

# BLOOM

## Balmer Lawrie Online Monthly Bulletin

Vol. 7 Issue 5

May 2016

### EDITORIAL

The new financial year has begun on a good note with multiple events happening across the organisation. A Land Lease Agreement was signed between Visakhapatnam Port Trust and Visakhapatnam Port Logistics Park Ltd. (a wholly owned subsidiary of Balmer Lawrie) for setting up the Multi Modal Logistics Hub on 53 acres of land offered on lease by Visakhapatnam Port Trust. The Agreement was signed on 15<sup>th</sup> April at the Maritime India Summit held in Mumbai. The annual Town Hall meetings were held in Kolkata, Chennai and Delhi in the month of April 2016. This much awaited forum is a continuum of the BLEND [Balmer Lawrie Engaging in Nurturing & Development] initiative which commenced in 2013.

The Swachh Bharat Pakhwara will be celebrated from 16<sup>th</sup> to 31<sup>st</sup> May 2016. Request all of you to participate in the programs organised for all employees. **Also, watch out for the Swachh Bharat Ambassadors' Chain in the intranet, which will be hosted shortly.**

Our year long sesquicentennial celebrations were kick started with the "Swachh Karmasthal" contest, which will culminate in end of May 2016. The participation has been good and the participants are creatively decorating their workplace. The parameters for evaluation would be neatness, creativity, aesthetics and sustainability.



Balmer Lawrie is the founding member of the UN Global Compact in India. Recently the Communication of Progress and the Message of Continued Support to Global Compact from C&MD was uploaded on our website. Take a look to know about the good work we are doing in the areas of CSR, HSE and Sustainability.

World Environment Day (WED), driven by the United Nations Environment Programme (UNEP), is celebrated every year on 5<sup>th</sup> June to raise global awareness on protecting our environment and our planet. The theme for this year is "Fight against the Illegal Trade in Wildlife". Angola, which is working on conserving its biodiversity-rich wildlife and rebuild its elephant population, will be hosting the WED 2016 celebrations. Various programs are being planned on the occasion of WED 2016 in our company as well. So, gear up to participate and spread the message of protecting mother earth for our future generations. Do not hesitate to send your suggestions or feedback. You may email them to me at [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Mohar

## BL UPDATES



CFS, Kolkata was entrusted with the job of handling approximately 1,200 MT of breakbulk consignment consisting of heavy and over dimensional cargo by Coal India. The consignment comprised six packages of heavy weight machineries, each weighing approximately 55 MT, and other allied accessory parts. CFS, Kolkata successfully executed the entire project starting from receiving the consignment directly from the vessel hook point to port removal documentation, ODC transportation with specialized vehicles to our CFS at Kolkata and unloading at the CFS premises. Specialized heavy lift cranes were arranged at the CFS for unloading the heavy weight consignments. All the heavy weight consignments were unloaded by performing twin crane handling operation for safe handling. A team from Coal India visited our CFS to personally congratulate the Team working on this project.





W&D, Kolkata successfully executed an order from M/s Flyjac Logistics Ltd. for handling and storage (in open bonded warehouse) of 450 MT of ODC consignment comprising excavating machineries of TATA Hitachi. Five of the main units weighed 51 MT each. Considering the large size and heavy weight of the cargo, it was jointly decided by the Customer and Balmer Lawrie to bring the consignment directly to our W&D-bonded warehouse and not route it through our CFS, in order to avoid interim handling processes. All the necessary permissions for this bonded cargo were arranged to take hook point delivery at the port. W&D, Kolkata handled the end-to-end management of the project starting from receiving the consignment directly from the vessel hook point to arranging specialized heavy lift low bed trailers for ODC transportation over road to the W&D open bonded warehouse and unloading with specialized heavy lift cranes by performing twin crane operation. The unloading operation of comparatively smaller packages was started in the evening and continued up to late night to facilitate smooth unloading of ODC packages in the morning in order to avoid detention. The customer was highly satisfied with our proactive arrangements.



Logistics, Bangalore was selected as the Best Service Branch for the second consecutive year by Israel Aerospace Industries. This accolade is indeed praiseworthy and makes us very proud. Congratulations to the team!



