

# BLOOM

## Balmer Lawrie Online Monthly Bulletin

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### EDITORIAL


31<sup>st</sup> July and 1<sup>st</sup> August 2015 will be etched in the history of Balmer Lawrie. While Mr. Viren Sinha, C&MD and Mr. Niraj Gupta, Director [Service Business] laid down their office on 31<sup>st</sup> July, Mr. Prabal Basu, one of the youngest C&MDs in the history of the Company and Mr. K Swaminathan, Director [Service Business] assumed charge on 1<sup>st</sup> August. Let's welcome both of them and assure them all support. Despite his busy schedule, Mr. Basu took time off for a chat with BLOOM. Read the column "Tete-a-tete with Mr. Prabal Basu" and discover the Leader who is all geared up to steer Balmer Lawrie to the zenith of success.

On 1<sup>st</sup> August, SBUs: Logistics Infrastructure and Logistics Services were merged to form SBU: Logistics. The SBU will be headed by Mr. Manas Kumar Ganguly as Chief Operating Officer [Logistics]. SBU: Logistics will be focussing on five major areas viz. Freight Forwarding, Container Freight Station, Project Logistics, Multi Modal Logistics Hub and Cold Chain.

The first quarter has been excellent for the company. The results were announced by the Board in its Meeting held in Kolkata on 12<sup>th</sup> August. The total income for the first quarter registered a marginal gain of 3% quarter on quarter and rose to Rs. 760.43 crores from Rs. 735.86 crores for the same period last year. The Profit Before Tax (PBT) has gone up by 35% and stood at Rs. 51.97 crores for the quarter ended 30 June 2015 as compared to Rs 38.42 crores for the same quarter last year. Correspondingly, the net profit (PAT) during the quarter increased by 33% to Rs. 33.24 crores compared to Rs. 24.96 crores for the corresponding period last year. Both the manufacturing and services businesses have performed well.

India completed 68 years of freedom on 15<sup>th</sup> August. The Prime Minister in his speech on the occasion referred to the central role of the country's one billion-plus population – which he dubbed "Team India" – in his government's development plans, saying the people alone will take India to new heights. He mentioned that almost 4.25 lakh toilets were built in 2.62 lakh schools nationwide in one year and 20 lakh Indians have given up LPG subsidy. He assured that the nation would get rid of corruption. He coined a new slogan, "Start-up India, Stand up India" and said that the country must become number one in start-ups.

The sudden demise of former president A P J Abdul Kalam on 27<sup>th</sup> July was a tremendous loss to the country. He had said, "You have to dream before your dreams can come true" and "To succeed in your mission, you must have single-minded devotion to your goal". So the best way to pay our homage to him would be to work hard towards achieving our goals.



BLOOM completes 4 years; the first issue of BLOOM was published on 15<sup>th</sup> August, 2011! I feel glad that today BLOOM has been able to successfully connect all Balmer Lawriens and is a much-awaited publication every month. It will be our endeavor to sustain this initiative and keep you abreast of all the significant events and happenings in the company. I'll take this opportunity to thank all of you who have sent us feedback and contributions. However, my special thanks to the Regional HR Teams for their unstinted support to bring us news across locations. Please continue to send us your suggestions, contributions or feedback at [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).



### **Your journey in Balmer Lawrie so far...**

As I look back today, I feel amazed about my experiences over the past twenty seven plus years in the Company. It has been a really enjoyable journey and I have thoroughly loved every bit of it. It is true that, in these modern times, it is not very common for professionals to stick to one Company for a very long period of time. In fact, when I look around I find that some of my friends have changed jobs on an average 6 to 7 times in the last 20 years. However, I have always felt that this is a wonderful organisation to work in. There is tremendous opportunity / freedom to put your knowledge and skills into application in your day to day work. The people in the BL family are fabulous and I have been fortunate to have got the love, affection and respect from all and sundry. This, along with the high job satisfaction, has been a great motivation to stay in the organisation for over 27 years now.

### **Significant professional and personal achievements...**

Fulfilling my childhood dream of becoming a CA and qualifying CA, ICWA and CS in the shortest possible time, securing top ranks / scholarships / prizes in most of the professional exams were significant personal achievements for me.

