



# METALLOID

## newsletter

January, 2013



### Fortivia Inauguration

6

Call it an architectural marvel or a stately landmark, it stands tall as an ...

### Independence Day

11

The national flag was ceremoniously hoisted by Shri. V.N Patil, President ...

### Sriramulu park inauguration

22

The park developed by Hospet city Municipal council with generous ...

# Editorial

V V V. Raju, VP-Finance & Plant Services, Editor

That Metalloid has touched a chord in people is all too evident by the feedback we keep receiving and also the incremental size of this issue which carries several interesting and informative articles. It is truly a gratifying experience that the primary objective of creating a house journal has been more than fulfilled, as it has come to be regarded as a vibrant forum today for exchange of thoughts concerning the organization and a vital link between people from different disciplines, cadres and interests thus breaking all barriers.

And that is not all. Metalloid has created a sense of ownership among the readers who frequently and curiously call up the editorial team to know about the contents featured in an issue under production. No mean achievement given the fact that the journal is just 3 issues old.

Metalloid's arrival could not have been at a more appropriate time, as the company is getting larger and multidimensional.

This issue also carries several interesting features. Our President, Operations expounds on the role and efficacy of compassion in management while the Finance Director discusses the essentials of efficient finance management. The report on the inauguration of the new and massive Project Stores gives us a peek into a milestone achievement that will make us proud just as the details of the 'Best Employee' Award function that keeps our spirits upbeat and make us feel wanted. Similarly the Health section analyzes the emotional and mental health. An exclusive article on how our company keeps the people battle fit with various training programmes have been detailed in

a special feature on Training with a sprinkling of photographs shot in these events.

Well, we want to apply the famous Henry Ford quote, "Everything can be done much better than how it is being done today", to all aspects of Metalloid from form to content so that it goes about performing the principal tasks it has set for itself in an energetic manner without letup.

And we know for sure we can count on your support and participation.



# Keeping the organization **Financially Fit!**

- Laxmipat Dudheria, Non-Executive Director



## **Greetings to all the team members,**

First of all, I am glad to be a part of 'Metalloid' as this is a means to share the thoughts of the company and steel industry about the ongoing happenings. The metalloid is a platform where the employees can share their views and thoughts. Let all of us be a part of 'Metalloid' as a participant.

## **Industry Overview**

India has emerged as the fourth largest steel producing nation in the world. The Indian steel industry accounted for around 5% of the world's total production. It's expected that the crude steel production in capacity in the country will increase to nearly 110 million tonne by 2012-13.

Further, 222 Memorandum of Understandings (MOU) have been signed across the steel industry with various states for planned capacity of around 276 million tonnes by 2019-20.

If the proposed expansion plans are implemented as per schedule, India may become the second largest crude steel producer in the world.

## **Opportunities ahead:**

The demand for steel in the country is currently growing at the rate of over 8% and it is expected that the demand would grow over by 10% in the next five years.

Several upcoming Infrastructure projects like Golden Quadrilateral and Dedicated Freight Corridor, construction, housing and automotive will give boost to the demand in the steel sector in near future. This indicates that there is a lot of potential for increasing the steel consumption in India.

## **Present Challenges:**

*To exploit the opportunities, in order to strengthen our business to sustain and grow for future we have to strive to overcome the present challenges which we have to seriously think about it:*

## **Monitor the business:**

Constantly monitoring the economic environment is a lesson in itself, as it enables us to understand how changes affect us and gear up for them. It provides the vital inputs for planning required for tiding over financial crises.

## **Prices of Raw Material:**

As we all aware about the ban imposed on mining of Iron ore in Karnataka has been made a biggest challenge to get the quality material suitable for process at the economic cost. Being Iron ore is one of the main cost driving factors in steel manufacturing industry, with ever increasing price and the low quality of material which is not up to the mark has made hard to conserve the cost of production at low level. Sourcing the iron ore from other state is one of the big challenge, as the landed cost will end up with high cost of procurement due to additional transportation and handling cost.

## **Sales forecast:**

Steel industry is facing deep hurdle to get the reasonable selling price of the final product to make up the thin margin. In-adequate demand is also one of the setbacks which is posed as an hurdle to touch the bottom line across the industry. Ultimately the business is ending up with lean gap between the cost of production and sales realization affecting the profitability and bottom line of the company.

## **Managing cash flow:**

Yet another way of keeping our business financially stable is efficient management of cash flow. A business, however profitable, can still fail because of shortage of cash. Therefore cash flow management is very crucial and it includes:

- Negotiating with vendors/suppliers to get a better price and credit terms
- Dynamic review & assessment of receivables, inventory, business expenses, working capital availability and strategic planning to downsize the same
- Ensuring enough cash to pay bills, taxes and also meet other expenses
- Periodic reviewing is required to decide what expenses can be reduced, rationalized
- Maintaining the good rapport with financial institutions
- Keeping a tab on business processes and overheads



### **Inventory Management:**

Well-managed stock enhances profits. Efficient stock management requires a balance between the costs and the benefits of the stock. The costs include the money tied up in stock, storage & maintenance cost and also a notional cost of working capital. The benefits include having adequate stock on hand to meet client demand as well as normal stock level on hand at all the time. Inventory is having a direct bearing on your cash-flow management and profits and hence better inventory management always contributes better results.

### **Time to Act:**

With prevailing critical condition this is the right time to act upon to sustain the productivity and optimum utilization of the

resources with innovative ideas. As rightly said "necessity is the mother of invention", this is the right time to act upon to bring out the possible ways through proficient way of productivity and quality improvement to meet the market demand by *thinking out of the box*. Integrity and team work leverage to achieve the company objective.

***Step towards organizing our company to sustain the productivity and improving the bottom-line.***

To set quality, effective, innovative standards of actions in our day to day work with dedication and honesty. We should exercise utmost due care with integrity in performing our duties and responsibilities in order to strengthen our business with continuous improvement.

*"Don't wait for extraordinary opportunities. Seize common occasions and make them great".*

**- Orison Swett Marden**

***I wholeheartedly wish one and all 'A very Happy New Year 2013' and bright days ahead.***



# Managing Compassionately

- V N Patil, President operation



Of all the management principles- either empirical or theoretical- there is one I am particularly fascinated by more than any other. However, I must, in the same breath, add it is not easy to practice and needs to be developed like any other skill. And that principle is- managing compassionately!

