

JKspotlight



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Issue : 11

Beyond management... towards leadership -

Gaur Hari Singhania Institute of
Management & Research (GHS-IMR)



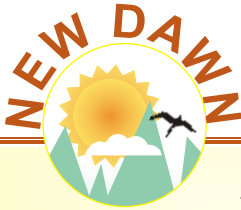
Highlights

GHS-IMR



MD's Birthday
Celebration





Leaps of progress for J.K. White Cement Works, Gotan

29th September 2013, the birthday of our respected Managing Director - Mr. Yadupati Singhania marked a notable achievement for J.K. White Cement Works, Gotan. The Putty Plant Capacity was enhanced from 3 lac tonnes per annum to 5 lac tonnes per annum. To commemorate the 60th birthday of MD Sir, Mr. B.K. Arora - President (Works) and Mrs. Sushma Arora - VP (LKSEC) installed a stone for the commissioning of RV-19 mixer at the Putty Plant. Mrs. & Mr. Arora performed the puja with the guidance and blessings of Mahant Shri Garieb Dassji Maharaj of Ramdas Shyam Das Temple. Mr. Rajeev Sharma - VP (Technical, Gotan) and Mr. A.K. Gautam - Head (Putty Plant, Gotan) were also present along with the departmental heads and employees.

The commissioning of the RV-19 mixer project was completed in a short duration of time with the relentless efforts put in by the employees at the plant.



Mr. B.K. Arora - President (Works)
during the inauguration

Inauguration of Ratlam Office



Mr. Sunil Jain -
DGM (Marketing)
cutting the ribbon
during the office
inauguration

Inspection of J.K. Cement Works, Muddapur by Bankers

A team from Allahabad Bank, New Delhi and Canara Bank, Mumbai visited Muddapur Plant for inspection on 19th October. They were assisted by Mr. Ajai Srivastava - Manager (Finance, Delhi). Besides the plant inspection, the bankers also met Mr. Anriksh Jain - Unit Head and other Sr. Executives (Technical and Non Technical).



Mr. Anriksh Jain - Unit Head with the team during the meeting



Mr. Ajai Srivastava - Manager (Finance)
along with the bankers at the plant

FROM THE **editor's** desk**Dear colleagues and friends,**

Another glorious year of passion, partnership and teamwork is almost at an end; but then, as they say, it's time to ring in the new. Let us all come together as a family, and rediscover ourselves as we embark on a journey of achievement through zeal & dedication.

Since its inception, the Company has upheld the value of educating the youth, creating dynamic, visionary leaders of tomorrow. This philosophy, in essence, is the foundation of the Gaur Hari Singhania Institute of Management & Research. This issue's cover story gives us an insight into the making of the leaders of the future.

Our beloved MD Mr. Yadupati Singhania's 60th birthday was enthusiastically celebrated across all centres of the Company marking the special day with love and respect for the doyen of the J.K. Cement family. Ganesh Chaturthi, Engineer's Day & Vishwakarma Day were also celebrated with a lot of gusto and with a sense of an enduring bond among the company officials.

The spotlight in this issue is on two esteemed members of the company, Mr. Anil Agarwal - Sr. VP (Finance & Taxation) & Mr. Imam Hussain of United Steels, Belgaum. Their commitment to excellence in their work for the Company has proven these gentlemen to be invaluable to all of us.

In keeping with the founders' teachings of philanthropy and corporate social responsibility, the Company has also taken new CSR initiatives as an on-going endeavour to give back to the community much more than we take from it.

The forthcoming issue of Spotlight is another momentous milestone in this newsletter journey - the 3rd Anniversary issue. So I urge you to keep your enthusiastic participation and contributions pouring in, and as always, I thank you for your continued support in making this newsletter a soaring success.

Best regards,

Raghavpat Singhania
Special Executive
J.K. Cement Ltd.

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Celebrations

Birthday Celebrations of Our Respected MD



Mr. Yadupati Singhania - MD & CEO, J.K. Cement Ltd performing the Rudrabhishek

Kanpur

Our beloved MD Sir, Mr. Yadupati Singhania's birthday was celebrated with graceful simplicity at Kanpur.

'Rudrabhishek Poojan' was performed by him on 26th September at Sh. Kamleshwarji Mandir, Kanpur.

At Kamla Tower, all the employees extended their heartfelt wishes to MD Sir and wished him a prosperous year ahead. The day was celebrated on a fairly quiet note in the office.



Dr. Gaur Hari Singhania - Chairman, Mr. Yadupati Singhania - MD & CEO, Mr. Abhishek Singhania & Mr. A.K. Saraogi - CFO & President (CA) during the cake cutting ceremony



Nimbahera

Surbhi, the Ladies Club celebrated the 60th birth anniversary of our beloved MD Sir, Mr. Yadupati Singhania with great enthusiasm on 2nd October.

The programme commenced with lamp lighting followed by cake cutting ceremony. Celebratory cultural programmes were organised to commemorate the occasion.

Special Executives, Mr. Raghavpat Singhania and Mr. Madhavkrishna Singhania, Mr. A.K. Saraogi - CFO & President (CA), Mr. M.P. Rawal - Advisor, Mr. D. Ravisankar - President (Projects, Nimbahera), Mr. K.K. Jalori - Unit Head and Mr. M.L. Goyal - Sr. VP (Comml., Nimbahera) were the Guests of Honour. The Special Executives appreciated the performances presented by the ladies and children and the arrangements made by the organizing team.

MD Sir effusively expressed his gratitude and pleasure at the celebrations in his honour.



