Sugar Technology, Pune |
| •Dr.Raju G Teggalli | - Co-Coordinator Krishi Vigyan Kendra –Gulbarga |
| •Dr.Anand Naik | - Soil Scientist Krishi Vigyan Kendra –Gulbarga |
| •Dr.Zaheer Ahmed | - Pathologist Krishi Vigyan Kendra –Gulbarga |
| •Dr. D H Patil | - Agronomist Krishi Vigyan Kendra –Gulbarga |

Moments Captured



Jay Mahesh Unit

Pooja to start Crushing – Oct'14

Jay Mahesh Unit employees have performed Pooja on 30th Oct'14 & started crushing from 3rd November 2014. All the employees have participated and offered prayers

Currently we are crushing at 6000 TCD



KSL Unit

Diwali Celebrations – Oct '14



Cane Crushing Pooja – Oct'14

KSL Unit employees have performed Pooja on 26th Oct'14 & started crushing from 5th November'14. All the employees and Unit Head along with Mr.Ravi Babu have participated in Pooja and offered prayers .

Currently we are crushing at 3500 TCD.



Initiatives

Employee Development :

One of the frequent arguments against investing in training human capital is, “What if I train my people and they leave?” A better question is, “What if you don't train them and they stay?”. **No matter what the business strategy is, or how good the capital assets are, the key to business success is always its people.** NSL Sugars believes in investing in its people and build a competent work force.

We have initiated “Skill building exercise “ for work men to realize the objective of building competent work force .

To start with we have conducted a 12 day work shop at Koppa for workmen of process team.

Methodology :

- 6 days of class room session
- 6 days of on the job training

The objectives of the work shop are:

- Operational Parameters & their Significance
- To reduce the Process Losses (War on Waste)
- To reduce Loss in Filter cake & Final Molasses.
- Various unit operations and Standard operational Procedures.
- Cost of Production and how it gets affected by mal operations.
- Sugar Quality
- Steam & Power Saving.
- Dos and Don'ts.
- Safety , Discipline & Behavioral aspects
- ISO 9001- Quality Systems.
- Time Management.

Few moments captured during the work shop



Employee Engagement :

Employee engagement is all about making people feel good about their contribution to the organization. As part of Employee engagement initiatives we have launched a new policy on Birth Day celebrations . Under this policy Management celebrates the birthdays of employees

Birth day Policy :

Every employee is given a Birthday Card on their Birthdays with the wishes of the employees hand written. Birthday Cake is cut in a group with the presence of all the employees – 5th Floor Cafeteria on every 1st Monday of every month.

Few Moments Captured – Birth day celebrations –Oct'14

Vaibhav Mishra

N Vara Prasad





A man entered a cool bar and ordered a milk shake, but suddenly he got a telephone call. So before attending call he took a napkin and wrote, "The World's Strongest Weightlifter," and left it under his glass to make sure nobody drinks his milk shake.

But he was shocked when he returned, the glass was empty. Now at spot of old napkin there was a new napkin with new writing that said:

"Thanks for the treat!"

"The World's Fastest Runner

Who's the fastest

Three kids argue, whose father is the fastest.

One says:

- My father is the fastest, he can overtake the arrow that he shot with the arch.

The second one:

- My father is even faster - when he hunts, he can gun shot an animal and run up to the animal before it falls down.

The third:

- You actually don't understand what speed is. My father works in municipality. He finishes work at 4:30 pm, but he's back home by 3:45 pm already

Welcome to NSL Family

October '14

Mr. Prashanth .S. Sayagaon has joined us as Asst. Manager (Environment) at NSL Sugars Ltd – Koppa on 10th Oct'14



Mr. Vinayak Joshi has joined us as Sr. Dy. Manager (Mechanical) at NSL Sugars Ltd – Koppa on 13th Oct'14



Mr. Raghunath Reddy has joined us as Deputy Manager - Civil at NSL Sugars Ltd- KSL on 15th Oct'14



Mr. Manish Singh has joined us as Asst. Manager – Accounts at Corporate office on 17th Oct'14



Mr. Ratnakar has re-joined us as Sr.Manager – Civil at NSL Sugars Ltd – Aland on 27th Oct'14



Mr. Srinivasa Rao has joined us as Asst. Manager – Sales Accounts at NSL Sugars Ltd - KSL on 28th Oct'14





Inspirational Quote of the Month

“A Clay pot containing milk will be ranked higher than a golden pot having poison. Its not the our outer glamour but our inner virtues that make us valuable regards.”

Shared by Papa Rao K (Deputy Manager- HR), KSL Unit

We would appreciate your participation to make it an ongoing process by sharing the required inputs from your respective units for the next edition .

We have plenty of space to high light your initiatives, achievements & contributions.

Happy Reading....