Compassion is not a single virtue but an amalgamation of all the virtues. It is an admixture of fairness, kindness, gentleness, honesty, respect, courage and love. We are considered compassionate, if we express appropriately any or all of these virtues in our daily response to life.

How is compassion relevant in the business environment? Business is all about relationships between people. We can classify the quality of each business relationship, from competitive and hostile, to neutral, to compassionate. Most of the time, we are not conscious of choosing the quality of our business relationships. Therefore, we are only reactive but not proactive in forging relationships.

I am of the firm belief compassion is a powerful business tool and leadership skill. Those that cultivate compassion will have an edge over those that do not.

Often I have found it amazing how we live in little cocoons that we spin around ourselves in this world which is dominated by three words namely I, Me and Myself! Yet we don't give up the habit of collaborating with and influencing people we hardly know.

In a corporate context, there were times when these words were considered virtues and mistaken for being focused and business-like. People would concentrate only on the job they were trained for and expected to perform. Their thinking was

localized and precluded them from having an overall perspective of the process or product or the purpose or the people around.

In the current scenario, forging strong bonds by replacing 'I, Me, Myself' with 'We, Us, Ourselves' is the primary task of a leader. He has to take upon himself the task of humanizing others by understanding their background, dreams, job objectives and obstacles. Further, he needs to inspire people to help others before he can ever expect them to listen to him. In other words, he should exhort people to go the extra mile and do the extra work that is not expected of them. Conservation and prudent utilization of available resources is one gesture by people that can put and propel the organization in a new trajectory towards progress. It is said, one of the best ways to make money is by saving it and reducing costs.

Always describe the behavior and motives of others in the most positive way possible. For example, when you fail to get the cooperation of another division, never complain saying, "they are ignoring our needs", instead, tell your team, "they are obviously busy, so we need to help them by making sure our

initiatives deliver value". Complaining about others results in your fall in people's esteem from being a leader to a victim. Such positive approach to issues enables you to focus on what can be done rather than who is to blame.

It must be understood compassion is not about weakness. The ability to be truly compassionate is being neither pliant nor being sensitive. In fact, it requires great fortitude and power. It is one of greatest gifts one human can bestow on another.

Compassion offers a host of benefits like inner peace and joy, harmonious relationships with people around, and a sense of competency and fulfillment. In a highly competitive business environment, these are surely the traits every successful person would strive for. However, as with many beneficial habits, developing compassion takes effort and practice. If you decide to hone your capacity for compassion, exercise some compassion on yourself. You will make mistakes as you grow. Accept and cherish them, because it is through these mistakes that you evolve into a compassionate leader.



# Fortivia

**- an embodiment of a grand vision and growth!**



Call it an architectural marvel or a stately landmark, it stands tall as an edifice and embodiment of a corporate philosophy which puts people before profits. On a 7850 sq.m expanse with 4 stories above the ground floor and its crest rising to 23 meters, it can be easily termed the new insignia of the company. Fortivia, our majestic administrative building is now a reality. It truly proclaims the company's accomplishments in the past and also its confidence to leap into the future.

Aesthetics is writ large everywhere in Fortivia. Viewed from the side, it resembles a spacecraft and from the top it looks like a butterfly with the main entrance at the proboscis and the parking lots in the wing region. It houses a training hall, board room, conference room apart from separate meeting rooms for each department. It has enough space to accommodate as many as 250 workstations of which 160 have already been installed and are functional.

Fortivia has everything a modern structure should have - HVAC, Fire alarm & Security system CCTV, express elevators, canteen

and an STP unit. And what's more, latest green construction principles have been integrated into its design with provisions for optimum utilization of natural light thereby minimizing use of grid power.

The inaugural function had everything befitting the image of the organization and the grandeur of Fortivia. The premises came alive in the early hours of the morning with the Stapan puja for the Ganapathi idol at the atrium followed by the ceremonial lighting of the lamp by the chief guests, Shri. MD Nayar, MD & Group Executive of SBI and Shri. Mehrotra, CMD-Mecon Limited.

The top brass of BMM Ispat Ltd was in full attendance with Dr. S K Gupta, Non-Executive Chairman & Independent Director, Shri. Dinesh Kumar Singhi, MD-BMM Ispat, his wife, Smt. Snehalatha Singhi and Shri. N S Kannan, President-Projects.

Fortivia is truly a milestone that everyone at BMM Ispat Ltd will be proud of.



Mr. MD Nayar, MD & Group Executive of SBI, being greeted by Mr. V N Patil



Dr. S K Gupta, Non-Executive Chairman & Independent Director greeted by Mr. N S Kannan



Mr. Mehrotra, CMD-Mecon Limited greeted by Mr. N S Kannan







# Staffs' Corner

## FAMILY – What is it?

I ran into a stranger as he passed by, “Oh excuse me please” was my reply.

He said, “Please excuse me too; I wasn’t watching for you.” We were very polite, this stranger and I. We went on our way and we said goodbye.

But at home a different story is told, How we treat our loved ones, young and old.

Later that day, cooking the evening meal, my son stood beside me very still. When I turned, I nearly knocked him down. “Move out of the way,” I said with a frown.

He walked away, his little heart broken. I didn’t realize how harshly I’d spoken.

While I lay awake in bed, God’s still small voice came to me and said, “While dealing with a stranger, common courtesy you use, but the family you love, you seem to abuse. Go and look on the kitchen floor, You’ll find some flowers there by the door. Those are the flowers he brought for you. He picked them himself: pink, yellow and blue. He stood very quietly not to spoil the surprise, you never saw the tears that filled his little eyes.

” By this time, I felt very small, And now my tears began to fall.

I quietly went and knelt by his bed; “Wake up, little one, wake up,” I said. “Are these the flowers you picked for me?” He smiled, “I found ‘em, out by the tree. I picked ‘em because they’re pretty like you. I knew you’d like ‘em, especially the blue.

” I said, “Son, I’m very sorry for the way I acted today; I shouldn’t have yelled at you that way.” He said, “Oh, Mom, that’s okay. I love you anyway.”

I said, “Son, I love you too, and I do like the flowers, especially the blue.”

