



BLOOM

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Editorial

"My point is not that 'people are cool,' 'people are important.' It is that ... 'people' (their talent, creativity, intellectual capital, entrepreneurial drive) is ... all the hell there is." - Tom Peters - "Re-imagine: Business Excellence in a Disruptive Age"

One can rightfully say that the right talent far exceeds the right systems and processes, as it is the people who create them. Talented people are of paramount importance in any organisation. Effective management of talent i.e. attracting, acquiring, nurturing and retaining talent has been a major concern of the organization in recent times. In pursuance of this, a number of initiatives were implemented in this domain recently, which includes attractive designations, reduction in experience requirements at various organizational levels and fast track career movements. All these initiatives are expected not only to increase the engagement levels of the employees but would also make Balmer Lawrie a performance driven organization.

BLOOM congratulates all the employees who were promoted recently, and welcomes all the Executive Trainees and new joiners to Balmer Lawrie.

As always, here's a request to all of you to send your suggestions, feedback and contributions to mukhopadhyay.mohar@balmerlawrie.com.

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BL Updates



The new batch of Executive trainees, that joined the Company on 18th June, poses with Shri Viren Sinha, C&MD, Shri K Subramanyan, D [F] and Shri P P Sahoo, D [HR&CA].



A new Travel Office and Logistics Services office was inaugurated in Goa on 7th and 8th June, respectively by Shri Viren Sinha, C&MD.



SBU:IP participated in the Lankapack 2012, the biggest International Packing Exhibition held in Sri Lanka from 25th to 27th May 2012. The Sri Lankan Minister for Commerce and Industry, officials from the Indian High Commission and other dignitaries visited the Balmer Lawrie stall.



A technical seminar on Leather Chemicals was organized by SBU:PC on 9th June in Wuji County, China. Around 250 people including industrialists and prospective customers in the leather industry in China and round 80% of the factory owners from Wuji County attended the seminar. Also, leather processing was done at various customers' and dealers' R&D centers using Balmer Lawrie leather chemicals. This was a one of its kind brand promotion activity by SBU:PC in China. Shri Ashish Chandra, Sr. Manager [Marketing] is seen in photo addressing the audience.



The Dy. Commissioner of Customs' Office at CFS, Kolkata was inaugurated on 16th June, 2012. Present on the occasion were Shri M L Meena, Addl. Commissioner of Customs, Shri H V Umre – Dy. Commissioner of Customs, Shri S Katihar – Asst. Commissioner of Customs, Shri K C Surendran, Sr. VP [LS] and Shri R K Murthy, Sr. VP [LI]. On this occasion a tree plantation drive was also organized at CFS, Kolkata in association with Indian Customs. The plantation drive was led by Shri M L Meena and the other dignitaries. Prominent members of the export-import fraternity also took active part in the drive. In all 100 saplings were planted in the CFS premises.

Two workshops on Legal Compliance with respect to contractors' workmen were held at CFS, Kolkata on 23rd June, 2012. The first workshop was attended by around 10 officers from different HRC units and the second workshop saw the participation of around 20 contractors engaged at various HRC units. Seen in photo is a glimpse of the contractors' workshop.



A training program on safety was conducted by Shri Amit Paladhi, Sr. Manager [SHE&S] on 14th June, 2012 for CFS & WD employees at CFS, Kolkata. Subsequently a workshop on safe lifting procedures was conducted by Shri Paladhi on 25th June.



SBU:LS has Foreign Associates working as overseas business partners and reconciliation of accounts with these Associates is done on a periodic basis. On 22nd June Mr. Frederic Dubois representing DHL Global Forwarding, France met with the CAC team and signed the Reconciliation done for the period up to 31st March, 2012.



On the occasion of World Environment Day, observed on 5th June every year, a marathon was organized in Silvassa. Around 12 officers from IP participated in the marathon, which was flagged off by the administrator of Dadra and Nagar Haveli, Shri Narendra Kumar.



A joint research publication of Shri R Janardhanan and Dr. V Vijayabaskar from Product Development Centre, Performance Chemicals, Chennai was accepted and published in the April 2012 issue of "The Journal of the American Leather Chemists Association", Texas, USA. The research paper titled "**Performance of Sulfonated Dimeric Malenised Soya Fatty Acid as a Leather Fatliquor**" talks about the new conceptual route for the synthesis of "Gemini Surfactant" and its application in leather industry as a fatliquor. The dosage in the formulation can be reduced to the extent of 66% as compared to a conventional surfactant, and this leads to enhanced performance, cost reduction and less environmental impact.