As part of sales promotion initiatives, SBU:T&V organised a roadshow at Hotel City Park, Pitampura in New Delhi on 17<sup>th</sup> April 2016.



Vacations Exotica of our SBU:T&V also advertised by inserting pamphlets of holiday packages in newspapers of six areas in the Delhi region from 14<sup>th</sup> to 16<sup>th</sup> April 2016.



Town Hall meetings were held in the month of April 2016 in Kolkata, Delhi and Chennai. These open house forums, held annually, are much awaited as all the executives and officers across the country get an opportunity to directly interact with the C&MD and Directors. The organisation goals and business updates were shared with the employees during the meetings, and the suggestions and ideas given by the employees during the forum will be taken forward. The town hall meetings are an excellent platform to encourage employee engagement.



SBU: G&L participated in the 10<sup>th</sup> International Symposium on Fuels and Lubricants [ISFL] - 2016 held at Surajkund, New Delhi from 18<sup>th</sup> to 20<sup>th</sup> April 2016. A technical paper titled, "Study of Tribological Behaviour of Metal Forming Oil in presence of various Lubricity Additives" was presented by Mr. M C Dash of SBU: G&L. The paper was published by Mr. Dash along with Ms. Priyanka Parui, Ms. Sharmila Barman, Dr. Balaram Ghosh and Mr. Ananda Sengupta. Another technical paper titled, "Hydrocarbon Recovery from Petroleum Sludge through Environment Friendly in-situ BLABO Process" was presented by Mr. Amitava Banerjee of SBU: ROFS. The paper was published by Mr. Banerjee along with Mr. Amrit Mukhopadhyay. The conference was also attended by Mr. D Sothi Selvam, Director [Manufacturing Businesses] and Mr. Sreejit Banerjee, COO [G&L]. Mr. Sothi Selvam was the Chairperson for one of the sessions in the conference. Balmer Lawrie was one of the silver sponsors of the event.



Technical training programs on lubrication and lubricants will be conducted throughout the year for the Marketing, Production, Quality Assurance and ARL teams of SBU:G&L, in an endeavour to update and enhance their technical knowledge. ARL has been entrusted with the responsibility of organising these technical training programmes. The ball was set rolling with a two-day training program on Lubrication & Lubricants (Level-1) on 11<sup>th</sup> April 2016 for the first batch. The training witnessed the participation of nineteen executives from various departments of SBU:G&L across regions. The program was inaugurated by Mr. Prabal Basu, C&MD at the Balmer Lawrie Training Centre in Kolkata. Mr. Sreejit Banerjee, COO [G&L] was present on the occasion. The Level-1 programme will be continued in the months of May and June 2016 for the other batches.



Mr. Sushanta K Roy, Chief Manager [TS & OEM] was invited for a Technical Talk in an in-house program - "Industrial Practices & Academic Pursuit" organised by the Dept. of Mechanical Engineering, Meghnath Saha Institute of Technology (MSIT), Kolkata on 8<sup>th</sup> April 2016. The program was attended by the students and faculty of the department.

An article titled "Balmerol OMNICO 3M - Premium Grease for Vibratory Screen Bearing Lubrication" written by Mr. Sushanta Kumar Roy was published in the April 2016 issue of Steel & Metallurgy Magazine. To read the article you can login to the intranet and visit the articles section under 'Knowledge Management'.



The Regional HR Meet for the Eastern Region was held on 18<sup>th</sup> April 2016 at the BL Training Centre in Kolkata. This was a first of its kind initiative to engage all the Executives and Officers of RHR - East and align them with the overall HR goals. During the meet all the team members made presentations in which accomplishments and future challenges were highlighted. Presentations were also made by the respective Heads of the Corporate Communications, HSE and CSR functions. CM[HR]-RHR East summarised the meet and extended a vote of thanks to all present in the presence of Ms. Manjusha Bhatnagar, Director [HR & CA] and Mr. A Ratna Sekhar, SVP [HR]. SVP [HR] gave suggestions and ideas for better service delivery by the team and D [HR & CA] appreciated the initiative and encouraged the team to organize such meets in future as well.