## FAMILY

Are you aware that if we died tomorrow, the company that we are working for could easily replace us in a matter of days. But the family we left behind will feel the loss for the rest of their lives. And come to think of it, we pour ourselves more into work than into our own family, an unwise investment indeed, don’t you think? So what is behind the story? Do you know what the word FAMILY means?

FAMILY = (F)ATHER (A)ND (M)OTHER (I) (L)OVE (Y)OU

## Life is a Gift ....

Before you think of saying an unkind word  
Think of someone who can’t speak  
Before you complain about the taste of your food  
Think of someone who has nothing to eat  
Before you complain about your spouse  
Think of someone who’s crying out to God for a companion  
Before you complain about life  
Think of someone who went too early to heaven  
Before you complain about your children  
Think of someone who desires children but they’re barren  
Before you argue about your dirty house  
Think of the people who are living in the streets  
Before whining about the distance you drive  
Think of someone who walks the same distance with their feet And  
when you are tired and complain about your job

Think of the unemployed, the disabled and those who wished they had your job  
But before you think of pointing the finger or condemning another  
Remember that not one of us are without sin and we all answer to one maker  
And when depressing thoughts seem to get you down  
Put a smile on your face and thank God you’re alive and still around.

Life is a gift  
Live it...  
Enjoy it...  
Celebrate it...  
And fulfill it

# 66th Independence Day Celebrations at BMM Ispat Ltd



National Flag hoisting by Mr. V N Patil - President Operations

August 15 is truly an important day in our national life. It is the day we rediscovered our nationhood after shaking off the colonial yoke that we carried for over three centuries. It is the day to remember and revere those countless men and women who made supreme sacrifices so that generations of yet-to-be-born Indians could live a life full of freedom, fearlessness and dignity.

At BMM Ispat Ltd it has always been a very special occasion to remind people of our national heroes, rekindle in them a sense of oneness so that they consciously perform their duties and contribute to the nation's progress keeping aside all differences. This spirit was evident again in the country's 66th Independence Day celebrations on August 15, 2012.

The tricolor seen all around was soothing to the eyes and brought in a festive look to the premises.

The national flag was ceremoniously hoisted by Shri. V.N Patil, President, Operations who also administered the oath of loyalty to the employees after the formal flag salute. In his brief speech Shri. V.N Patil outlined the critical role of freedom in human development and how it is incumbent upon each one of us to safeguard it and preserve the country's democratic structure.

The finale came with the national anthem sung in unison by all the employees which enlivened the atmosphere and lifted the spirit of every member of the audience.



# Training

*"Tell me and I forget, teach me and I may remember, involve me and I learn."*

**Benjamin Franklin**

Learning is one of the most important activities one has to follow if he/she wants to move ahead in the corporate ladder. Training is the process of enhancing the skills, capabilities and knowledge of employees for doing a particular job. Training process moulds the thinking of employees and leads to quality performance of employees.

Training is crucial for organizational development and success. It is fruitful to both employers and employees of an organization. An employee will become more efficient and productive if he/she is trained well.

From classroom facilitations to interactive workshops and knowledge sharing forums, BMM runs a gamut of professional and personal development initiatives round the year wherein we encourage our employees to voice new ideas and create an atmosphere of shared learning.

Training of employees in the cognitive, affective and psycho motor domains ensures steady growth of the organization and the employee alike. Our learning and development initiatives cover behavior, technical, domains, leadership, communication skills, and personal enhancement trainings.

Every new recruit in BMM undergoes extensive induction, process management and domain specific training. Trainee engineers are trained by dedicated mentors before they are allocated projects to work on.

## Behavioral Training Snapshots



Shri.V.V.V Raju addresses the trainees



A section of the participants

To highlight the importance of teamwork and to encourage employees to participate in group activities, an interactive training session was conducted by Ms. Monika, Manager, Training & Development on Dec. 29, 2012. The session covered in detail the nitty-gritty of team building and the need for improving communication skills to establish better interpersonal relations.



Ms. Monika explains the importance of Teamwork



The concepts discussed during the session were effectively illustrated by novel techniques involving the audience like the 'Trust Walk' and 'Human Web'.

In his special address in the session, Shri.V.V.V Raju provided glimpses of the company's initiatives aimed at improving employees' skill development.



Team building activities at the Training Session



'Trust Walk' activity for enhancing communication skills

## Service Tax and Contract Tax



In this 2-day event held on August 30 & 31, 2012, the accounts personnel were briefed on the clauses of the new Service & Contract Tax and its implications by Shri.V.S.Datey, the eminent tax consultant

## Pneumatics and Hydraulics

This 3-day event held on October 9, 10 & 11th, 2012 saw the participants treated to informative lecture sessions on Pneumatics & Hydraulics by Sri.A.K Dey, Senior Faculty Member, IIPM



Mr. A K Dey-Sr. Faculty of IIPM delivering a lecture on Pneumatics & Hydraulics



## Training on latest pollution control equipment

Shri. Prabhu Gowda, Assistant Manager expounded on health impact & associated costs of pollution control equipment and its skillful handling in his presentation held on November 22, 2012.

Shri. Prabhu Gowda, Assistant Manager expounded on pollution control practices



Shri.Ramesh Babu, our DGM with the participants

## Session on data analysis and problem solving

How problem solving techniques have a bearing on Quality Management was explained in a lucid manner by a presentation done by Shri.Ramesh Babu, our DGM on November 23, 2012



## Talk on Tax implications

To update employees on the latest tax policies and its implications, a special event was presented by Shri.Venkata Raghavendra, Manager and Shri.Vishnu, Assistant Manager on November 26, 2012.



The speakers and the audience at the Tax & Implication Lecture

## 7 QC Tools Training

How important is the concept of continuous improvement in the process? The 3-day training programme held on Dec.18,19 & 20, 2012 sought to provide the answer to this question with an inspiring and informative lecture by Shri.Prasanna Kumar, the external faculty member from Nathan & Nathan Consultants.



Trainees on successful completion of external Training



Presenting a small memento for excellence of workshop on 7 QC Tools & SPC

# Staffs' Corner

## Life in 1500's

The next time you are washing your hands and complain because the water temperature isn't just how you like it, think about how things used to be. Here are some facts about the 1500's in England:

These are interesting...