Letter of appreciation for P P Rathnakar & Ketan Pote

Ordnance Factories Institute of Learning (OFIL) Ambarnath and Ordnance Factory Board (OFB), Mumbai Office under Ministry of defence, Govt. of India had jointly organised a one week training programme for 40 employees of OFB on Logistics Services, import-export by air and sea freight and necessary documentation. This training programme was conducted by Shri P. P. Rathnakar, Chief Manager (LS) and Shri Ketan Pote, Sr. Manager (Shipping). The training was well received by the participants and a letter of appreciation dated 13th June, 2012 was sent to them by the Principal Director of OFIL.

ERP Update

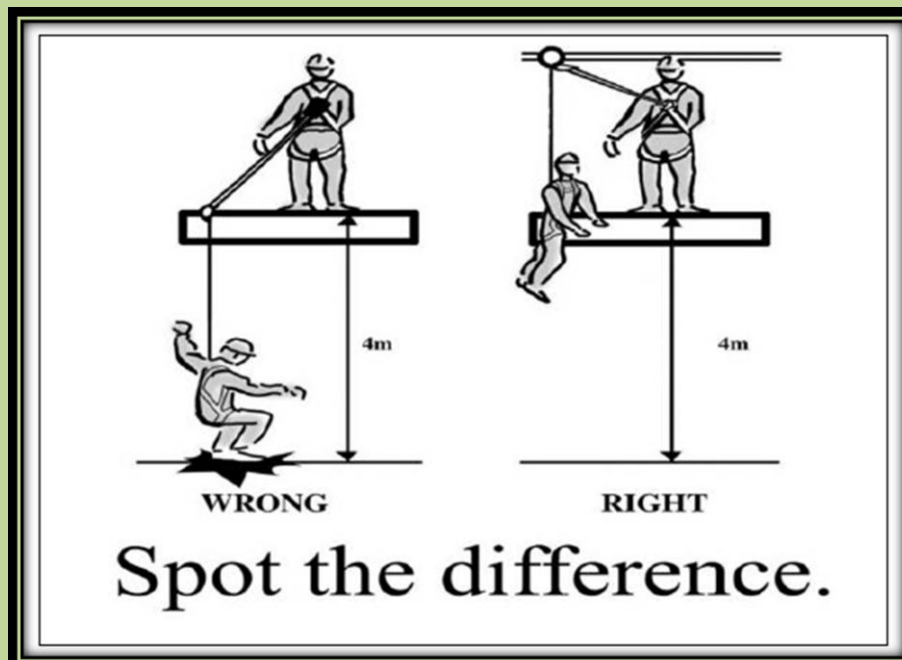
On 14th & 15th of June, 2012 a meeting with ED(IP), GM(Opn), DGM(Fin), DGM(SCM&NI), DGM(Mkt), IP representative of core committee and Project management Team was held. Major discussion points of the meeting were Process Changes in the area of planning, production processes, marketing and sales, procurement, inventory management and accounts & finance.



An introductory session on BLESS at GDC premises was conducted on 30th June, 2012. The duration of the program was around 90 minutes and the response from the users was good. Participants included the users of G&L, Tea and CFS Kolkata.

EHS (Environment, Health & Safety) Corner

Whenever work is being done at a height, adequate fall protection is a must to avoid any untoward incident. 3-point contact (Two hands & One foot OR Two feet & One hand) is essential while using ladders. Ladders are generally used for very short term & light work. Critical working at height jobs must be risk assessed & supervised by a Competent Person.



सीएसआर अद्यतनीकरण



जून, 2012 में कार्पोरेट सीएसआर दल ने सुंदरबन ग्रामिण विकास और प्रशिक्षण केंद्र (पूर्वी क्षेत्र सहित एनजीओ सूची में सम्मिलित) के साथ पूर्वी भारत में सीएसआर परियोजना का कार्यान्वयन हेतु बेसलाइन सर्वे किया। फिल्ड सर्वे के लिए एसआरडीटीसी ने श्रमशक्ति तथा अन्य स्थानीय सहायता प्रदान किया। सदस्यों ने सुन्दरबन क्षेत्र के 5 ब्लॉकों, यथा - जयनगर-1, जयनगर-2, नामखाना, पाथर प्रतिमा और काकद्वीप का दौरा कर सर्वे किया।