I feel that some of my significant professional achievements in Balmer Lawrie are streamlining of working processes in Corporate Accounts and Treasury operations leading to smooth and speedy closing of periodic accounts of the Company, turning Balmer Lawrie into a debt-free Company and building up a very high reputation with Auditors / C&AG and credit rating agencies for the Company. Further, as the leader of the Information Technology team of BL, my greatest satisfaction has been the successful completion of the phase I of the SAP implementation in BL, which, for a complex organisation like BL, is definitely a very challenging task.

When I joined BL, I had dreamt of reaching to the level of General Manager (Finance) and today, I feel that having the privilege and honour to lead this great Company as its Chairman & Managing Director, is my greatest professional achievement.

### **Your thoughts on Balmer Lawrie's growth and diversification in future...**

I have always had very high regard and faith in the future of the Company. I have somehow always felt that our Company has not been able to fully blossom into its full potential and has the intrinsic strength to achieve far greater heights. The rich heritage, the wonderful employees of the Company and the reputation of the Company among its various stakeholders makes me confident that this Company will grow manifold in the coming years. I firmly believe that with the support of all in the Balmer Lawrie family, I would be able to grow this Company in the next five years to a level when it will be regarded as one of the prestigious organisations to work with in India.

As regards diversification, I would like to state that the prime focus of the Company in the next two years would be to complete the two major initiatives of BL – setting up of MMLH at Vizag and the Temperature controlled warehouses at various identified places within projected timeframe and making them operational. In addition to that, we need to consolidate / grow our Travel & Vacations and Logistics businesses and build aggressively on our Balmerol brand of lubricants in the next couple of years to have sustainable growth in the longer term for BL.

### **What according to you are the three good things of Balmer Lawrie?**

The three good things that come to my mind about BL are its sincere and hardworking employees, the wonderful work culture and the ethical, transparent ways of doing business being practised by the Company.

### **Your management style or mantra**

I like to delegate work to my colleagues and empower them to the extent necessary to carry out their responsibilities. I am always willing to guide / mentor my juniors to the maximum extent so that they can develop into future leaders of the Company.

### **What is the one characteristic that you believe every leader should possess?**

The leader should have the ability to command respect from his team and the team members should look up to him as a role model who can guide them to achieve greater goals as a team. The leader needs to have thorough knowledge of his area of work so that the team members have the chance to learn something from him and take his help and advice in times of difficult situations.

### **What is the biggest challenge facing leaders today?**

In the modern times, leaders often lose their focus on ground / grassroot realities and try to guide their team members based on their perceptions which may not match with reality. This leads to great confusion amongst the team members. Another big challenge for today's leaders is the ability to listen to the views of the team members and arrive at a considerate decision. To be successful, I believe a leader in modern times need to overcome these challenges.

## **Who is the person who influenced you the most and why?**

It is very difficult to identify any one in particular – I have tried to inculcate the good qualities of people around me. However, in my professional sphere, I had the good fortune of working with many stalwarts of accounts & finance department of BL, which definitely had a significant positive influence on me. Further, in the last couple of months, I have been greatly influenced / enriched by working with my fellow Directors on Board of BL and its group Companies. I'd like to specially mention about Mr. Sinha, who always surprised me with his enthusiasm, meticulous preparation for all meetings / press conferences etc., and his passion for technological upgradation of the Company.

## **What is your favourite one liner?**

I am a strong believer of the principle, "honest hard work always pays".

## **Who are there in your family?**

My family consists of my wife Mitool, son Praloy and our pet parrot Piu. My wife is a homemaker and my son is a qualified doctor having completed the MBBS course from NRS Medical College, Kolkata.

## **What are your hobbies?**

My hobbies are collecting stamps, watching cricket, football, Formula 1 racing and listening to music. I also love travelling with my family on holidays.

## **Two things that your colleagues don't know about you**

I am by nature a lazy person who enjoys relaxing on weekends. Further, I enjoy moving around with my family in shopping malls often indulging in buying things impulsively.

## **Your biggest handicap ...**

The Company is in a very critical phase. There are tremendous opportunities, which the Company can grab and grow at a fast pace and become one of the leading PSUs in India. There is a lot to be done for all of us to be able to take the Company to such great heights. While I have tremendous faith in my colleagues in the Company, I feel that we, in BL, are somewhat handicapped in the form of our present IT infrastructure, which needs to be beefed up several notches to supplement our business initiatives. We have started this journey through completion of Phase I of SAP implementation but there is a lot to be done like implementation of MIDOFFICE for all units of T&V, new operating package for Logistics implementation, roll out of CRM and analytics for the various SBUs of the Company etc. All these need to be done within the shortest possible time, as presently we are lagging behind the competitors in respect of our IT capabilities.