Most people got married in June because they took their yearly bath in May, and still smelled pretty good by June. However, they were starting to smell, so brides carried a bouquet of flowers to hide the body odor. Hence the custom today of carrying a bouquet when getting married.

Baths consisted of a big tub filled with hot water. The man of the house had the privilege of the nice clean water, then all the other sons and men, then the women and finally the children. Last of all the babies. By then the water was so dirty you could actually lose someone in it. Hence the saying, Don't throw the baby out with the Bath water

Houses had thatched roofs - thick straw-piled high, with no wood underneath. It was the only place for animals to get warm, so all the cats and other small animals (mice, bugs) lived in the roof. When it rained it became slippery and sometimes the animals would slip and fall off the roof. Hence the saying . It's raining cats and dogs.

There was nothing to stop things from falling into the house.. This posed a real problem in the bedroom where bugs and other droppings could mess up your nice clean bed. Hence, a bed with big posts and a sheet hung over the top afforded some protection. That's how canopy beds came into existence.

The floor was dirt. Only the wealthy had something other than dirt. Hence the saying, Dirt poor.

The wealthy had slate floors that would get slippery in the winter when wet, so they spread thresh (straw) on floor to help keep their footing. As the winter wore on, they added more thresh until, when you opened the door, it would all start slipping outside. A piece of wood was placed in the entrance way. Hence the saying a thresh hold.

(Getting quite an education, aren't you?)

In those old days, they cooked in the kitchen with a big kettle that always hung over the fire. Every day they lit the fire and added things to the pot. They ate mostly vegetables and did not get much meat. They would eat the stew for dinner, leaving leftovers in the pot to get cold overnight and then start over the next day. Sometimes stew had food in it that had been there for quite a while. Hence the rhyme, Peas porridge hot, peas porridge cold, peas porridge in the pot nine days old.

Those with money had plates made of pewter. Food with high acid content caused some of the lead to leach onto the food, causing lead poisoning death. This happened most often with tomatoes, so for the next 400 years or so, tomatoes were considered poisonous.

Bread was divided according to status. Workers got the burnt bottom of the loaf, the family got the middle, and guests got the top, or the upper crust.

Lead cups were used to drink ale or whiskey. The combination would sometimes knock the imbibers out for a couple of days. Someone walking along the road would take them for dead and prepare them for burial. They were laid out on the kitchen table for a couple of days and the family would gather around and eat and drink and wait and see if they would wake up. Hence the custom of holding a wake.

England is old and small and the local folks started running out of places to bury people. So they would dig up coffins and would take the bones to a bone house, and reuse the grave. When reopening these coffins, 1 out of 25 coffins were found to have scratch marks on the inside and they realized they had been burying people alive. So they would tie a string on the wrist of the corpse, lead it through the coffin and up through the ground and tie it to a bell. Someone would have to sit out in the graveyard all night (the graveyard shift.) to listen for the bell; thus, someone could be, saved by the bell or was considered a dead ringer.

And that's the truth... Now, whoever said History was boring !!!

Educate someone. Share these facts with friends.

## Downpour so beautiful

From my window I peep  
As heavens prepare to weep  
Flash of joy and ease  
As my hair lifted in cool breeze  
    The first drop of tear  
    Trickle, for it could no longer bear  
    My hands and face stretched  
    I receive with soul drenched

Showers so powerful  
Makes one thoughtful  
Supreme are nature's wonders  
Make fragile mankind ponder  
    Like long lost friend  
    I embrace drops descend  
    For they with their tears  
    Wash out my fears

Downpour so beautiful  
Pits transformed into puddles  
Downpour so pure  
Settling down particles impure  
    Downpour so thunderous  
    Melt silent emotions numerous  
    Makes no promises to return  
    Yet I hope and yearn  
That my expectations not in vain  
That blessings will shower again and again.....

# BMM Ispat Ltd gets a massive **Projects Stores!**

The recently inaugurated projects stores at BMM Ispat Ltd has effectively addressed a long-felt need. It could not have arrived at a more appropriate time as the organization is poised for a massive capacity addition at an estimated cost of Rs.6,700 crores. It has certainly demonstrated our proactive approach to business and buoyed up spirits with its enormous expanse and the most sophisticated equipment thereof.

Needless to say the new projects stores is going to play a critical role in raising the company's proposed annual output by 3 million tonnes. In other words, it is yet another reason for us to feel proud!

Metalloid is happy to provide some glimpses of this milestone event with the photos taken at the venue.



Mr. V N Patil, President-Operations performing Pooja



Mr. N S Kannan, President-Projects performing Pooja



Mr. VVV Raju, VP Finance & Plant Services performing Pooja



## **VIVEKA VANI** - Swamiji's Divine Message for the Youth

### **GOAL**

Take up one idea.  
Make that one idea your life.  
Think of it, dream of it.  
Live on that idea.  
Let the brain, muscles, nerves,  
every part of your body Be full of that idea  
and just leave every other idea alone.  
This the way to "SUCCESS".  
And this is the way great spiritual giants are produced.  
Others are mere talking machines.

### **ACTION**

We are responsible for what we are, and whatever we wish to be.  
We have the power to make ourselves. If what we are now has been the result of our own past actions, it certainly follows that whatever we wish to be in future can be produced by our present actions.  
So we have to know how to Act.

### **FEAR & FEARLESSNESS**

Be not afraid of anything. You will do marvelous work. The moment you fear, you are nobody. It is fear that is the great cause of misery in the world. It is fear that is the greatest of all superstitions. It is fear that is the cause of our woes, and it is fearlessness that brings heaven even in a moment. Therefore, 'Arise, awake, and stop not till the goal is reached..

### **WORK**

Every duty is holy, and devotion to duty is the highest form of the worship of God.  
When you are doing any work, do not think of anything beyond. Do it as worship,  
As the highest worship, and devote your whole life to it for the time being.

# Best Employee Awards

Motivation is something intrinsic to BMM Ispat Ltd. It is not a mechanical exercise that follows a certain frequency, but a genuine expression of appreciation which also makes an employee feel wanted and encourages innovation. It conveys a message loud and clear that his initiatives have been taken note of and people at the helm will create an environment that will be conducive to the concurrent growth of the individual as well as the institution. Metalloid is happy to present here the photographs taken at the recent Best Employees Awards distribution function.