खड़ोली में सीएसआर के तहत निर्मित कम्यूनिटी हॉल का उदघाटन एवं लोकार्पण समारोह दिनांक 23 जून 2012 को दमन, दीव एवं दादरा नगर हवेली के प्रशासक महोदय, श्री नरेंद्र कुमार जी के कर-कमलों द्वारा माननीय सांसद श्री नटू जी पटेल एवं कार्यपालक निदेशक (आईपी) श्री आनंद दयाल की उपस्थिति में सम्पन्न हुआ। लोकार्पण समारोह के अवसर पर उसी परिसर में स्थित प्राइमरी स्कूल में बामर लॉरी द्वारा स्थापित किए गए RO प्लांट का भी विधिवत रूप से प्रशासक महोदय द्वारा उदघाटन किया गया। उदघाटन समारोह में दादरा नगर हवेली प्रशासन के सभी वरिष्ठ अधिकारी शामिल थे। अनुमानतः 300 से अधिक लोग उक्त कार्यक्रम में शामिल हुए थे।



कंपनी द्वारा लड़कियों के लिए यात्रा एवं पर्यटन पर प्रायोजित पाठ्यक्रम के तहत पुणे में 8 लड़कियों ने इसका लाभ प्राप्त किया। जिसमें से 3 लड़कियों को IATA की परीक्षा में बैठने से पहले ही काले कंस्टलेंट, पुणे में नौकरी मिल गयी। दिनांक 16 जून 2012 को पुणे की छात्राओं को ट्रेडिंग विंग द्वारा आयोजित परीक्षा में उत्तीर्ण होने पर प्रमाणपत्र प्रदान किया गया।

Personnel Information – June 2012

Promotion - (Effective 1st July, 2012)

Employee Name	SBU Name	Promoted Grade	Promoted designation	CITY
SHRI GOUTAM CHANDRA SAHA	SBU - E&P	E6	Associate Vice President (E&P)	Kolkata
SHRI UDAYAN GHOSH	SBU - LI	E6	Associate Vice President (Finance)	Kolkata
SHRI RAJEEV VARMA	SBU-G&L	E6	Associate Vice President (Finance)	Kolkata
SHRI TAPAN KUMAR CHAUDHURI	SBU-PC	E6	Associate Vice President (Marketing)	Kolkata
MS C M FERNANDEZ	SBU-T&T	E6	Associate Vice President [T&T] - SR	Bangalore
MS SANDHYA MALIK	SBU-T&T	E6	Associate Vice President [TT]-NR	Delhi
SHRI MAHESH KUMAR NERALKAR	SBU-T&T	E6	Associate Vice President (T&T)-WR	Mumbai
SHRI MRITYUNJAY ACHARJEE	CORP A&F	E6	Associate Vice President (Corporate Taxation & Internal Audit)	Kolkata
SHRI SIDDHARTHA DAS BARMAN	CHRD&C	E5	Chief Manager (HR)	Kolkata
SHRI PRADIP KUMAR DAS	CORP A&F	E5	Chief Manager (Budget)	Kolkata
SHRI S N PAUL	SBU - E&P	E5	Chief Manager (ROFS)	Mumbai
SHRI RAJESH RAGHAVAN	SBU - LI	E5	Chief Manager (Operations)	Mumbai
SHRI M PRABHAKAR	SBU-T&T	E5	Chief Manager (Tours & Travel) - Chennai	Chennai
SHRI PROADYOT KUMAR GHOSH	BLIL (on deputation)	E4	Dy. Company Secretary	Kolkata
SHRI GAUTAM PAUL	SBU - LI	E4	Senior Manager (Technical & Commercial)	Kolkata
SHRI BASU DEB BASU	SBU - LS	E4	Senior Manager (Accounts & Finance)	Kolkata
SHRI S KRISHNAN	SBU - LS	E4	Senior Manager (LS)	Bangalore
SHRI SREEKUMAR CHATTERJEE	SBU-G&L	E4	Senior Manager (Excise & Processing Business)	Kolkata
SHRI SWAPAN KUMAR LAHA	SBU-G&L	E4	Senior Manager (Research)	Kolkata
SHRI TAPAS KR SEN	SBU-G&L	E4	Senior Manager (Production)	Kolkata
SHRI PRAKASH D.AHIRE	SBU-G&L	E4	Senior Manager (Manufacturing)	Silvassa
SHRI ANIL KUMAR GABA	SBU-T&T	E4	Senior Manager (Accounts & Finance)	Delhi