Balmer Lawrie Recreation Club's (BLRC) Annual Cultural Evening was held on 10<sup>th</sup> April 2016 at Uttam Mancha, Kolkata. The program commenced with Mr. Achal Kumar Mitra, General Secretary of the Club welcoming all present, followed by addresses by Mr. Prabal Basu, C&MD and President of the Club, Ms. Manjusha Bhatnagar, Director [HR&CA] and Mr. K Swaminathan, Director [Service Business]. Long service awards were given away and the BLRC members presented a beautiful drama "Aalor Thikana" directed by Mr. Gurupada Mitra.

The highlight of the evening was a musical program by the popular singer Rupankar. The program was planned and coordinated by the General Secretary, Jt. Secretaries (Cultural) - Mr. Deva Prasad Das & Mr. Soumik Mukherjee and Jt. Secretaries Drama - Mr. Gurupada Mitra & Mr. Gopal Guin. All the members and their families were invited to enjoy the annual cultural evening.



A Dental Camp for employees was organised on 15<sup>th</sup> April 2016 at the Corporate Office in Kolkata, in association with AMRI Hospital.



An awareness programme on Lifestyle Diseases was organized in association with Medica Super Specialty Hospital, Kolkata on 1<sup>st</sup> April at the BL Training Centre in Kolkata. Dr. Soumik Basu, MD, DM, Consultant-Cardiology was the guest speaker. The session was very informative.



An awareness program for precautions to be taken during summer at the project site was organized at MMLH, Vizag on 5<sup>th</sup> April 2016. In this event, Mr Lokeshwaran B, Manager [Civil] made a concerted effort to create awareness among workers through various demonstrations. During the program drinking water pouches and Electral powder was distributed to all the workers on the site.

### Quiz Contest on Earth Day

On the occasion of Earth Day, a special quiz contest was organised for the employees at Silvassa. The winners of the contest were Mr. Mehul Vala of IP, Silvassa and Mr. Krushna Das of G&L, Silvassa. Both of them scored maximum marks with all correct answers. They also gave suggestions for energy saving and environment protection. Congratulations to the winners!



M/s Total Oil organised a Partner's Conference on HSEQ Best practices at Mumbai on 26<sup>th</sup> April. SBU:IP being a valued partner of Total Oil, was invited to the conference. A presentation on HSEQ best practices of Balmer Lawrie was shared in the forum by Head - Marketing [IP] and Head - HSE. Participants in the forum appreciated Balmer Lawrie's HSEQ practices.

### Building a Culture of HSE

Balmer Lawrie took significant strides in the last couple of years in implementing an effective Safety Management System in all of its operations. Accident rates in our company have dropped significantly over the span of last 5 years and this is because all of us have consciously imbibed the safety culture and are striving to achieve excellence. The leadership strongly values the need to abide by HSE. All HSE initiatives are driven with the support of the top management.