Mr. Yadupati Singhania - MD & CEO, J.K. Cement Ltd. with Special Executives - Mr. Raghavpat Singhania & Mr. Madhavkrishna Singhania



Ladies from Surbhi Club welcoming Mr. Yadupati Singhania



Club members performing on the occasion

Engineering Strong Bonds Engineers Day Celebrations

Engineers operate as the interface between science and society. To identify the great works of our hard working engineers each year, 15th September is celebrated as Engineers' Day marking the birthday of Sir Mokshagundam Visvesvaraya, recognizing his contributions in the field of hydel power in India.



Mr. K.K. Jalori - Unit Head addressing the gathering

Nimbahera

The Engineers' Forum, Nimbahera organized a programme to commemorate the day which was attended by about 300 engineers of Nimbahera and proximate work places of various Governmental and Private Organizations. Mr. B.D. Kohli - Executive Engineer, Ajmer Vidyut Vitran Nigam Ltd. was the Chief Guest, Mr. K.K. Jalori - Unit Head and President (Engineers' Forum) presided over the function and Mr. M.L. Goyal - Sr. Vice President (Comml., Nimbahera) was the Guest of Honour.

On this occasion some engineers read out technical papers and Mr. Jalori presented mementos to all of them. During the programme, engineers Mr. Mahendra Singh and Mr. S.D. Bairagi were honoured for completion of 25 years of services in the field of engineering.



Chief Guest Mr. B.D. Kohli - Executive Engineer, Ajmer Vidyut Vitran Nigam Ltd. lighting the ceremonial lamp



Mr. M.L. Goyal - Sr. VP (Commercial) honouring Engineer Mr. Mahendra Singh for 25 years of services



Mr. Antriksh Jain felicitating an engineer on the occasion

Muddapur

At Muddapur, 146th Engineer's Day was celebrated under the banner of Engineers Forum in a grand way. Mr. Antriksh Kumar Jain - Unit Head graced the occasion as the Chief Guest & Mr. S.K. Jain - Head (O&M, Muddapur) as the Guest of Honour.

The achievements of Engineers Forum's activities like suggestion scheme & E-Library were highlighted by

Mr. K.C. Khandelwal - President of Engineers Forum.

Employees who contributed towards the schemes of the Forum were rewarded on the day, totaling to an impressive 77 employees who received the accolades. The celebration concluded with vote of thanks by Mr. M. Ramappa - Vice President (Engineers Forum, Muddapur).



Mr. Antriksh Jain - Unit Head lighting the ceremonial lamp. Also seen in the photo are Mr. S.K. Jain - Head (O&M) & Mrs. Kalpana Jain



Jharli, Jhajjar

J.K. Cement Works, Jhajjar celebrated the day with much enthusiasm at the plant site.

Mr. K.P. Jaiswal, Mr. Manoj Yadav, Mr. Dilip Upadhyay, Mr. Gaurav Singh, Mr. Santosh Singh, Mr. Harikesh Malanhans, Mr. Mohsin Khan and Mr. Vipul Srivastava shared their views on Engineers Day. They talked about how every engineer should learn about the greatness of Sir Mokshagundam Visvesvaraya and should try to follow in the footsteps of this great personality.



With the Lord's birthday blessings... ✨ Ganesh Chaturthi Celebrations

Gotan

J.K. White Cement Works, Gotan celebrates Ganesh Chaturthi every year with great fervour.

A life-like clay idol of Lord Ganesha was installed on the day of Ganapati sthapana. Mr. B.K. Arora - President (Works) and

Mrs. Sushma Arora - VP (LKSEC) performed the sthapana poojan with the guidance and blessings of Pandit Shri Rakeshji Maharaj from Mertacity and Mahant Shri Garieb Dassji Maharaj of Ramdas Shyam Das Temple.

During the cultural programmes, students from various houses of LKSEC and the children of plant staff presented songs, dance performances etc. A program of Garba-Dandiya was also organised after evening pooja.



Ganapati Visarjan



Mr. B.K. Arora - President (Works) and
Mrs. Sushma Arora - VP (LKSEC) during the pooja



Students of LKSEC
presenting a cultural programme

Nimbahera

The Nimbahera family celebrated 10 days of Shri Ganeshotsav with great veneration, faith and enthusiasm under the auspices of the J.K. Officers' Club, Surbhi, the ladies club and the Ganesh Utsav Committee. The idol of Lord Ganesh was established at Mangal Mandap with religious rites and vedic mantras in the presence of Company officials and a large number of devotees. In the factory premises also, a special worship was organized at Nimbahera and Mangrol, which was attended by a large number of employees.



Sthapana of Lord Ganesh at
J.K. Cement Works, Mangrol



Mr. S.K. Rathore - Head (Tech. & I.R., Nimbahera)
performing pooja

Muddapur



Mr. S.K. Jain - Head (O & M) during the aarti

At Muddapur the festival started with pristhapana of idol of Lord Ganesh with religious rites and vedic mantras in the presence of Mr. Antriksh Kumar Jain - Unit Head, Smt. Kalpana Jain, Mr. S.K. Jain - Head (O&M, Muddapur), Smt. Alka Jain, Sr. Executives, a large number of employees and their family members. This was followed by Bhajan Sandhya. The next day after the Ganesh Aarti, a variety of colourful cultural programmes were presented by the Padam & Roshni Club Members & children. The last day saw everyone participating in Ganesh Visarjan.