Employee Name	SBU Name	Promoted Grade	Promoted designation	CITY
SHRI SAMIR BISWAS	SBU - E&P	E3	Manager (Commercial)	Kolkata
SHRI S. LOGANATHAN	SBU - LI	E3	Manager (Commercial)	Chennai
MS K K MOHANA KUMARI	SBU - LS	E3	Manager (LS)	Bangalore
SHRI K MURLEEDHARAN	SBU - LS	E3	Branch Manager (LS)	Trivandrum
MS AUDREY D COSTA	SBU - LS	E3	Manager (Accounts & Finance)	Mumbai
SHRI ARPAN CHOUDHURY	SBU - TEA	E3	Business Head (Tea)	Kolkata
SHRI S.CHANDRASEKARAN	SBU-G&L	E3	Manager (Accounts & Finance)	Chennai
SHRI MURARI LAL	SBU-IP	E3	Manager (Manufacturing)	Asaoti
SHRI D.P.SHARMA	SBU-IP	E3	Manager (Accounts & Finance)	Asaoti
MS TRUPTI KARANGUTKAR	SBU-T&T	E3	Manager (Tours & Travel)	Mumbai
SHRI P N HARI NARAYANAN	VIGILANCE	E3	Manager (Vigilance)	Kolkata
MS PRAKRITI OJHA	CHRD&C	E2	Deputy Manager (HR)	Kolkata
MS HERMEET KAUR BHANGU	CORP IT	E2	Deputy Manager (IT)	Kolkata
SHRI PRODIP KUMAR SAU	SBU - LI	E2	Deputy Manager (WD)	Kolkata
SHRI NAVEEN CHOPRA	SBU-G&L	E2	Deputy Manager (Marketing)	Chandigarh
SHRI M.A.VISWANATHAN	SBU-IP	E2	Deputy Manager (Sales Administration)	Chennai
SHRI RAJMUKAT LAL	SBU-T&T	E2	Deputy Manager (Sales)	Delhi
SHRI D.C.JOSHI	SBU-T&T	E2	Deputy Manager (Travel)	Delhi
SHRI T. DINESH	SBU-T&T	E2	Deputy Manager (Accounts & Finance)	Trivandrum
SHRI SYED TAJAMMUL PASHA	SBU-T&T	E2	Deputy Manager (Sales)	Bangalore
SHRI SWAMINATHAN RAMAKRISHNAN	SBU - LS	E1	Assistant Manager (LS)	Chennai
SHRI S SWAMINATHAN	AS-CHENNAI	S2	Officer (HR)	Chennai
MS ATRITA MITRA	DS	S2	Secretary	Kolkata
MS PARVATHI KRISHNAN	DS	S2	Secretary	Kolkata
SHRI AJAY KR BOSE	RHR HO	S2	Officer (HR)	Kolkata
SHRI K. S. BABU	SBU - LS	S2	Officer (LS)	Trivandrum
MS SARITHA KANNOTH SOMAN	SBU - LS	S2	Branch-in-Charge (LS)	Cochin
SHRI C. SANTHOSH KUMAR	SBU-G&L	S2	Officer (Quality Control)	Chennai
SHRI SWAMIYAIYA PANEERSELVAM ASHOK	SBU-G&L	S2	Officer (Production)	Chennai
SHRI JITESH CHANDRAN	SBU-IP	S2	Officer (Sales)	Vadodara
SHRI ANSHUMAN DAURI	SBU-IP	S2	Officer (Quality Assurance)	Asaoti
SHRI CHANDAN KUMAR	SBU-IP	S2	Officer (Production)	Silvassa
SHRI SIDDHARTHA LAHA	SBU-IP	S2	Officer (HR)	Kolkata
SHRI S. SUBRAMANIAN	SBU-PC	S2	Officer (Technical Service)	Chennai
SHRI K M MUTHUKARUPPAN	SBU-PC	S2	Officer (Production)	Chennai
MS SHASHIKALA SARWANAND PATIL	SBU-T&T	S2	Officer (A&F)	Mumbai

Congratulations to all of you and wish you all the best!

Transfer

Shri R Madhavan, Senior Manager [Manufacturing] - G&L, Chennai has been transferred to G&L, Silvassa as Chief Manager [Manufacturing].

Shri A A Karve, Manager [Quality Assurance] - G&L, Silvassa has been transferred to G&L, Kolkata as Senior Manager [Quality Assurance].

Shri M Murugan, Deputy Manager [Production] - PC, Chennai has been transferred to PC, Kolkata as Manager [Production].