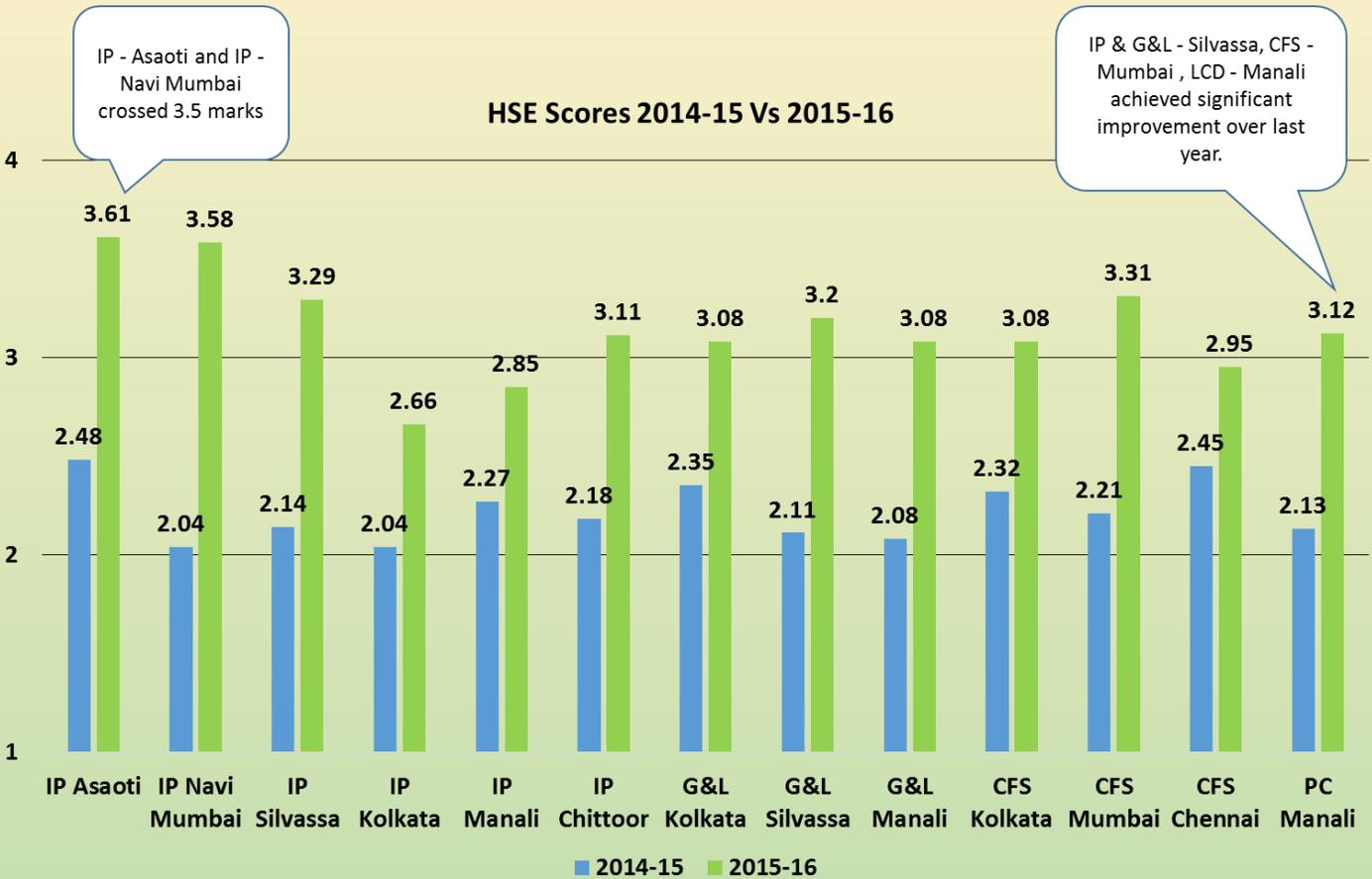
To ensure sustenance of the HSE practices and enhance compliances our company carries out very stringent internal audit on HSE for the Manufacturing Units and Container Freight Stations. Though audit reviews have been an integral part of the HSE management system, for the first time in the company Ms. Manjusa Bhatnagar Director [HR &CA] and Mr. D Sothi Selvam Director [Manufacturing Businesses] carried out a detailed review of the previous year's action points of the audit reports and the progress of HSE action points of manufacturing facilities at Kolkata, Silvassa, Manali and Navi Mumbai. These reviews were done in the presence of COOs and the Units Heads of the Manufacturing SBUs in the respective headquarters. Both the Directors clearly spelt out the importance of Safety in operations and stated that it is amongst the top most priority of the organization. They directed that each unit must maintain compliance with all statutory requirements, and safety review by Directors will be carried out once in six months to monitor the progress both for the manufacturing facilities and the Container Freight Stations. A challenging target of 3.5 out of 4.0 was set for all the units in the Manufacturing Businesses.



The review by the Directors helped in furthering the HSE learning culture, employee involvement, and further commitment for the HSE Values. With such an impetus by the top management of the company and constant push by respective COOs at each SBU, all the units surpassed their previous year's scores and significant improvement was observed in the shop floor.

Safety inspections, safety permit to work, compliance with safety gear have now become a way of life. After the inauguration of safety week on 4<sup>th</sup> March at IP - Navi Mumbai, C&MD and Directors personally carried out safety inspection in the plant and deviations were highlighted to the team for corrective actions.

The HSE scores of the various manufacturing and CFS units for the year 2014-15 and 2015-16 is highlighted below:



### CSR Update

The Swachh Bharat Pakhwada is being celebrated across all units / establishments from 16<sup>th</sup> May to 31<sup>st</sup> May 2016. This initiative has been taken by our Company in its endeavour to involve employees and other stakeholders to achieve the Clean India Mission goals.