Obeisance to the Divine Architect

Vishwakarma Jayanti Celebration



Kamla Tower, Kanpur



Vishwakarma Jayanti was celebrated with great devotion at Kamla Tower, Kanpur with the office premise decorated beautifully. On this occasion, a special Puja and Havan was performed by Mr. A. K. Saraogi - CFO & President (CA) and Mr. Anil Agrawal - Sr. VP (Finance & Taxation, Kanpur).

Mr. Pavan Srivastava, Mr. Prashant Seth, Mr. Ashok Kapur, Mr. Anoop Shukla, Mr. R.P. Tomar, Mr. Atul Bagla, Mr. Anil Kamthan and other staff members were also present on this occasion.

Gotan



At Gotan, pooja and yagya were performed in the workshops. Mr. Nitin Kaushik - Mechanical Head and Mr. K.R. Yadav - Head (Electrical) performed the Yagya and the Pooja, with the guidance and blessings of pandit Shri Rakeshji Maharaj from Mertacity.



Nimbahera



On the occasion of Vishwakarma Jayanti, the employees nicely decorated their departments and performed Pooja of Lord Vishwakarma. A special pooja was performed in the Mechanical workshop, which was attended by Mr. K.K. Jalori - Unit Head, Mr. S.K. Rathore, Mr. N.S. Rajput and a large number of employees.

Shri Vishwakarma Jayanti was also celebrated at J. K. Cement Works, Mangrol with great devotion & enthusiasm.

Muddapur



Mr. S.K. Jain - Head (O&M) during the aarti



A Pooja was organized at the Mechanical Workshop at Muddapur Plant on the eve of Vishwakarma Jayanti. Mr. S.K. Jain - Head (O&M, Muddapur) graced the occasion with his presence. Other Senior Executives, Staff Members and labour also attended the ceremony.

Jhajjar



Vishwakarma Puja was celebrated with great enthusiasm at J.K. Cement Works, Jharli project site with participation from all the staff members, contractors and workers. The contractors put up attractive pandals and everyone took part in the puja and hawan. Besides the distribution of prasad, M/s. Goel Construction Co. Pvt. Ltd. also arranged a bhandara.





WINNING ENTRY

Employee Attrition : A Major HR Challenge

In today's fiercely competitive business landscape, success hinges to a great extent on the retention of employees. In a knowledge driven economy, it is the people who are emerging as key competitive differentiators and retaining the talent has become a matter of paramount importance. But swelling attrition levels across the businesses are strait-jacketing the distraught HR practitioner's ability to come out with good retention strategies. Losing knowledgeable and trained employees can cause serious damage to the company's progress and performance in the market.

The attrition of employees has a lasting impact on the firm's bottom line. When an employee quits, the need for replacement arises, the organization incurs some tangible costs. The impact ranges from costs of replacement to culture management issue with the new recruit.

Job attrition is an ongoing phenomenon and has to be dealt with psychologically. Giving a hefty pay need not satisfy an employee totally. It is the

responsibility of the HR Department of the company to look at factors beyond immediate pay and find out the motivational factors that lead to job satisfaction in the employees. The companies have to try to create a congenial work environment and offer a promising scope for career growth for the promising performers. The HR Department should be included as a part of the corporate strategy making team and a comprehensive HR Policy should be framed by experts, taking the advice of an outside consultant if necessary. Organizations should set a standard while deciding employee compensation levels and improve the reward structure year after year.

Involvement of employees in the decision-making process is the path to the feeling of emotionally engaged outcomes such as a feeling of being an important and integral part of the company. An internal program to receive employees' feedback through a feedback form at the time of bi-annual appraisal should be implemented.



Mr. Arvind Sidana

State Head - Punjab
J.K. White Cement

Winning Entries

1st Runner Up

The importance of adapting to the 'Smartphone Generation' and the values that are getting left behind

Mr. Shashank Jain
GET (Mechanical, Mangrol)

2nd Runner Up

The importance of adapting to the 'Smartphone Generation' and the values that are getting left behind

Mr. Nishant Satarkarni
MT (Logistics, Muddapur)

Participating Entries

Employee Attrition: A Major HR Challenge

1. Mr. C.S. Dashora - Dy. Manager (HR, Nimbahera)
2. Mr. Himanshu Upadhyay - Marketing Executive (Ludhiana, White Cement)
3. Mr. Juned Khan - HR (Muddapur)
4. Mr. N.K. Vaishnav - Sr. Officer (RTC, Nimbahera)
5. Mr. Shashank Jain - GET (Mechanical, Mangrol)
6. Mr. Sanjeev Trivedi - Laboratory (Nimbahera)

The Importance of Adapting to The 'Smartphone Generation' and The Values That Are Getting Left Behind

Mr. Rahul Jain - MT (Accounts, Gotan)

The topics for Jan '14 issue are:
(Max 300 words)

1. Business in the age of Social empowerment
2. Corporate Social Responsibility - Obligation or Commitment?

Last date for submission of entries is
10th Jan, 2014

Please send your entries to
nitish.chopra@jkcement.com
shivapriya.ier@jkcement.com

*Decision will be taken as per the discretion of the Editor.
Please send original articles only to avoid copyright violation.

STOCKIST'S CORNER

SDA MATHURA



Mr. R.C. Shukla - President (Marketing) lighting the lamp. Also seen in the photo is Mr. Manoj Gupta - A.V.P. (Marketing, Grey North)



Top dealers being rewarded on the occasion

Retailer Meet - Bangalore



Dealers and company officials during the meet organized in Bangalore

SDA SAHARANPUR



Mr. Pradeep Tanwar of Jai Ganesh Enterprises being awarded Silver at the meet. Also seen in the photo are Mr. Pankaj Kr. Basra - DGM (Marketing) and Mr. J.P. Tiwari - Manager (Marketing)



MOULDING MINDS FOR A BRIGHTER TOMORROW - GHS-IMR

Rising from solid foundations

The foundations of GHS-IMR were laid with an aim to develop holistic business thinking and strategic managerial competencies that are required to respond effectively to today's challenging global business environment. J.K. Cement Ltd. set up the institute in 1995, which has now emerged as an epitome of excellence in the field of management education.