## **Message for all Balmer Lawrie employees**

As I have already stated, BL is a wonderful organization to work in. It has tremendous potential for growth in the coming years. As the organization will grow, it will open up new opportunities for all its employees. Hence, as I look at it, there will be no dearth of career growth opportunities for employees who give their unstinted sincere efforts. Hence, I would call upon all my colleagues to enjoy working and give their best efforts for the betterment of our beloved Company.



A confidentiality agreement was signed by the Top Management Team on 30<sup>th</sup> July in the Board Room at the Corporate Office in Kolkata.



Post launch of the new TechTonic Packs for Balmerol Diesel Engine Oils and 4T Oils for the automotive sector at Kolkata, Chennai and Pune in the month of June, Mr. Ananda Sengupta, COO [G&L], launched the new Packs in Lucknow on 23<sup>rd</sup> July 2015. The revamped "Balmerol" logo, and newly developed technologies – DEKATROL for Diesel Engine Oils and WOWtech for the two wheeler oils – were also introduced during the launch organised for the distributors, customers and trade partners of the Northern region.



A Meeting of Board of Trustees of the Company's Staff Provident Fund was held in the Corporate Office on 29<sup>th</sup> July 2015 to consider Draft Accounts of the Fund for the 1<sup>st</sup> quarter ended 30<sup>th</sup> June 2015. The meeting was chaired by Mr. Viren Sinha. He was also bid farewell during the occasion.



SBU: T&V was represented by Mr. Ivor Louis Peter Pereira, Mr. Omkar Pansare and Mr. Rushikesh D. Gandhakte at the Times of India exhibition held on 1<sup>st</sup> and 2<sup>nd</sup> August at Pune. SBU:T&V sponsored Tolly Monsoon Cup, the annual golf event hosted by the Tollygunge Club at Kolkata, held from 24<sup>th</sup> to 26<sup>th</sup> July. Mr. S.Venkatraman, Mr. Sumeet and Mr. Sujit Saha represented the SBU at the event.



Mr. R S Louis, Vice President [Logistics Infrastructure] was invited as a speaker at the CII- Madhya Pradesh Warehousing & Logistics Summit 2015 held on 8th August at Indore. The summit aims at creating awareness on Warehousing and Logistics Industry in India. He spoke on the topic "Efficient Multimodal Transportation". The topic covered the Indian perspective of multimodal transportation and the need to introduce different techniques in order to compete with the global economies. The participants included industry leaders, experts, delegates from various countries and government officials.



A two-minute silence was observed as a mark of respect for the former Indian President Dr. A P J Abdul Kalam at G&L, Silvassa on 28<sup>th</sup> July. Dr. Kalam passed away on 27<sup>th</sup> July evening at IIM-Shillong.

**BLESS UPDATE – Employees Speak post go-live at G&L**



*Chandrakant Rade, Dy. Manager [Mktg], G&L - WR*

I have been involved in the G&L SAP core team since 15<sup>th</sup> December 2014 for the Sales and Distribution (SD) Module. It has been wonderful experience to be part of this team. Considering the complexity of the business profile of G&L, it took months of dedicated effort from all involved to make SAP implementation successful in G&L. The hard work that everyone has put in for smooth transition from the legacy system to the SAP system is appreciated. As a core team member, I feel lucky as I got to learn more about our business processes in a holistic way. Training users before Go-Live has helped me to connect with G&L colleagues. I strongly feel there is always room for improvement and G&L is no exception to that. Now that G&L is on SAP, the onus is on us to make this single, truly global solution, a super success so that we can bring consistency, efficiency and transparency in the way we do business. My best wishes to the all users!