As part of the Swachh Bharat Pakhwara (fortnight) a pledge will be administered across all offices, units and establishments pan India, cleanliness activities at the work place will be taken up as part of the Swachh Karyasthal Competition, Workshops on Health and Sanitation for Head Mistresses and Principals of the South 24-Parganas Schools will be held, cleanliness programs in an around our factories across India will be organised, awareness activities on "Swachh Bharat" will be organised for the communities present around our plants in Silvassa and Kolkata, and an online awareness programme and quiz on "Swachh Bharat" will be hosted on the Intranet.



Swachh Bharat Ambassadors who would drive the best community related "Swachhta Abhiyan" and use of App My Gov.in, would be recognised during the pakhwara. The CSR committee members in the eastern region would visit the schools to assess cleanliness of the toilets constructed under the "Swachh Vidyalaya" program in West Bengal.

*Watch out for the Swachh Bharat Ambassadors' Chain...*

**स्थानान्तरण / Transfer**

श्री मनोज लखनपाल, वरिष्ठ उपाध्यक्ष [वित्त], कार्पोरेट ले&वि – कोलकाता को कार्पोरेट प्रबंधन सेवाएं, कार्पोरेट कार्यालय – कोलकाता में वरिष्ठ उपाध्यक्ष [नई पहलें & प्रोग्राम डिलिवरी] के रूप में स्थानान्तरित किया गया।

**Mr. Manoj Lakhanpal**, Sr. Vice President [Finance], Corporate A&F - Kolkata has been transferred to Corporate Management Services, Corporate Office - Kolkata as Sr. Vice President [New Initiatives & Programme Delivery].

श्री संदीप दास, उपाध्यक्ष [वित्त], एसबीयू : जी&एल को कार्पोरेट ले&वि – कोलकाता में उपाध्यक्ष [लेखा & बजट] के रूप में स्थानान्तरित किया गया।

**Mr. Sandip Das**, Vice President [Finance], SBU:G&L has been transferred to Corporate A&F - Kolkata as Vice President [Accounts & Budget].

श्री उदयन घोष, उपाध्यक्ष [वित्त], एसबीयू : लॉजिस्टिक्स को कार्पोरेट ले&वि – कोलकाता में उपाध्यक्ष [वित्त] के रूप में स्थानान्तरित किया गया।

**Mr. Udayan Ghosh**, Vice President [Finance], SBU: Logistics has been transferred to Corporate A&F - Kolkata as Vice President [Finance].

श्री गौतम भादुरी, मुख्य प्रबंधक [जोखिम प्रबंधन & नियंत्रण], कार्पोरेट ले&वि – कोलकाता को जी&एल – कोलकाता में मुख्य प्रबंधक [ले&वि] – जी&एल के रूप में स्थानान्तरित किया गया।

**Mr. Gautam Bhaduri**, Chief Manager [Risk Management & Control], Corporate A&F - Kolkata has been transferred to G&L - Kolkata as Chief Manager [A&F] - G&L.

श्री जयंत चौधरी, मुख्य प्रबंधक [विपणन], एलसी – चेन्नई को एलसी – कोलकाता में मुख्य प्रबंधक [विपणन] के रूप में स्थानान्तरित किया गया।

**Mr. Jayanta Chaudhuri**, Chief Manager [Marketing], LC - Chennai has been transferred to LC - Kolkata as Chief Manager [Marketing].

*आपको नए कार्यभार की शुभकामनाएं।*

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

**पुनः पदनाम/ Re-designation**

श्री मृत्युंजय आचार्य, सह उपाध्यक्ष [कार्पोरेट कर & आ.ले.प.], कार्पोरेट ले&वि – कोलकाता को सह उपाध्यक्ष [कराधान & आ.ले.प.], कार्पोरेट ले&वि – कोलकाता के रूप में पुनः पदनामित किया गया है।

**Mr. Mrityunjay Acharjee**, Associate Vice President [Corporate Tax & Internal Audit], Corporate A&F - Kolkata has been re-designated as Associate Vice President [Taxation & Internal Audit], Corporate A&F - Kolkata.