They have set an example with their dedication and spirit of innovation.

Congratulations, winners! Keep up the good work!



## Shri V.N. Patil, President, Operations hands over the Best Employee Award to



Shri. Markandeswara, Beneficiation Section



Shri. Prashanth Kumar , Pellet Plant



Shri. Eswara Reddy



Shri. Basavaraj Kalakapur, SID



Kum. Sunanda, Finance Dept.



Shri. D. Sukumar, SID



Shri. Jahangir, HSE



Shri. K Bhojraj, SID

**Shri. V.V. Raju, VP- Finance & Plant Services hands over the awards to**



Shri. Gangadhar Patil, SID



Shri. Sailan Baba, SID

**Shri. K.G. Vijapur, CGM, Compliance gives away the award to**



Shri. Prashanth Kumar , Pellet Plant

**Shri.M.L Madan Kumar, Additional GM hands over the award to**



Shri. Manjunath, SID

**Shri. Sunil Chandra Mishra, VP, Power Plant gives away the award to**



Shri.H Basha, RMHS

**Shri. S.R Putappa, Addnl. GM gives away the award to**



Shri.Mehboob Saheb, Admin.



The Recipients of Best Employee Awards

# Staffs' Corner

## On The Lighter Side

**English is an excellent common language for easier communication with anyone but we should be careful while using the words.**

Following are the examples of how badly the sentences are formed by jumbling the words :

- Class teacher once said: "Pick up the paper and fall in the dustbin!!!"
- Hindi teacher said: "I'm going out of the world to America"
- Teacher to Students "Don't try to talk in front of my back"
- Teacher in angry mood: "Don't. Laugh at the back benches...otherwise teeth and all will be fallen down...."
- It was very hot in the afternoon when the teacher entered. Tried to switch on the fan but there was some problem and then she said: "Why is fan not on?"
- Teacher in a furious mood "Write down your name and father of your name!!"
- Teacher warning "Shhh... quiet... the principal is revolving around college"
- Teacher to Students "half of u goes to the right, half of u goes to the left n the remaining come behind me....."
- "I'll illustrate what I have in my mind" said the professor and erased the board.
- Teacher asked "Will you hang that Calendar or else I'll hang myself"
- Librarian scolded "If you will talk again, I will kneel down outside"
- Chemistry HOD comes and tells "My aim is to study my son and marry my daughter"
- Teacher to Student "Tomorrow call your parents especially Mother and Father"
- Teacher in angry mood "Why are you looking at the monkeys outside when I am in the class?!"
- Lab Assistant said this when the student wrote wrong code "I understand. You understand. Computer how understand??"

### How few people have applied for leave ..??

- An employee applied for leave as follows:  
"Since I have to go to my village to sell my land along with my wife, please sanction me one- week leave."
- From an employee who was performing the "mundane" ceremony for his 10 years old son:  
"As I want to shave my son's head, please leave me for two days."
- Leave-letter from an employee who was performing his daughter's wedding:  
"As I am marrying my daughter, please grant a week's leave."
- Another Employee's leave letter:  
"As my mother-in-law has expired and I am only one responsible for it, please grant me 10 days leave."
- An employee applied for half day leave as follows:  
"Since I've to go to the cremation ground at 10'o clock and I may not return, please grant me half day casual leave"
- An incident of a leave letter: "I am suffering from fever, please declare one-day holiday."
- A leave letter to the headmaster: "As I am studying in this school I am suffering from headache. I request you to leave me today"
- Another leave letter written to the headmaster:  
"As my headache is paining, please grant me leave for the day."
- Covering note: "I am enclosed herewith..."
- Another one: "Dear Sir: with reference to the above, please refer to my below..."
- Actual letter written for application of leave:  
"My wife is suffering from sickness and as I am her only husband at home I may be granted leave".
- Letter writing: "I am well here and hope you are also in the same well."
- A candidate's job application:  
"This has reference to your advertisement calling for a 'Typist and an Accountant - Male orFemale'... As I am both (!! ) for the past several years and I can handle both with good experience, I am applying for the post.
- Job seeking candidate started like this in mail "Hi, I am Madhu, Married with two kids"

# Health

The worst part is that when your emotional and mental health is a wreck, your physical health also goes downhill. That's why today we break down the barriers and walls that are stopping you from living your life to the fullest.



## What is emotional health?

When your self worth is less then your emotional health also takes a beating. You tend to see the world in a negative frame or you just turn into a pessimist. Being a pessimist can hamper not just your thoughts but also your well being. Today we shall try some steps to help you change this negative nature and infuse some easy solutions.

## Reasons for poor emotional health

There are several reasons why you may experience weak emotional health - work, relationship with friends, partner or family, finance, past experience. The reasons are endless but the rut it creates is like a bottomless pit.

## Signs of poor emotional health:

- Are you obsessed with the same thoughts? Or to put it nicely, are you preoccupied with one thought - for example, why did my ex dump me? - Insomnia. - Zero self respect, lack of confidence, blaming yourself constantly. - Change in your weight. - Falling sick often. - Always tired or lack energy. - Difficulty controlling anger.

Well these are some of the signs of poor emotional health.

Here's how you can improve your emotional health and get back to living your life to the fullest.

## Acceptance

Shake off your poor emotional health by accepting that you are in a rut. Accepting it is the first step towards recovery.

## Get out of the house

Staying in the house and avoiding your friends is not going to make anything better. Make a conscience effort to step out more often and meet your friends or well wishers. The good company of food people is a sure shot way to step out of the rut.

## Therapy

Intense and persistent problems need the advice and knowledge of a shrink. They understand the psychology of your mind and will suggest ways to overcome your problem. Even though psychologists and shrinks are not commonly approached in India, social stigma is not a reason for you to not seek professional help.

## Talk about it

Men rarely want to talk about their problems and what's in their head simply because it takes a lot of convincing and trust for someone to open up. Talking about your problem will help you shed the burden from your shoulders and more importantly, from the heart.

## Traditional Healing

Yoga, meditation, deep breathing are a few favoured choices for sages and celebrities. These ancient techniques are still instrumental in relieving you from unnecessary stress and clear your mind. But these techniques should be followed everyday and not sporadically.