Guest Lecture by Ms. Jyotika Kukrety, Faculty BIMTECH, NOIDA.

GHS-IMR is an AICTE approved institute with an A++ rating by CRISIL in UP and an A+ rating all over India besides being the second Institute in the state to have been



H.E. Mr. Pak Kyong Son, Ambassador, DPR of Korea with Faculty & Staff of GHS-IMR (02nd Dec 2013)

accorded a MBA Degree equivalence by the Association of Indian Universities (AIU).

The corporate world has become a global village today and GHS-IMR trains students to face these global challenges and provides opportunities to go for international visits under academic exchange programmes for a worldwide exposure. GHS-IMR has academic exchange programmes with the University of the West of England (UWE), Bristol Business School, Bristol, UK, University of Science & Technology China (USTC) Hefei, China, University of Kent, Canterbury, UK and College of Business Administration, University of Nebraska, Omaha, USA. GHS-IMR also has a unique dual degree program MoU with UWE, UK and UNO, USA

The Institute believes in moulding socially sensitive leaders rather than simply business minded ones. At GHS-IMR students are provided world-class infrastructure, secured GHS-IMR Virtual Private Network, a fully Wi-Fi campus linked to various corporate databases.



Dynamic leadership at the helm

Principal GHS-IMR, Dr. (Prof.) Rakesh Premi has previously served as the Campus Director of Leeds Metropolitan University, UK's Indian campus as well as a visiting faculty to Indian Institute of Management, Shillong. He possesses 30 years of extensive academic and industry experience, which includes 15 years of teaching



Dr.(Prof.) Rakesh Premi Director, GHS-IMR



Faculty & Students at the 17th Convocation (Batch-2011-13)

short span of time since its inception in 1995, GHS-IMR has grown multi fold and achieved widespread recognition from industry and academic circles as well as professional bodies.

Eye on the future

GHS-IMR is gearing towards becoming a globally recognized institute, respected as a thought leader in management. Its aim is to transform the state and hence the country through generating and propagating new ideas of global significance based on research and creation of risk taking managers who contribute to the intellectual, social and economic development of their organizations.

Changing the paradigms of quality education

Management Education, all over the world, is passing through a paradigm shift because of globalization, liberalization & IT revolution. The



Tug of War competition between students of different colleges at Management Fest (KOSMOS)

and professionals across India. The Institute has a reputation for innovative program design and delivery, quality courseware, personalised instruction, strong industry interface and research, consultancy and publications. Within a short span of time since its inception in 1995, GHS-IMR has grown multi fold and achieved widespread recognition from industry and academic circles as well as professional bodies.

Eye on the future

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Students of (PGCHM) Post Graduate Certificate in Hospital Management with Dr. (Prof.) Rakesh Premi Director, GHS-IMR and Faculty

globalization, liberalization & IT revolution. The delivery of management education to students in the new millennium requires a fundamental change in its approach. As experiential systems are gaining greater acceptance over predominant teacher-centric methodologies appropriate mix of lectures, CDs, case studies, syndicate methods, role plays, management games, sensitivity training, industrial excursions & group dynamics are used for effective learning.



Students along with Dr. (Prof.) Rakesh Premi Director, GHS-IMR at International Trade Fair - 2013

Dr. (Prof.) Premi says "In order to keep our students abreast of the changes taking place in the current scenario, the Institute organises various interactive and challenging methods of learning like quizzes, personality development sessions, academic and non-academic clubs, counselling cells, industrial trips and the Incubation & Entrepreneurial Centre."



Cultural Programme by Students of GHS-IMR in Management Fest (KOSMOS)

A solid support structure

GHS-IMR has an alumni body by the name of GALAXY. Since the institute's inception in September 1995, 1460 students of seventeen batches have passed out (including 17 full-time and 10 part-times batches).



Dr. (Prof.) Rakesh Premi, Director GHS-IMR receiving memento from Hon'ble Union Minister of State, MSME, Government of India for GHS-IMR's participation in International Trade Fair 2013

Galaxy helps its upcoming students in grooming their personalities and in honing their skills further. Galaxy also assists in arranging the guest lecturers from alumni body working with top-notch national & international organizations. Alumni also help in campus interviews and summer training of the students.

Ensuring a successful launch

Drawing from the lineage of a leading corporate



Faculty along with students of different colleges at Management Fest (KOSMOS)

of the Country, GHS-IMR is very well aware of the current as well as future managerial needs of the Industry. The industry requirements are incorporated into the curriculum, which helps the institute prepare industry specific employable management graduates. Thus the institute aims at moulding students who are adept at dealing with volatility, uncertainty, complexity and ambiguity prevalent in the business environment.

GHS-IMR has endeavoured to emulate the ethos and values of its parent corporate, J.K. Cement. Its drive to bring the highest quality education within the reach of young, dynamic minds is a clear reflection of the organisation's visionary founder's hope for a bright future for the country.

spotlight on Mr. Anil Agarwal

(Excerpts from an interview with Mr. Anil Agarwal - Sr. VP Finance & Taxation)

Q.1) You have been closely associated with and have also worked with two generations of the Singhania family. Please share your experience with us and also the most fond memory of your journey with the Organisation.