It has been a journey of one year! Being a young member of the core team for implementation of SAP in G&L, I have learnt a lot with the support and guidance of my seniors. I learnt running the system for PP (Production Planning) and QM (Quality Management). I got the assistance of our Project Leader Mr. Krishanu Ray of Corporate IT, my senior in PP & QM module Mr. Rohit Agrawal, besides other senior members of different modules, which has helped me to understand the SAP system's functioning properly. Now that SAP has been implemented in G&L, all the people in G&L are working on SAP. Though the users are facing initial problems, we are proactively working on resolving them. Now I am really enjoying my work as I am also providing solutions for smooth functioning. I wish to thank our CIO Mr. Abhishek Agarwal, other team members of IT and the entire TCS team with whom we have worked for the last one year in this journey.

Rajib Das, G&L - Kolkata

## HSE (HEALTH, SAFETY & ENVIRONMENT) UPDATE

Not all risks can be engineered out of the work environment. Even with the best plans, procedures and systems in place, individuals at work still take short cuts and make mistakes. Sometimes risk-taking behaviours are intentional, for whatever reason. In other cases, risks may be taken due to a lack of understanding about a particular hazard, associated controls or inadequate training. Continuous safety related training is very vital to make people aware and remind them of particular hazards and controls. In July 2015 various safety training programs were organized across SBUs.



HSE Training on Safety Dos & Don'ts at ROFS Dicom Site



HSE Training at CFS, Kolkata on Crane Inspection





First Aid Training at CFS, Chennai

**CSR UPDATE**



Balmer Lawrie in association with Responsible Charity, an Indian – American NGO organized 'BL Cares' week in Kolkata from 6<sup>th</sup> to 10<sup>th</sup> July 2015 to collect and deliver old clothes and umbrellas to families living in slum communities and villages around the city. Employees showed outstanding support and over 400 bags were collected during the week-long drive.



Kumar Ashutosh Institution for Girls



Gopeswar Dutta Free School

Under the "Swachh Vidyalaya: Swachh Bharat Abhiyan", toilets in two schools located at Dum Dum Municipality area in Kolkata - Kumar Ashutosh Institution for Girls and Gopeswar Dutta Free School - were inaugurated and handed over to the school authorities by Dilip Kumar Das, Head CSR on 23<sup>rd</sup> July 2015. The Company has constructed/refurbished a total of 306 toilets in Government Schools covering states of Assam, Chhattisgarh, Haryana, Andhra Pradesh and West Bengal. Balmer Lawrie is the only PSU under MOPNG to have completed the target of constructing toilets.

### कार्मिक सूचना - जुलाई 2015 / Personnel Information - July 2015

#### पदोन्नति / Promotion

श्री ए पी भावे की पदोन्नति वरिष्ठ प्रबंधक [विपणन], आईपी - मुंबई के रूप में हुई है ।

**Mr. A P Bhave** has been promoted as Sr. Manager [Marketing], IP - Mumbai.

सुश्री मैत्री के पारिख की पदोन्नति वरिष्ठ प्रबंधक [गुजरात/राजस्थान/एमपी], टी&वी-अहमदाबाद के रूप में हुई है ।

**Ms. Maitri K Parikh** has been promoted as Sr. Manager [Gujarat / Rajasthan / MP], T&V - Ahmedabad.

सुश्री मुनिरा हातिम जंगबरवाला की पदोन्नति वरिष्ठ प्रबंधक [बिक्री-मुंबई], टी&वी - मुंबई के रूप में हुई है ।

**Ms. Munira Hatim Jangbarwala** has been promoted as Sr. Manager [Sales - Mumbai], T&V - Mumbai.

श्री नितिन कुमार की पदोन्नति उप प्रबंधक [टिकटिंग], टी&वी - मुंबई के रूप में हुई है ।

**Mr. Nitin Kumar** has been promoted as Dy. Manager [Ticketing], T&V - Mumbai.

सुश्री पूजा एस शाह की पदोन्नति उप प्रबंधक [बिक्री], टी&वी - अहमदाबाद के रूप में हुई है ।

**Ms. Pooja S Shah** has been promoted as Dy. Manager [Sales], T&V - Ahmedabad.

श्री के मनिवर्मन की पदोन्नति कार्यपालक [रख-रखाव], एलसी - चेन्नई के रूप में हुई है ।  
**Mr. K Manivarman** has been promoted as Executive [Maintenance], LC - Chennai.

श्री टी एस एलनगोवन की पदोन्नति कार्यपालक [क्रय], आईपी - चेन्नई के रूप में हुई है ।  
**Mr. T S Elangovan** has been promoted as Executive [Purchase], IP - Chennai.