## Be thankful

Even though it may sound preachy, but count your blessings. By doing so you will realise that there are still a lot of good things in your life and you have more reasons to be cheerful than sad.

## Be in touch with your emotions

Understanding your emotions and tracing the root cause of the emotion will tell you why you are sad, angry or depressed in the first place. Observing your emotions can help you control it and avoid angry outbursts.

## Find some ME time

You may think we are contradicting our statements but you need to spend time in solitude. Some constructive alone time will help you introspect and its a good chance for getting away from the chaos of daily life.

## Exercise can improve mental health

Exercise and physical activity is a good outlet to improve mental and emotional health. You can also lose weight, improve your health and be fit. All you need is 30 minutes per day to see results.

# When social concerns become **integral part of business**

In recent decades there has been a steady increase in the popularity of the concept called CSR -Corporate Social Responsibility which has come to be an integral aspect of business operations. But BMM Ispat Ltd is no stranger to this concept much discussed in corporate circles today for it has been practicing it ever since inception. The organization has never missed an opportunity to voluntarily integrate social and environmental concerns in its business objectives and interactions with all stakeholders.

As for BMM Ispat Ltd, CSR is no strategy to achieve the organization's corporate goals, but an essential obligation to the society at large that needs to be fulfilled. The organization has always displayed extraordinary sensitivity to issues related to people's livelihood, environment and governance without being obsessed only with productivity, quality, infrastructure expansion and profitability.

This facet of our corporate ethos came to the fore recently when educational aid, by way of notebooks and stationery items, was distributed to the students in Government schools in the villages abutting the company premises. The largesse distributed by the company covered a group of nearly 1,500 beneficiaries hailing from economically and socially disadvantaged sections from such villages as Ayyanahalli, Balkundi, Danapur, Nagalapur, Nagalapur Thanda, Gallammana Gudi, Garaga, Hampina katti, Hosagaragai and Gunda village. Besides equipping them for their academic pursuits, the company also showed its concern for their physical fitness by sponsoring the 57th National Level Volleyball Tournament for the Under 14 segment held in Hospet.



1



2



3

1. Certificate of Appreciation / Thanking by GOVT. Primary School - Balkundi Village for distribution of Notebooks for 146 students of 1- 8th Standard

2. Certificate of Appreciation / Thanking by GOVT. Primary School - Danapur Village for distribution of Notebooks for 314 Students

3. Certificate of Appreciation / Thanking by GOVT. Primary School - Gunda Village for distribution of Notebooks for 129 Students



# Sriramulu park inauguration

Inauguration of Sriramulu park, Hospet's new green spot!

The park developed by Hospet city Municipal council with generous contributions from BMM Ispat Ltd in memory of Murari Sriramulu, a renowned personality in our region was inaugurated with a lot of fanfare. Shri. B.S. Anand Singh, the legislator from the Vijayanagar constituency who inaugurated the park recalled the unique role played by the late Sriramulu in the rapid development of the region and expressed happiness that it was aptly named after him.

He had a special word of appreciation for BMM Ispat Ltd and its Managing Director, Shri. Dinesh Kumar Singhi, who were instrumental in bringing the park as part of their CSR activities.

The park, on two acres of land, is located on Station Road and has been developed at an estimated cost of Rs. 1.75 crores. With ample play equipment and other attractions like fountains it should be a major draw for children of the town. With its well-manicured lawns and saplings of tree varieties known for their rapid growth planted in vantage points, it should soon evolve into a fine and popular green spot .

The inaugural event was well attended with the locals participating in large numbers and also with the presence of eminent men and elected representatives of the local bodies.



A view of the new park



# Staffs' Corner

## Three Keys To Creating Different Perspectives

The expression "Thinking Outside The Box," has become a catch phrase in our busy world. Innovation and creativity generally comes from taking a different perspective, perhaps even going against the norm. The other end of the spectrum would be finding yourself in a rut, always doing or thinking in the same way. You may have some habits which have served you well, but perhaps they are habits which have created "1 channel" thinking for you. This is where you stay on the same channel to deal with all situations. In business to be successful you need to establish what works but also be willing to change as internal and external factors evolve. This means moving from only one channel to having many different channels as options.

Here are 3 suggestions for creating different perspectives:

### a. Take a Vacation

This may sound rather self-indulgent but the fact is allowing yourself some distance from your normal routine creates a change in perspective. Think back to when you last took a break from your job. Were you able to let go of your work and enjoy your vacation time? Did you find yourself involved in the place that you were visiting, the people you were with, and the activities you engaged in? If so chances are you returned to work rested, re-energized, and probably having some fresh thoughts on challenges you are having. Now it is true that you can't necessarily take a vacation every time you want an alternative viewpoint. However, you can create breaks during which you are doing something completely different. It might be going for a walk, gardening, yoga, or taking a dance class. Even these small things allow you the opportunity to clear your mind and then move forward with a new view.

### b. Brainstorm

Have you ever watched school children learning the skill of brainstorming? It is wonderful to behold as they are taught that all ideas are welcome and written down. As adults we sometimes tend to censor our ideas, perhaps worried about what others think or believing that there is no chance for the idea to be implemented. This can serve to inhibit creative juices.

Brainstorm with yourself, writing down all your ideas and thoughts. Don't cross anything off and no editing as you go. Then put the paper away and revisit it in a couple of days or weeks. Notice the wisdom and brilliance in some of your ideas.

Invite your team and/or colleagues to brainstorm options. Encourage them to think big. Don't censor any ideas and be inclusive. Consider involving support staff as they may have a totally different view point which could be invaluable. Act as if anything is possible. You never know what gems will emerge when you are open to hearing all ideas.

### c. Conversations With a Mentor, Consultant or Friend

If you find yourself stuck thinking in the same way, it is time to broaden your context. Take the opportunity to present your challenges and roadblocks to someone who is not close to the situation. It is important to have people you can bounce ideas off of and who can guide you. Encourage them to ask you questions and make suggestions. Being open allows for growth and change to occur.

## Put the Glass Down Today

Professor began his class by holding up a glass with some water in it. He held it up for all to see & asked the students

"How much do you think this glass weighs?"

'50gms!' ..... '100gms!' ..... '125gms' ...the students answered.