Growing up in Kanpur near Kamla Tower, I aspired to join the ranks of savvy professionals in the J.K. Organisation; a company which enjoyed worldwide renown. During my youth as I completed my CA & ACS (Inter) after acquiring a law degree, the Organisation's constant service to social causes was a source of pride for us all as my father organised and participated in these activities. I began my journey with M/s J.K. Satoh Agricultural Machines Ltd., a unit of J.K. Organisation in the year 1978. As soon as I joined, I became a part of the team that was taking the organisation to greater heights. As greater responsibilities were given to me, I acquired a greater will to rise beyond the expectations of not only my seniors but my own as well. I have had the privilege to have worked towards the goals set by three generations of the Singhania family. The last two decades have brought about many changes in the market scenario, company policy, etc. In our organization we all have been able to implement a new era of work culture, preserving the basic values of a family and all the three generations of the Singhania family I have been fortunate to work with have been instrumental in bringing these changes about. We have always been encouraged to think positively and remain hopeful for the future regardless of the circumstances. Their attitude towards the ups and downs of life and work has remained undeterred through the ages. Therein lies their strength.

Q.2) You have been a part of the team that helped in the restructuring of JK Synthetics. What were the challenges that you had to face during this process?

This journey is one of the most memorable in my life. It was really a difficult and challenging task keeping in view the regulations, obligations and above all, the century old prestige of the house. The first main task assigned to me was to arrange a fund of Rs. 500 Crores from banks & financial institutions for the Company. I had to travel extensively and convince the authorities. A number of meetings, teams set to play their part, central monitoring by Respected MD Sir and guiding cell by Mr. A.K. Saraogi was there to help in over-coming unforeseen problems and co-ordination. No doubt, the joint teamwork and the marathon efforts yielded positive

results. I cannot claim that it was only my effort. It was great teamwork and I dedicate it to the whole team.

Q.3) In the current market scenario, the industry is facing a liquidity crunch. How do you foresee the impact of this on the Company's ongoing projects and future plans?

If this liquidity crunch refers to the cement industry only, I will record my dis-agreement. The crunch is everywhere. Bank rates being in a higher direction, RBI and other Govt. regulations being more tough and negative balance in export-import are all due to the global phenomena of recession. If we study the economic situation of the last century, we find very interesting happenings but the strategist masterminds of economics the world over have always put recession under the grip. The political situation, war and peace, the technologies and scientific developments play a great role. There are good and bad times. One has to conserve resources during the hay days for the proverbial rainy days. Hopefully, after the General Election, infrastructure projects will again start and this will create demand for Cement. We are in the process of making a good strategy to meet the challenges and I am confident towards its successful implementation, which may be slightly delayed looking at the current market scenario.

Q.4) You have been independently handling the Taxation function of the Group. Please share with us your experience and some of the challenges that you have had to face.

I have already stated that we have seen a lot of changes during the last two decades or so. As far as taxation matters are concerned, there are regular changes in income tax laws & procedures every year. A lot of transparency has brought us great relief. The computer age has accelerated the speed of processing everywhere so the complications and unfruitful exercises have reduced. I will attribute the successful handling of taxation matters to the Govt. machinery also, which, due to better understanding and smooth communication flow, has helped in resolving problems. Despite all this, you always have to be alert and vigilant. At the same time, one has to be aware of recent changes in tax laws, systems etc.



Mr. Anil Agarwal

Spotlight on Mr. Imam Hussain Owner - M/s United Steels

Mr. Imam Hussain K Tashewale of M/s United Steels is a Prominent Authorised Grey Cement Dealer And White Cement Stockist in Belgaum, Karnataka. He started his business in 2003 as a Steel Dealer and his journey with J.K. Cement began in October 2009 when the Company started operations in the Southern Market with the setting up of J.K. Cement Works, Muddapur. He is one top dealers of Belgaum District. with an annual business turnover of 8 crores. After taking J.K. Cement's dealership, he has grown to 600mt + per month in a very short span.

Mr. Imam Hussain does not belong to a business family and has worked hard to set up the business independently. Today he is a leading dealer of cement in Belgaum city.

Q1. You have been associated with the Company since the launch in the Southern Market. How has your journey thus far been?

It has been a very fulfilling journey with J.K. Cement. The Company has extended immense support and help to us in developing a sub-dealer network with constant monitoring and in improving retailer's performance.

Q2. What according to you is the key to your success? What

do you think about the competition in the market?

We are very conscious about providing timely service to our customers and we are competitive in his business. I think these two factors are the key to our success. We have always taken the initiative in promoting the brand in and around Belgaum city. The Brand has gained and we have also benefitted from the improved business. However due to many new brands coming in off late, there is competition and hence the pressure to sustain on the volume.

Q3. What message / suggestions would you like to give to the J.K. Cement family?

We look forward to continued support in terms of providing uninterrupted cement supplies and competitiveness. Due to our continued efforts towards improving the business, we have taken the dealership of J.K. White Cement as well. We hope to continue contributing towards the company's growth and do well for ourselves.



Mr. Imam Hussain



PEOPLE POWER TRAINING PROGRAMMES

RTC TRAINING PROGRAMMES : SEPTEMBER, 2013

1. 'Personality and Self Development' : Sept. 10 - 11

This training program was organized for Frontline/Middle Management. Twenty three participants from J.K. Cement Works, Nimbahera and Mangrol Plants attended the program which was conducted by Mr. J.K. Nair - Director, Performance Enablers, Delhi.