Shri Rajan Srivastava, Officer [Marketing] - NR, G&L, Jaipur has been transferred to G&L, Raipur as Asst. Manager [Marketing] - ER.

Wish you all the best in your new roles!

Farewell

Ms. Rajshree Dasgupta, Manager [Travel] - T&T, Delhi retired on 30th June after successfully completing 33 years of service.

Shri Dharam Vir, Deputy General Manager [LS] - LS, Delhi retired on 30th June after successfully completing 31 yrs & 8 mths of service.

We wish you all the best in your future life.

New Member

Shri Abhishek Tiwari joined G&L, Kolkata as Senior Manager [Brand Promotion & Communication] on 25th June, 2012.

Shri Amit Chatterjee joined IT, Kolkata as Senior Manager [ERP] on 4th June, 2012.

Shri Somnath Dey joined G&L, Kolkata as Manager [OEM & Approvals] on 27th June, 2012.

Shri Naga Kumar Cherukupalli joined RHR - ER, as Manager [Official Language] on 4th June, 2012.

Shri Avinash Kakade joined CFS, Mumbai as Deputy Manager [Operations] on 5th June, 2012.

Shri M Baskar joined LS, Chennai as Junior Officer [CHA Operations] on 1st June, 2012.

Shri Chandrasekhar Kanduri joined LS, Hyderabad as Junior Officer [CHA Operations] on 1st June, 2012.

Shri T Thanga Solomon joined LS, Chennai as Junior Officer [Branch Operations] on 1st June, 2012.

Shri Rajkumar Ghosh joined IP, Silvassa as Junior Officer [Sales] on 1st June, 2012.

Twenty eight Executive Trainees joined the Company on 18th June, 2012. Below are the details:

Name	MBA/Engineer	Institute
Anurag Arora	MBA	Amity Business School, Noida
Srikanth Yadav	MBA	Amity Business School, Noida
Nivedita Negi	MHRD	Delhi School of Economics
Iti Choudhary	MIB	Delhi School of Economics
Shubham Sinha	Engineer	Delhi Technical University, New Delhi
Rohan Malik	MBA	FORE School of Management, New Delhi
Abhinandan Jhakar	MBA	FORE School of Management, New Delhi
Srinivas P Reddy Lekkala	MBA	ICFAI Hyderabad
Kshama Agarwal	MBA	ICFAI Hyderabad
Neha Natani	MBA	IISWBM, Kolkata
Arpan Biswas	MBA	IISWBM, Kolkata
Gaurav Sharma	MBA	IMI, New Delhi
Digvijay Barvekar	MBA	KJ Somaiya, Mumbai

Name	MBA/Engineer	Institute
Manoj Sardana	MBA	LBSIM, New Delhi
Sunny Garg	MBA	LBSIM, New Delhi
Subham Bansal	MBA	LBSIM, New Delhi
Martin Thiagaraj	MBA	LIBA, Chennai
Sushant Ekka	MBA	LIBA, Chennai
Sidharth Udani	MBA	NIRMA, Ahmedabad
Girish Chand Gupta	Engineer	NIT Durgapur
Deepak Rastogi	Engineer	NIT Jalandhar
Yuvraj Singh	Engineer	NIT Jalandhar
Nidhi Agarwal	Engineer	NIT Surathkal
Prasad Uday Bhandodkar	Engineer	NIT Surathkal
Vishnu Kumar	Engineer	NIT Trichy
Joel Christopher	Engineer	NIT Trichy
Sandeep Kumar Jena	MBA	VGSOM, IIT Kharagpur
Aniket Preetish	MBA	Xavier Institute of Social Sciences, Ranchi

Welcome all of you to the Balmer Lawrie family and wish you all the best!

Glimpses from the City of Joy



The Dakshineswar Kali Temple is a Hindu temple located in Dakshineswar near Kolkata. Situated on the eastern bank of the Hooghly River, the presiding deity of the temple is Bhavatarini, an aspect of Kali. The temple was built by Rani Rashmoni, a philanthropist and a devotee of Kali in 1855. The temple is famous for its association with Ramkrishna Paramhansa, a mystic of 19th Century Bengal. The temple compound, apart from the nine-spired main temple, consists of a large courtyard surrounding the temple with rooms along the boundary walls. There are twelve shrines dedicated to Shiva along the riverfront, a temple of Radha-Krishna, a bathing ghat on the river, and a shrine dedicated to Rani Rashmoni. 'Nahavat-Khana', the chamber in the northwestern corner just beyond the last of the Shiva temples, is where Ramakrishna spent a considerable part of his life.