श्री अनूप नाथ घोष की पदोन्नति कार्यपालक [कराधान], कॉर्पोरेट ले&वि - कोलकाता के रूप में हुई है ।  
**Mr. Anup Nath Ghosh** has been promoted as Executive [Taxation], Corporate A&F - Kolkata.

श्री एस शिवगुरु की पदोन्नति कार्यपालक [ले&वि], एलएस - चेन्नई के रूप में हुई है ।  
**Mr. S Sivaguru** has been promoted as Executive [A&F], LS - Chennai.

श्री सुबिमल दासगुप्ता की पदोन्नति कार्यपालक [ले&वि], एलएस - कोलकाता के रूप में हुई है ।  
**Mr. Subimal Dasgupta** has been promoted as Executive [A&F], LS - Kolkata.

श्री के शनमुगम की पदोन्नति कार्यपालक [गुणवत्ता नियंत्रण], एलसी - चेन्नई के रूप में हुई है ।  
**Mr. K Shanmugam** has been promoted as Executive [Quality Control], LC - Chennai.

श्री प्रसाद नितीन मंजरेकर की पदोन्नति अधिकारी [टिकटिंग], टी&वी - मुंबई के रूप में हुई है ।  
**Mr. Prasad Nitin Manjrekar** has been promoted as Officer [Ticketing], T&V - Mumbai.

श्री राधिका अक्षय सापरे की पदोन्नति अधिकारी [बिक्री & परिचालन], टी&वी - मुंबई के रूप में हुई है ।  
**Ms. Radhika Akshay Sapre** has been promoted as Officer [Sales & Operations], T&V - Mumbai.

श्री रोहण प्रमोद शिंदे की पदोन्नति अधिकारी [टिकटिंग], टी&वी - मुंबई के रूप में हुई है ।  
**Mr. Rohan Pramod Shinde** has been promoted as Officer [Ticketing], T&V - Mumbai.

श्री सतिश कुमार गंदसरी की पदोन्नति अधिकारी [ले&वि], टी&वी - मुंबई के रूप में हुई है ।  
**Mr. Satish Kumar Gandasiri** has been promoted as Officer [A&F], T&V - Mumbai.

*बधाई एवं भविष्य में आपकी सफलता की कामना करते हैं ।  
Congratulations and wish you all the best in your new role!*

### स्थानान्तरण / Transfer

श्री प्रकृति ओझा, उप प्रबंधक [मा.सं.], सीएचआरडी - कोलकाता को टी&वी - मुंबई में प्रबंधक [मा.सं.] के रूप में स्थानान्तरित किया गया ।

**Ms. Prakriti Ojha**, Dy. Manager [HR], CHRD - Kolkata has been transferred to T&V - Mumbai as Manager [HR].

श्री ए मुरली, सहायक प्रबंधक [समुद्री], एलएस - हैदराबाद को एलएस - चेन्नई में उप प्रबंधक [समुद्री] के रूप में स्थानान्तरित किया गया ।

**Mr. A Murali**, Asst. Manager [Ocean], LS - Hyderabad has been transferred on promotion to LS - Chennai as Dy. Manager [Ocean].

श्री सरिता अरोड़ा, सचिव, टी&वी - दिल्ली को समन्वय कार्यालय - दिल्ली में स्थानान्तरित किया गया ।  
**Ms. Sarita Arora**, Secretary, T&V - Delhi has been transferred to Coordination Office - Delhi.

*आपको नए कार्यभार की शुभकामनाएं।  
Wish you all the best in your new role!*

### पुनः पदनाम / Re-designation

श्री मुकेश अग्रवाल, प्रधान [इंडस्ट्रियल मार्केटिंग], जी&एल - दिल्ली को सह-उपाध्यक्ष [इंडस्ट्रियल मार्केटिंग] - उत्तर, जी&एल - दिल्ली के रूप में पुनः पदनामित किया गया है ।

**Mr. Mukesh Agarwal**, Head [Industrial Marketing], G&L - Delhi has been re-designated as Associate Vice President [Industrial Marketing] - North, G&L - Delhi.