"I really don't know unless I weigh it," said the professor, "but, my question is: What would happen if I held it up like this for a few minutes?"

'Nothing' .....the students said.

'Ok what would happen if I held it up like this for an hour?' the professor asked.

'Your arm would begin to ache' said one of the student

"You're right, now what would happen if I held it for a day?"

"Your arm could go numb, you might have severe muscle stress & paralysis & have to go to hospital for sure!" ..... ventured another student & all the students laughed.

"Very good. But during all this, did the weight of the glass change?" asked the professor.

'No'.... Was the answer.

"Then what caused the arm ache & the muscle stress?"

The students were puzzled.

"What should I do now to come out of pain?" asked professor again.

"Put the glass down!" said one of the students "Exactly!" said the professor.

***Life's problems are something like this.***

***Hold it for a few minutes in your head & they seem OK.***

***Think of them for a long time & they begin to ache.***

***Hold it even longer & they begin to paralyze you.***

***You will not be able to do anything.***

***It's important to think of the challenges or problems in your life,***

***But EVEN MORE IMPORTANT is to 'PUT THEM DOWN' at the end of every day before You go to sleep..***

That way, you are not stressed, you wake up every day fresh & strong & can handle any issue, any challenge that comes your way!

So, when you leave office today, Remember friend to 'PUT THE GLASS DOWN TODAY.

# The family is growing

Here's is our new team members! Let's welcome them and extend a helping hand for their quick and seamless integration into the organization. Let us be pleasant to them and create a great work environment that kindles their creativity and encourages them into pursuing excellence with diligence and determination. Together, let's march in search of achievements setting new benchmarks for the industry. Welcome aboard, teammates!