2. 'Maintenance of Transformers & Switchgears at HZL - Dariba Mines' : Sept 11 - 12

A team of RTC faculty conducted the training program for Technicians of HZL - Dariba Rajpura Mines. Twenty three participants attended the program.

3. 'Machinery Alignment - Tools & Techniques' : Sept 12 - 14

Organised for Technicians/Mechanics, the training program was attended by nine participants from J.K. Cement Ltd., Birla Cement, J K Lakshmi Cement, Durgand Vikram Cement.

4. 'Operation & Performance Evaluation of Various Mills' : Sept. 17 - 19

Twelve Engineers/Supervisors attended the program. At the end of the training program, participants submitted various points worth implementing in the post training stage at their respective units.

5. 'Effective Communication & Presentation Skills' : Sept. 25 - 26

A two day management program was organised on 'Effective Communication & Presentation Skills' for Frontline/Middle Management group. Eighteen participants from J.K. Cement Works, Nimbahera and Mangrol Plants attended the program. Mr. C Sumant - I Growth, Indore served as the faculty at the program.

6. 'Machinery Alignment/Operation & Maintenance of Bearing & Condition Monitoring Techniques' : Sept. 25-28.

A four day training program for Technicians of HZL-Chanderiya Lead Zinc Smelter was conducted which was attended by eighteen participants. A team of RTC faculty conducted the program.



RTC TRAINING PROGRAMMES : OCTOBER, 2013

1. 'Wastage Control and My Role' : Oct. 03 - 07

Organized for Frontline/Middle Management and Workmen target group. Ninety-nine participants from J.K. Cement, Nimbahera and Mangrol Plants attended the program in four batches. Ms. Pragya Bharati and Ms. Huma Aziz, Human Resource Development Centre, New Delhi were the faculty. Mr. S.K. Rathore - VP (Tech & IR), J.K. Cement distributed the prizes to winning participants. Mr. Michael Ekoh - Corporate HR proposed a vote of thanks.

2. 'Positive Attitude for Peak Performance' : Oct. 18 - 19

Twenty two trainees from Senior Management/Middle Management target group from Trinetra Cement, Banswara, Wonder Cement, Nimbahera and J.K. Cement, Nimbahera and Mangrol Plants attended the program. Dr. Naveen Gupta - Director, Hindustan Institute of Management & Computer Studies (A unit of SGI, Mathura) was the faculty in the program.

3. 'Weighing System & its Maintenance/PID Controllers, UPS, VFD & Troubleshooting' : Oct 21 - 24

The program was conducted by a team of RTC faculties and was attended by sixteen Supervisors/Technicians of HZL - Chanderiya Lead Zinc Smelter.

4. 'Operation & Optimization of Kiln & Coolers' : Oct. 23 - 25

Nineteen participants attended the programme, organized for Engineers and Supervisors from various cement plants.

5. 'Operation and Maintenance of DC Motors & Drives' : Oct. 28 - 30

Eleven participants from Birla Cement, J.K. Cement, Mangrol and Nimbahera Plants, Trinetra Cement, Banswara and Vikram Cement, Khor attended the program meant for Technicians. A team of RTC faculty conducted the program.



Paper Presentation - 13th International Conference, Goa



Ms. Nitya Chawla being awarded the trophy

Ms. Nitya Chawla - Corporate HR presenting the paper at the conference

Ms. Nitya Chawla from Corporate HR, Kanpur was selected to present a paper at the 13th International Conference on Emerging Trends, Challenges and Opportunities in Global Business, Management, Tourism and Information Technology organized by Research Development Association & Research Development Foundation, Jaipur. The Conference was organized on 28th - 29th September at The International Centre, Goa.



The topic of the paper was **"Talent Management: Need of the Hour"**. The presentation was based on the funnel approach, i.e. from general to specific. It had a case study that explained the issues, challenges and solutions from the point of view of an organization.

Ms. Nitya Chawla was also the **Keynote Speaker** for one of the sessions. The paper was given the **'Best Paper Award'** in the category. She was awarded with a certificate and a trophy at the conference.

EMPLOYEE OF THE MONTH

White Cement Marketing Team awards the 'Employee of the Month' to the top performers in their respective zones every month. Here we have the winners for the month of October.



1



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4



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7

1. Mr. Madan M Bishnoi - (Sr. ME) Ajmer
2. Mr. Manoj Gupta - (ME) Jabalpur
3. Mr. Jagmohan Mittal - (ME) Bhatinda
4. Mr. Manjeet Kumar - (Sr. ME) Amritsar
5. Mr. Abhishek Mishra - (ME) Allahabad
6. Mr. Shashikant Shirvastava - (AMO) Kanpur
7. Mr. Saransh Dev - (ME) White Cement, Delhi

EVENTS

KAILASH VIDYA VIHAR, NIMBAHERA HOSTS CBSE WEST ZONE HOCKEY TOURNAMENTS

Kailash Vidya Vihar, J.K. Cement Works, Nimbahera organized the C.B.S.E. West Zone Hockey Tournament between October 25-29 where 26 teams from 16 schools of Rajasthan, Gujarat, Maharashtra, Madhya Pradesh and Daman & Diu participated. Mr. K.K. Jalori - Unit Head and Smt. Kumud Jalori - President, Ladies Club, Surbhi, formally inaugurated the tournament. The matches were played in the age groups of Under 19 and Under 14 for both, boys and girls. After the preliminary rounds of matches, the teams of Kolhapur Public School, Kolhapur (Under 19 Boys), ASM Public School, Sri Ganganagar (Under 19 Girls), ASM Public School, Sri Ganganagar (Under 14 Boys) and School of Scholars, Vardha (Under 19 Girls) won the final matches in their respective categories.