**सुश्री श्वेता श्रीधर**, कार्यपालक ट्रेनी, क्षे.मा.सं. - पूर्व को सहायक प्रबंधक [मा.सं.], क्षे. मा.सं. - पूर्व के रूप में पुनः पदनामित किया गया है ।

**Ms. Shweta Shridhar**, Executive Trainee, Regional HR - East has been re-designated as Asst. Manager [HR], Regional HR - East.

**श्री सिद्धार्थ लोढ़ा**, कार्यपालक ट्रेनी, आईपी - मुंबई को सहायक प्रबंधक [विपणन], आईपी - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Mr. Siddhartha Lodha**, Executive Trainee, IP - Mumbai has been re-designated as Asst. Manager [Marketing], IP - Mumbai.

**श्री नेविन टॉम्स**, कार्यपालक ट्रेनी, आईपी - मुंबई को सहायक प्रबंधक [एससीएम], आईपी - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Mr. Nevin Toms**, Executive Trainee, IP - Mumbai has been re-designated as Asst. Manager [SCM], IP - Mumbai.

**श्री रोशन आनंद**, कार्यपालक ट्रेनी, जी&एल - सिलवासा को सहायक प्रबंधक [उत्पादन], जी&एल - सिलवासा के रूप में पुनः पदनामित किया गया है ।

**Mr. Roshan Anand**, Executive Trainee, G&L - Silvassa has been re-designated as Asst. Manager [Production], G&L - Silvassa.

**श्री कुमार शिवंग**, कार्यपालक ट्रेनी, आईपी - मुंबई को सहायक प्रबंधक [उत्पादन], आईपी - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Mr. Kumar Shivang**, Executive Trainee, IP - Mumbai has been re-designated as Asst. Manager [Production], IP - Mumbai.

**श्री रोहन नाग**, कार्यपालक ट्रेनी, एलएस - कोलकाता को सहायक प्रबंधक [डीए&पी], एलएस - कोलकाता के रूप में पुनः पदनामित किया गया है ।

**Mr. Rohan Nag**, Executive Trainee, LS - Kolkata has been re-designated as Asst. Manager [Data Analytics & Projects], LS- Kolkata.

**श्री इरफान वारसी**, कार्यपालक ट्रेनी, एलएस - कोलकाता को सहायक प्रबंधक [सीपीडी], एलएस - कोलकाता के रूप में पुनः पदनामित किया गया है ।

**Mr. Irfan Warsi**, Executive Trainee, LS - Kolkata has been redesignated as Asst. Manager [Central Pricing Desk], LS - Kolkata.

**सुश्री अंकिता कंदपाल**, कार्यपालक ट्रेनी, एलएस - मुंबई को सहायक प्रबंधक [बिक्री], एलएस - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Ms. Ankita Kandpal**, Executive Trainee, LS - Mumbai has been redesignated as Asst. Manager [Sales], LS - Mumbai.

**श्री भास्कर भरत**, कार्यपालक ट्रेनी, कॉर्पोरेट आईटी - कोलकाता को सहायक प्रबंधक [आईटी], कॉर्पोरेट आईटी - कोलकाता के रूप में पुनः पदनामित किया गया है ।

**Mr. Bhaskar Bharat**, Executive Trainee, Corporate IT - Kolkata has been redesignated as Asst. Manager [IT], Corporate IT - Kolkata.

**श्री रणोतश बनर्जी**, कार्यपालक ट्रेनी, आरओएफएस - कोलकाता को सहायक प्रबंधक [आरओएफएस], आरओएफएस - कोलकाता के रूप में पुनः पदनामित किया गया है ।

**Mr. Ranotosh Banerjee**, Executive Trainee, ROFS - Kolkata has been redesignated as Asst. Manager [ROFS], ROFS - Kolkata.

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new role!*

**विदाई / Farewell**



श्री वीरेन्द्र सिन्हा, अध्यक्ष & प्रबंध निदेशक लगभग 33 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जुलाई, 2015 को सेवानिवृत्त हो गए ।

**Mr. Virendra Sinha**, C&MD superannuated on 31<sup>st</sup> July, 2015 after successfully completing around 33 years of service.



श्री नीरज गुप्ता, निदेशक [सेवा व्यवसाय] लगभग 35 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जुलाई, 2015 को सेवानिवृत्त हो गए ।

**Mr. Niraj Gupta**, Director [Service Business] superannuated on 31<sup>st</sup> July, 2015 after successfully completing around 35 years of service.