## BMM



2983  
Prasanna Kumar S  
Manager  
Projects



2984  
B Raghavendra  
Reddy  
Sr.Engineer  
Projects



2985  
Sudheendra K  
Sr.Manager  
Projects



2986  
Harish C  
Engineer  
Projects



2987  
Masala Seena  
GET  
Projects



2988  
Vishwanath K  
Shanbhag  
PGET  
Power Plant



2989  
Kashinath  
Engineer  
Projects



2990  
Kiran Kumar H G  
Asst.Manager  
PP&BP - II



2991  
Palakshaiah B S  
Manager  
Projects



2992  
Manjunath C P K  
Sr.Assistant  
Stores



2993  
Indana Vamsi  
Krishna  
Sr.Engineer  
Power Plant



2994  
N Wilsun  
Christopher  
Sr.Engineer  
Projects



2995  
Shirish Chandra  
Dubey  
Dy.Manager  
Projects



2996  
G Nageswara Rao  
AGM  
Administration



2997  
Suresh Kumar  
Sethi  
Asst.Manager  
Projects



2998  
Kotresha K  
Chemist  
Quality  
Assurance



2999  
Revanasidda K G  
Jr.Chemist  
Quality Assurance



4001  
Vindya M  
GET  
Purchase



4002  
Rupak  
Bhattacharya  
General Manager  
Marketing



4003  
N Parvathappa  
Addl.G M  
Stores



4004  
Devaraju B C  
AGM  
PP & BP



4005  
Basavaraju M  
Sr.Manager  
Projects



4006  
Ramachandra T  
Manager  
Projects



4007  
Arun Kumar R  
Officer  
HR



4008  
Surendra Kumar  
Vanjare  
AGM  
RMHS



4009  
Rajeshwari Patil  
GET  
IT



4010  
K Ramesh  
Personal  
Secretary  
Projects



4011  
Maruthi T  
Trainee  
PR & Laisioning



4012  
Sankalpita Singh  
Sr.Assistant  
Finance &  
Accounts



4013  
Bhogaraju  
Venkateswara Rao,  
DGM  
Power Plant - 2X70



4014  
Danappa Bellubbi  
Asst.Manager  
Projects



4015  
Kaniithi Sravani  
PGET  
Power Plant -  
2X70



4016  
Santoshkumar D  
PGET  
Power Plant -  
2X70



4017  
Channa Basava Raj  
K M  
PGET  
Power Plant - 2X70



4018  
G Sridhar  
Asst.Manager  
HR



4019  
Ramesh G H  
AGM  
Projects



4020  
Vishal Kothari  
Engineer  
Projects



4021  
Mallikarjuna Patil  
Dy.Manager  
Pellet Plant - II



4022  
Madhu A  
PGET  
Power Plant -  
2X70



4023  
Arun Kumar Singh  
PGET  
Power Plant -  
2X70



4024  
Thippesha S M S  
Jr.Engineer  
HSE



4025  
Sravanthi Uppu  
PGET  
Power Plant –  
2X70



4026  
Veerendra K  
DET  
HSE



4027  
Raja Budankayala  
Sr.Assistant  
Finance &  
Accounts



4028  
M Mahesh  
Manager  
Projects



4029  
Vonna Reddy G  
Engineer  
Power Plant –  
2X70



4030  
Mullapudi Srinivasa  
Rao  
Chief Security Officer  
Administration



4031  
Chetan Kumar T V  
Trainee  
Quality Assurance



4032  
Manjunath Bangali  
Asst.Manager  
Projects



4033  
Ganesh J  
Trainee  
HR



4034  
Manu M  
Dy.Manager  
Projects



4035  
Prabhakar S L  
Asst.Manager  
Projects



4036  
Kiran Kanth S N  
GET  
Power Plant -  
2X70



4037  
Narayanasamy G  
Jr.Engineer  
IT



4038  
Venkatesh K  
GET  
Projects



4039  
Raghavendra Reddy  
C  
GET  
Projects



4040  
Moola Sandeep  
GET  
Projects



4041  
Irshad Ahamed S  
Sr.Manager  
Projects



4042  
Poojith Shetty  
Sr.Engineer  
Projects



4043  
K Jagadeeswara  
Reddy  
Addl.General Manager  
Projects



4044  
Chaitanya Bankuru  
Dy.Manager  
IT



4045  
Rajesh G  
GET  
Power Plant -  
2X70



4046  
Manish Bhardwaj  
Engineer  
Beneficiation  
Plant - II



4047  
Monika Garkhel  
Manager  
HR



4048  
Navin Kumar Verma  
PGET  
Power Plant – 2X70

**XLNT**



917  
Basavaraj D  
Assistant  
Stores



918  
Lakshmana T  
Assistant  
Stores



919  
Amith P  
Jr.Technician  
IF



920  
Prasanna B.M  
DET  
IT



921  
Soppi Mathada  
Umakantha  
DET  
Projects



922  
Prabhu Raja  
Poojaru  
DET  
Projects



923  
A.Mahendranath  
Jr.Assistant  
RMHS



924  
Narappa Eathinatti  
Assistant  
Projects



925  
Nayakara  
Chidananda  
Trainee  
Administration



926  
Kogali  
Mruthyunjaya  
Jr.Technician  
Power Plant



927  
Ramesh Babu B  
Assistant  
Administration



928  
Prathap G  
Trainee  
SID I



929  
Naina Devendrappa  
Mailarad  
Trainee  
Administration



930  
Deepthi G  
Assistant  
Administration



931  
Sridhar K  
Trainee  
Stores



932  
Manjunatha S  
Trainee  
Stores



933  
Sriharikumar U  
Jr.Assistant  
Stores



934  
Manjunatha E  
Driver  
Administration



935  
A.M.Pradeep  
Kumar  
Trainee  
Stores



936  
Veeranna.N  
Helper  
Stores



937  
Yamanooraswami  
Helper  
Stores



938  
K.Manjunatha  
Trainee  
SID II - AXIS  
3 & 4



939  
B.Krishnappa  
Trainee  
Utility



940  
Ananda N  
Jr.Technician  
Utility



941  
H.Krishanmurthy  
Trainee  
Utility



942  
Mustak B.K  
Helper  
Projects



943  
K.Durugappa  
Driver  
Administration



944  
Manjunatha  
Helper  
Administration



945  
Kishor E.G  
Trainee  
Purchase



946  
T.Huchusab  
Trainee  
Rolling Mill



947  
A.N.Doddappa  
Jr.Assistant  
Purchase



948  
Kampalanaika Halli  
Assistant  
Purchase



949  
Ravikishore M  
Trainee  
Despatch



950  
Uppara Hulugappa  
Driver  
HSE



951  
Neelakanthagouda  
A.K  
Assistant  
Despatch



952  
Pujar Mahesha  
Assistant  
Despatch



953  
Prem Chand  
Foreman  
Rolling Mill



954  
Manoj Kumar  
Sr.Technician  
Rolling Mill



955  
Anil Singh  
Sr.Technician  
Rolling Mill



956  
Arun Kumar Singh  
Sr.Technician  
Rolling Mill



957  
Radheshyam  
Sr.Technician  
Rolling Mill



958  
Sandeep Kumar  
Technician  
Rolling Mill



959  
Sushil Kumar  
Technician  
Rolling Mill



960  
Manoj Kumar  
Yadav  
Technician  
Rolling Mill



961  
Manoj Kumar  
Kushwaha  
Jr.Technician  
Rolling Mill



962  
Parvinder Kumar  
Jr.Technician  
Rolling Mill



963  
Bimal Singh  
Technician  
Rolling Mill



964  
Sreekantha  
Gowda G  
Trainee  
Quality Assurance



965  
Dadapeer Y  
Dy.Manager  
SID II - AXIS 3 & 4



966  
V.Krishna  
Foreman  
SID II - AXIS 3 & 4



967  
Praneeth Babu  
Matangi  
Engineer  
SID II - AXIS 3 & 4



968  
Ghanshyam  
Nagapure  
Engineer  
SID II - AXIS 3 & 4



969  
Venkatesh C  
Jr.Engineer  
SID II - AXIS  
3 & 4



970  
John Moses  
Boppana  
Engineer  
SID II - AXIS 3 & 4



971  
Santhosh Korada  
Jr.Engineer  
SID II - AXIS 3 & 4



972  
Neeraj Kumar  
Gupta  
Jr.Engineer  
SID II - AXIS 3 & 4



973  
Rajendrarao  
Vanjala  
Technician  
SID II - AXIS 3 & 4



974  
Mohanrao  
Bethapudi  
Jr.Engineer  
SID II - AXIS 3 & 4



975  
Sunil Gupta  
Jr.Engineer  
SID II - AXIS 3  
& 4



976  
Dinesh Kumar  
Barik  
Sr.Technician  
SID II - AXIS 3 & 4



977  
Nelluri Saidarao  
Jr.Engineer  
SID II - AXIS 3 & 4



978  
Mallikarjun  
Jr.Engineer  
SID II - AXIS  
3 & 4



979  
Manjunatha K.R  
Nurse  
HSE



980  
Stalin A  
Jr.Engineer  
SID II - AXIS 3 & 4



981  
Saleem Pasha  
Gulekar  
Technician  
SID II - AXIS 3 & 4



982  
Vasudeva K.S  
DET  
Power Plant -  
2x70



983  
Kuri Ramappa  
Firemen  
HSE



984  
H.Iqbal  
Driver  
HSE

# Happy retirement, folks!

They have hanged up their gloves- literally and figuratively- after a glorious innings! From now on, everyday is a weekend and no more Mondays for them. As they retire, we will be missing these great colleagues who not only guided us, but also willingly took away our workplace pressures. You may not actually be present in the organization, but you have certainly left your footprints here which will continue to inspire us.

Have a wonderful retired life! You deserve it!



2501  
M Subramani  
Foreman  
Beneficiation Plant  
7/31/2012



1001  
B. Brahmaiah  
Asst. Manager  
Quality Assurance  
9/30/2012



2443  
Hanumant Bajikar  
Sr. Foreman  
Beneficiation Plant  
10/31/2012



1290  
M. Divakar  
Sr. Engineer  
Quality Assurance  
11/30/2012

## Obituary

Our dear colleague is no more.

Just as a well-spent day brings peaceful sleep, a well-spent life brings peaceful death. What matters is not how he died, but how he lived. It is said the life of the dead is placed in the memory of the living.

Shri. Gopalakrishna Katti, Sr. manager will be remembered by all. May his soul rest in peace!

Metalloid team offers its condolences to the bereaved family members of Shri. Katti.



2674  
Gopalakrishna Katti  
Sr. Manager  
PP & BP  
11/14/2012