In the concluding ceremony held on 29th October, Chief Guest Mr. K.K. Jalori - Unit Head presented gold medals, trophies and certificates to the winning teams while the runner up teams were awarded by Guest of Honour Mr. M.L. Goyal - Sr. Vice President (Comml., Nimbahera) and the Principal of Kailash Vidya Vihar.



Cultural programme presentation by KVV students



Hockey Match



Mr. K.K. Jalori presenting the trophy to the winning girls team in the under 19 category

Mr. K.K. Jalori - Unit Head formally inaugurating tournament



EXHIBITION AT NATIONAL DUSSEHRA FAIR - NIMBAHERA

The National Dussehara fair was organized in Nimbahera from October 5th - 13th and J.K. Cement Works, Nimbahera set up the Sarvshaktiman Exhibition there. Chief Guest Ms. Mamta Sharda - Chairperson, Municipal Board, Nimbahera inaugurated the exhibition on October 7 in the presence of Mr. S.K. Rathore - Head (Tech. & IR, Nimbahera), Mr. R.C. Purohit - AVP (Mines, Nimbahera), journalists, administrative



authorities, executives from the plant and general public. Company executives

extended a warm welcome to the Guests and took them on a tour of the exhibition. Various models on Cement manufacturing process, pollution control equipment, photographs of various social and cultural activities of the Company and Architect of the Year Awards were on display besides the model of the victory tower, Sarvashaktiman. The exhibition attracted a large number of people and was a huge success.

Mr. S.K. Rathore - Head (Tech. & I.R.) presenting a memento to Smt. Mamta Sharda - Chairperson, Municipal Board, Nimbahera



Exhibition at National Dussehra Fair

CULTURAL EVENING BY LADIES CLUB 'SURBHI'

The Ladies Club, Surbhi, organized a cultural function on the maiden visit of Mrs. Sana Singhania to Nimbahera. Special Executive Mr. Madhavkrishna Singhania was also present during the function accompanied by Mr. D. Ravisankar - President (Projects), Mr. K.K. Jalori - Unit Head, Mr. M.L. Goyal - Sr. VP (Comml., Nimbahera) and Mr. S.K. Rathore - Head (Tech. & I.R., Nimbahera). At the outset, the club executives and members extended a warm welcome to dignitaries, especially to Mr. Madhavkrishna Singhania and Mrs. Sana Singhania. The club President Smt. Kumud Jalori delivered the welcome speech.

A cultural programme was put together by the club members with dance performances and songs. Special Executive and Madam Special Executive made the evening even more special by joining in the celebrations. The evening was fun filled where everyone participated with a lot of enthusiasm.



Members of the club presenting Mrs. & Mr. Madhavkrishna Singhania with a memento

INTER CEMENT INDUSTRY TOURNAMENTS-2013

Concluding and Prize Distribution Ceremony

The Inter Cement Industry Sports Association organized the concluding and Prize distribution ceremony of the 14th Inter-Cement Industry Tournament and Cultural Competitions in the premises of Vikram Cement on October 26. The event was attended by Mr. Chandra Shekhar, Executive - President, Vikram Cement, Mr. B. B. Joshi - Executive President, Aditya Cement, Mr. Arvind Jha - VP, Birla Cement, Mr. S.K. Sharma - GM (HR&P&A), Wonder Cement, Mr. S.K. Rathore - Head. (Tech. & IR, Nimbahera), Mr. Jayant Malhotra - GM (Mech., Nimbahera) and Mr. B.K. Upadhyay - Dy. GM (Personnel, Nimbahera) along with team coordinators and executives from J.K. Cement Works, Nimbahera.

During the cultural competitions, participants from various cement companies presented solo and group dance performances, songs and poems.

Mr. Chandra Shekhar and Mr. B.B. Joshi congratulated the organizers from the member cement plants and the players who participated in the tournament making it vastly memorable.

The members of Apex, working committees and coordinators of participating cement plants were given mementos and senior executives of the participating plants gave away prizes to the participants.





Off Site

Stockists Meet - Mysore



Mr. V.P. Singh - Advisor (Marketing) awarding one of the top performing stockist at the meet organised from 19th - 21st September

Transporters Tour to Thailand - Grey North



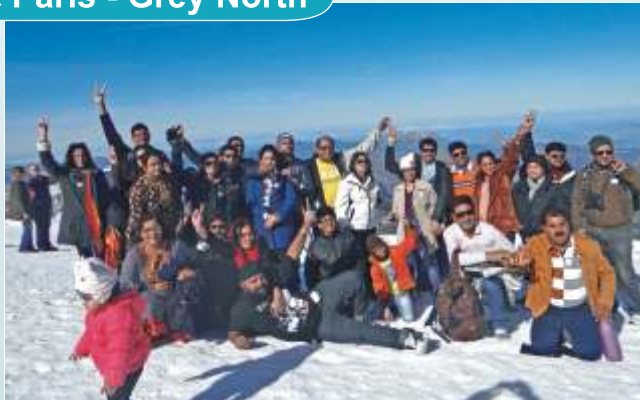
Company Staff and transporters during the tour organised from 20th - 24th September

Tour to Europe for Business Organizers



Mr. Raghavpat Singhania - Special Executive and Mr. R.C. Shukla - President (Marketing) with dealers during the tour organised from 18th - 22nd November

Tour to Switzerland & Paris - Grey North



Company Staff and dealers in Europe during the tour organised from 16th - 23rd October

Plant Visit of Grey Cement Dealers – MP Region

Gift distribution to sub-dealers of Gupta Sanitary during the visit arranged for them to J.K. Cement Works, Nimbahera



Dealers and Sub-dealers at the plant

Corporate Social Responsibility

Laying the foundations of a better world

Reaching out with helping hands

J.K. Cement contributes towards the victims of Uttarakhand Tragedy

Being a responsible corporate of the Country, J.K. Cement has always contributed to the society and nation development. This sense of responsibility permeates to every nook and corner of the company and resides in the hearts of its people. The employees across the various centres of the Company have wholeheartedly contributed towards relief for the victims of the natural calamity at Uttarakhand at the Head Office.