श्री प्रदीप कुमार दास, मुख्य प्रबंधक [बजट], कार्पोरेट ले&वि – कोलकाता को मुख्य प्रबंधक [वित्त], कार्पोरेट ले&वि – कोलकाता के रूप में पुनः पदनामित किया गया है।

**Mr. Pradip Kumar Das**, Chief Manager [Budget], Corporate A&F - Kolkata has been re-designated as Chief Manager [Finance], Corporate A&F - Kolkata.

श्री राजीव वर्मा, सह उपाध्यक्ष [वित्त], कार्पोरेट ले&वि – कोलकाता को सह उपाध्यक्ष [वित्त] – सीएस, कार्पोरेट ले&वि – कोलकाता के रूप में पुनः पदनामित किया गया है।

**Mr. Rajeev Varma**, Associate Vice President [Finance], Corporate A&F - Kolkata has been re-designated Associate Vice President [Finance] - CS, Corporate A&F - Kolkata.

श्री दुर्जय भट्टाचार्य, प्रबंधक [वाणिज्यिक], लॉजिस्टिक्स - मुंबई को प्रबंधक [परिचालन], लॉजिस्टिक्स - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Mr. Durjay Bhattacharya**, Manager [Commercial], Logistics - Mumbai has been re-designated as Manager [Operations], Logistics - Mumbai.

श्री किशोर अनंत कोली, कार्यपालक [परिचालन], लॉजिस्टिक्स - मुंबई को कार्यपालक [वाणिज्यिक], लॉजिस्टिक्स - मुंबई के रूप में पुनः पदनामित किया गया है ।

**Mr. Kishore Anant Koli**, Executive [Operations], Logistics - Mumbai has been re-designated as Executive [Commercial], Logistics - Mumbai.

*आपको नए कार्यभार की शुभकामनाएं।*

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

## विदाई / Farewell

श्री तन्मय लाहिड़ी, सह उपाध्यक्ष [संबद्ध प्रबंधन], लॉजिस्टिक्स - कोलकाता लगभग 35 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 30 अप्रैल, 2016 को सेवानिवृत्त हो गए ।

**Mr. Tanmoy Lahiri**, AVP [Associate Management], Logistics - Kolkata superannuated on 30<sup>th</sup> April, 2016 after successfully completing around 35 years of service.



श्री गोविंद माथुर, उप प्रबंधक [ले&वि], ट्रैवल & वेकेशनस - दिल्ली 34 वर्षों से अधिक सफलतापूर्वक सेवाएं संपूर्ण कर 30 अप्रैल, 2016 को सेवानिवृत्त हो गए ।

**Mr. Govind Mathur**, Dy. Manager [A&F], Travel & Vacations - Delhi superannuated on 30<sup>th</sup> April, 2016 after successfully completing more than 34 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 वी एस एस एस प्रसाद रेड्डी की नियुक्ति 13 अप्रैल, 2016 को ग्रीस & लूब्रिकेंट्स, हैदराबाद में प्रबंधक [खुदरा विपणन] के रूप में हुई ।

**Mr. V S S S Prasad Reddi** joined Greases & Lubricants, Hyderabad as Manager [Retail Marketing] on 13<sup>th</sup> April, 2016.



श्री प्रियजीत घोष की नियुक्ति 18 अप्रैल, 2016 को यात्रा & वेकेशनस, दिल्ली में सहायक प्रबंधक [ले&वि] के रूप में हुई।

**Mr. Priyajit Ghosh** joined Travel & Vacations, Delhi as Asst. Manager [A&F] on 18<sup>th</sup> April, 2016.



श्री हर्षवर्द्धन कुमार की नियुक्ति 5 अप्रैल, 2016 को यात्रा & वेकेशनस, गुडगांव में अधिकारी [यात्रा] के रूप में हुई।

**Mr. Harshwardhan Kumar** joined Travel & Vacations, Gurgaon as Officer [Travel] on 5<sup>th</sup> April, 2016.



श्रीमती अलोकिता शाह की नियुक्ति 1 अप्रैल, 2016 को यात्रा & वेकेशनस, देहरादून में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Ms. Alokita Shah** joined Travel & Vacations, Dehradun as Jr. Officer [Travel] on 1<sup>st</sup> April, 2016.