श्री जे के वर्मा, प्रबंधक [राजभाषा कार्यान्वयन] – क्षे.मा.सं., उत्तर लगभग 32 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जुलाई, 2015 को सेवानिवृत्त हो गए ।

**Mr. J K Verma**, Manager [Official Language Implementation], Regional HR - North superannuated on 31<sup>st</sup> July, 2015 after successfully completing around 32 years of service.



श्री नन्दकुमार रामकृष्ण साटम, अधिकारी [ले&वि], आईपी – मुंबई लगभग 35 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जुलाई, 2015 को सेवानिवृत्त हो गए ।

**Mr. Nandakumar Ramkrishna Satam**, Officer [A&F], IP - Mumbai superannuated on 31<sup>st</sup> July, 2015 after successfully completing around 35 years of service.

श्री वेलायुथम सी, ऑपरेटर, आईपी – चेन्नई लगभग 27 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 जुलाई, 2015 को सेवानिवृत्त हो गए ।

**Mr. Velayutham C**, Operator, IP - Chennai superannuated on 31<sup>st</sup> July, 2015 after successfully completing around 27 years of service.

*हम आपके भविष्य की मंगलमय कामना करते हैं।  
We wish you all the best in your future life.*

## नए सदस्य / New Member



श्री चंदन झा की नियुक्ति 22 जुलाई, 2015 को टी&वी - गुडगांव में उप प्रबंधक [कार्यान्वयन] के रूप में हुई ।  
**Mr. Chandan Jha** joined T&V - Gurgaon as Dy. Manager [Implementation] on 22<sup>nd</sup> July, 2015.



श्री कार्तिक गोली की नियुक्ति 1 जुलाई, 2015 को एलआई - मुंबई में सहायक प्रबंधक [बिक्री] के रूप में हुई ।  
**Mr. Kartheek Goli** joined LI - Mumbai as Asst. Manager [Sales] on 1<sup>st</sup> July, 2015.



श्री विजय कुमार दास की नियुक्ति 1 जुलाई, 2015 को कार्पोरेट-आईटी, कोलकाता में सहायक प्रबंधक [एसएपी]-  
एमएम के रूप में हुई ।  
**Mr. Vijay Kumar Das** joined Corporate - IT, Kolkata as Asst. Manager [SAP] - MM on 1<sup>st</sup> July, 2015.



श्री अभिजीत सिंह तोमार की नियुक्ति 14 जुलाई, 2015 को जी&एल - गाजियाबाद में सहायक प्रबंधक [रिटेल  
मार्केटिंग] के रूप में हुई ।  
**Mr. Abhijeet Singh Tomar** joined G&L - Ghaziabad as Asst. Manager [Retail Marketing] on 14<sup>th</sup> July, 2015.



श्री बरुणव कुंडू की नियुक्ति 27 जुलाई, 2015 को जी&एल - इंदौर में सहायक प्रबंधक [इंडस्ट्रियल मार्केटिंग] के  
रूप में हुई ।  
**Mr. Barunav Kundu** joined G&L - Indore as Asst. Manager [Industrial Marketing] on 27<sup>th</sup> July, 2015.



सुश्री जगण्य के की नियुक्ति 29 जुलाई, 2015 को संबद्ध सेवाएं-चेन्नई में सहायक प्रबंधक [ले&वि] के रूप में  
हुई ।  
**Ms. Jaganya K** joined Associate Services - Chennai as Asst. Manager [A&F] on 29<sup>th</sup> July, 2015.



श्री किरण कुमार एस की नियुक्ति 6 जुलाई, 2015 को आईपी-चेन्नई में कनिष्ठ अधिकारी [बिक्री] के रूप में  
हुई ।  
**Mr. Kiran Kumar S** joined IP - Chennai as Jr. Officer [Sales] on 6<sup>th</sup> July, 2015.



सुश्री सर्वपल्ली श्रावणी की नियुक्ति 6 जुलाई, 2015 को टी&वी - हैदराबाद में कनिष्ठ अधिकारी [यात्रा] के रूप  
में हुई ।  
**Ms. Sarvepalli Sravani** joined T&V - Hyderabad as Jr. Officer [Travel] on 6<sup>th</sup> July, 2015.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।  
Welcome you to the Balmer Lawrie family and wish you all the best!*