Kanpur

Mr. R.P. Tomar - GM (Corporate HR), Maj. SB Singh along with the ADM City Mr. Avinash Singh (PCS) and Mr. Lalit Khanna - Chairman of Employers Association of Northern India handed over a handsome amount to Mr. Samir Verma (IAS), The District Magistrate Kanpur towards the Uttarakhand Chief Minister Relief Fund.

Mr. R.P. Tomar - GM (Corporate HR) presenting a cheque to Mr. Samir Verma (IAS), the District Magistrate Kanpur. Also seen in the photo are Maj. SB Singh along with the ADM City Mr. Avinash Singh (PCS) and Mr. Lalit Khanna - Chairman (Employers Association of Northern India)

Nimbahera

Mr. K.K. Jalori - Unit Head and Mr. M.L. Goyal - Sr. V.P. (Comml, Nimbahera) presented a cheque contributed by Executives/ Staff members and Company, to Mr. Ravi Jain, District Collector, Chittorgarh at the Collectorate Office as aid for Chief Minister's Relief Fund to help victims of Uttarakhand natural calamity. Mr. B.K. Upadhyay - Dy. G.M. (Personnel, Nimbahera), Mr. Shailesh Choubisa - Asstt. Manager (C.S.R., Nimbahera) and government officials were also present on the occasion.

Mr. K.K. Jalori - Unit Head and Mr. M.L. Goyal - Sr. V.P. (Comml) presenting a cheque to Mr. Ravi Jain - District Collector, Chittorgarh



Medical Camps - Nimbahera

J.K. Cement Works, Nimbahera and National Rural Health Mission jointly organized a free medical check-up camp at Village Shahbad on 10th September. At the camp, medical checkup of about 138 patients was carried out by a team headed by Dr. Lokesh Meena and Dr. S.K. Choudhary - Sr. Medical Superintendent, J.K. Cement Works, Nimbahera with paramedical staff.

J.K. Ladies Club, Surbhi and Chitrangan Mobile Unit, R.N.T. Medical College, Udaipur organized two more medical checkup camps jointly on 24th September at Rajeev Gandhi Sewa Kendra, Mangrol where necessary medicines were given to patients free of cost. Another such camp was organized by the plant personnel and Chitrangan Mobile Unit, RNT Medical College at Udaipur at Village Badoli Ghata on 23rd October where around 155 patients were checked by a team of qualified doctors.

The camps were arranged and organized by Mr. Shailesh Choubisa - Asstt. Manager (CSR, Nimbahera).



Corporate Social Responsibility

Blood Donation Camp at Gotan

The yearly Blood Donation camp at J.K. White Cement Works, Gotan is organised to commemorate Sir Padampat Singhania's birth anniversary. This year too, the employees at the plant participated in good numbers and supported the noble cause. The camp was inaugurated by Mr. B.K. Arora - President (Works) and Mrs. Sushma Arora - VP (LKSEC) by lighting a lamp and offering floral tribute to Sir Padampat Singhania. Dr. Mahendra Singh Sankhla from the Blood Bank of Mahatama Gandhi Hospital, Jodhpur was also present at the camp.

Mr. C.P. Jhagdawat - VP (C&A, Gotan), Mr. Rajeev Sharma - V.P. (Technical, Gotan) and Mr. P.C. Jain - VP (Accounts, Gotan) were also present to show support. 101 units of blood were collected with the kind support of Dr. Sankhla and his team of doctors and medical assistants. The blood testing was done by Dr. A.K. Saxena and Dr. Ankur Arora and their team.



Blood Donation Camp at Gotan



Mr. B.K. Arora - President (Works) and Mrs. Sushma Arora - VP (LKSEC) along with the plant staff at the camp

Plantation at Lala Kamlapat Singhania Education Centre on the occasion of MD's Birthday



Mr. B.K. Arora - President (Works) and Mrs. Sushma Arora - V.P. (LKSEC) during the drive



Tree Plantation Drive organised at Gotan

A plantation drive was organized at LKSEC Gotan to commemorate the 60th birthday of our respected Managing Director, Mr. Yadupati Singhania.

Mr. B.K. Arora - President (Works), Mrs. Sushma Arora - VP (LKSEC), Mr. R.C. Joshi - Principal (LKSEC) and Mr. P.R. Kumar along with teachers and employees of LKSEC planted around 60 trees during the drive. Mr. Arora highlighted in his address that Mr. Yadupati Singhania

has carried forward the legacy of the Organisation and kept alive the spirit of service of humanity, which was propagated by his ancestors.

Mahant Shri Garieb Dassji Maharaj of Ramdas Shyamdas Temple also graced the occasion. Mr. Rajeev Sharma - VP (Technical, Gotan), Mr. C.P. Jhagdawat - VP (Commercial and Administration, Gotan) along with departmental heads and other employees also participated in the plantation drive.

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