श्रीमती सायली जगदीश गोड़े की नियुक्ति 1 अप्रैल, 2016 को यात्रा & वेकेशनस, मुंबई में कनिष्ठ अधिकारी [परिचालन] के रूप में हुई।

**Ms. Sayali Jagadish Gore** joined Travel & Vacations, Mumbai as Jr. Officer [Operations] on 1<sup>st</sup> April, 2016.



श्रीमती रूपाली दीक्षित की नियुक्ति 2 अप्रैल, 2016 को यात्रा & वेकेशनस, लखनऊ में अधिकारी [यात्रा] के रूप में हुई।

**Ms. Rupali Dixit** joined Travel & Vacations, Lucknow as Officer [Travel] on 2<sup>nd</sup> April, 2016.



श्री राणा दे की नियुक्ति 4 अप्रैल, 2016 को यात्रा & वेकेशनस, कोलकाता में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Mr. Rana Dey** joined Travel & Vacations, Kolkata as Jr. Officer [Travel] on 4<sup>th</sup> April, 2016.



श्रीमती ज्योति उजलानी की नियुक्ति 5 अप्रैल, 2016 को यात्रा & वेकेशनस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Ms. Jyoti Ujlani** joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 5<sup>th</sup> April, 2016.



श्रीमती पूनम ध्यानी की नियुक्ति 5 अप्रैल, 2016 को यात्रा & वेकेशनस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Ms. Poonam Dhyani** joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 5<sup>th</sup> April, 2016.



श्री मो. सर्फराज खान की नियुक्ति 13 अप्रैल, 2016 को यात्रा & वेकेशनस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Mr. Mohd. Sarfraj Khan** joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 13<sup>th</sup> April, 2016.



श्री जगन्नाथ सनातन साहू की नियुक्ति 18 अप्रैल, 2016 को यात्रा & वेकेशनस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Mr. Jagannath Sanathan Sahu** joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 18<sup>th</sup> April, 2016.



श्रीमती प्रिया नेगी की नियुक्ति 18 अप्रैल, 2016 को यात्रा & वेकेशनस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Ms. Priya Negi** joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 18<sup>th</sup> April, 2016.



श्री विपुल तुलसीराम चौधरी की नियुक्ति 18 अप्रैल, 2016 को यात्रा & वेकेशनस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Mr. Vipul Tulshiram Chaudhuri** joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 18<sup>th</sup> April, 2016.



श्रीमती आर संध्या की नियुक्ति 25 अप्रैल, 2016 को क्षेत्रीय मानव संसाधन - दक्षिण, चेन्नई में कनिष्ठ अधिकारी [मा.सं.] के रूप में हुई।

**Ms. R Sandhya** joined Regional HR - South, Chennai as Jr. Officer [HR] on 25<sup>th</sup> April, 2016.



श्रीमती गोपिका गोपीनाथन की नियुक्ति 30 मार्च, 2016 को यात्रा & वेकेशनस, त्रिवेन्द्रम में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई।

**Ms. Gopika Gopinathan** joined Travel & Vacations, Trivandrum as Jr. Officer [Travel] on 30<sup>th</sup> March, 2016.



श्री यश पाल शर्मा की नियुक्ति 25 फरवरी, 2016 को यात्रा & वेकेशनस, लुधियाना में अधिकारी [चैनल सेल्स] के रूप में हुई।

**Mr. Yash Pal Sharma** joined Travel & Vacations, Ludhiana as Officer [Channel Sales] on 25<sup>th</sup> February, 2016.



श्रीमती रिमी बनिक की नियुक्ति 24 फरवरी, 2016 को यात्रा & वेकेशनस, बंगलौर में कनिष्ठ अधिकारी [खुदरा बिक्री] के रूप में हुई।

**Ms. Rimi Banik** joined Travel & Vacations, Bangalore as Jr. Officer [Retail Sales] on 24<sup>th</sup> February, 2016.

*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!*

**BLAST FROM  
THE PAST**

*Balmer Lawrie was appointed Managing Agents for New Beerbhoom Coal Co. Ltd in the year 1891.*



Victoria colliery of New Beerbhoom Coal Co. Ltd. (1920s)