



MONTECARLO  
BORN TO ACHIEVE

# MONTECARLO **ONE**

*Where Talent Meets Challenge*



## Nurturing And Caring Environment @ Camp – 2 Singhara Project

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## DIWALI GREETINGS FROM CMD'S OFFICE



Dear Montecarlo Family Members,

Namaskar!

It is indeed a pleasure to connect with you all through this platform.

As you have experienced the year 2018-19 with full of event, activities and happening in the growth story of MCL. We had achieved newer milestones of business in our industry.

Our business processes are further amplified and our new department like EHS and Quality Control are established and will contribute to the business.

On 27<sup>th</sup> September, 2019, we successfully filed Draft Red Herring Prospectus (DRHP) with regards to our upcoming IPO.

I am delighted to share that in the year to come, we will be moving to our new Corporate House and will consolidate our reputation and image in the infrastructure industry.

In the busy times, spend some quality time with Family, Friends and Loved Ones and enjoy the festival of lights to the fullest!

I wish all my Montecarlo Family Members Happy, Healthy and Safe Diwali and greet you Cheerful and Prosperous New Year.

**With Best Wishes,**

**Kanubhai M. Patel**  
**CMD**



## FROM EDITOR'S DESK



Dear Montecarlo Family Members,

We are happy to present you the **FOURTH** issue of our quarterly In-house Magazine **Montecarlo One**.

The festive season started and we had celebrated Rakshabandhan, Independence Day, Janmashtami, Bakri Eid, Vishwakarma Jayanti etc. We have shared the glimpses of various celebration of festivals at our various project sites.

We are felicitating our employees who have served long period of time and contributed in the growth story of **Montecarlo** and such felicitation of employees will continue in coming issues also.

In this issue, we share the thoughts on learnings from film '**Mission Mangal**', strengthening our EHS culture, safety tips on the occasion of Diwali festivals, and many more interesting stuff.

On behalf of Editorial Team, I wish Happy and Cheerful Deepawali and Prosperous, Healthy and peaceful New Year to you and your family members.

Enjoy the festive season by taking good care of your Health and Safety precautions all the time.

**With Happy Reading.**

**Dr. Jignesh Shah**





## FELICITATION OF LONG SERVICE OF OUR EMPLOYEES

We appreciate and acknowledge the dedicated 13 Years of services of following employee in the growth story of MCL!!



**Sh. Ashok Singh Yadav**  
Operator  
Gorakhpur

We appreciate and acknowledge the dedicated 12 Years of services of following employees in the growth story of MCL!!



**Sh. Manoj Singh**  
AVP – Design & Eng  
Head Office



**Sh. Arvin Patel**  
Manager-Admin  
Head Office



**Sh. Asis Ghosh**  
GM – Bids & Tendering  
Head Office



**Sh. Sanjay Bhardwaj**  
VP – Highways  
Head Office



**Sh. Vimal Patel**  
Sr. Officer – Finance&Acc  
Head Office



**Sh. Chetan Patel**  
AGM - Treasury  
Head Office



**Sh. Narendra Suthar**  
GM - Procurement  
Head Office



**Sh. Dileep Patel**  
Manager - IT  
Head Office



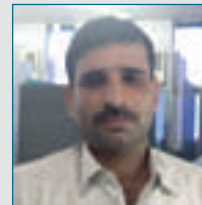
**Sh. Kalpesh Patel**  
Manager-Procurement  
Head Office



**Sh. Bipin Prajapati**  
Asst. Manager –  
Finance & Acc  
Head Office



**Sh. Manish Mevada**  
Asst. Manager –  
Finance & Acc  
Head Office



**Sh. Rajiv Tiwari**  
Manager-Procurement  
Head Office



**Sh. Kartik Parikh**  
DGM – IT  
Head Office



**Sh. Sagar Patel**  
Asst. Manager –  
Procurement  
Head Office



**Sh. Jitendra Singh**  
Asst. Manager-  
Techno Com.  
Head Office



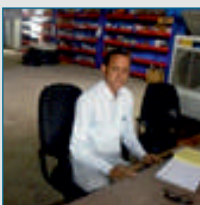
**Sh. Naresh Suthar**  
Executive Director  
Head Office



**Sh. Jagdeep Patel**  
GM – HR & Admin  
Head Office



**Sh. Suresh Prajapati**  
Asst. Officer – Admin  
Head Office



**Sh. Prahlad Sharma**  
Officer – Procurement  
Washim



**Sh. Upendra Singh**  
Helper  
Washim



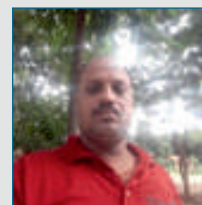
**Sh. Somji Rajat**  
Sr. Officer –Survey  
Washim



**Sh. Shaligram Patel**  
Operator  
Washim



**Sh. Vikash Singh**  
Asst. Officer – Quality  
Nagpur



**Sh. Sanjeev Thakur**  
Dy Manager – P&M  
Nagpur





## FELICITATION OF LONG SERVICE OF OUR EMPLOYEES



**Sh. Sudhir Kumar**  
Lab Technician  
Washim



**Sh. Jitendra Kumar**  
Supervisor  
Nagpur



**Sh. Pushpraj Singh**  
Officer – HR&Admin  
Nagpur



**Sh. Maksud Pathan**  
Electrician  
Nagpur



**Sh. Prafulla Sahu**  
Project Manager  
Pawai



**Sh. Sanjiban Pal**  
Asst.Officer-Procurement  
Rimuli



**Sh. Chhabila Ram**  
Officer - Survey  
Rimuli



**Sh. Anil Singh**  
Operator  
Rimuli



**Sh. Rajendra Nayak**  
Officer - Execution  
Rimuli



**Sh. Debashish Ghosh**  
Asst. Officer-Execution  
Rimuli



**Sh. Surjit Mondal**  
Officer-Execution  
Rimuli



**Sh. Tejnarayan Yadav**  
Driver  
Rimuli



**Sh. Durgaprasad Yadav**  
Asst.Officer–HR&Admin  
Rimuli



**Sh. Bidyut Manna**  
Officer-Execution  
Rimuli



**Sh. Sanjay Singh**  
Officer-EHS  
Rimuli



**Sh. Munna Ansari**  
Foreman  
Rimuli



**Sh. Ajay Rawat**  
Driver  
Rimuli



**Sh. Santosh Kumar**  
Sr. Manager – Projects  
Rimuli



**Sh. Jitendra Singh**  
Sr. Engineer – Execution  
Rimuli



**Sh. Surendrasingh  
Yadav**  
Operator  
Rimuli



**Sh. Shankar Swain**  
Sr.Officer-Inventory  
Singhara



**Sh. Rabindra Singh**  
AGM – Projects  
Singhara



**Sh. Mukesh Jharia**  
Driver  
Singhara



**Sh. Harishchandra  
Chatei**  
Sr. Eng. - Execution  
Singhara



**Sh. Yagyasen Verma**  
Operator  
Singhara



**Sh. Avadhesh Singh**  
Driver  
Gorakhpur



**Sh. Brijbihari Singh**  
Cook  
Gorakhpur



**Sh. Kamalendra Mishra**  
Driver  
Gorakhpur



**Sh. Ramji Shah**  
Driver  
Gorakhpur



**Sh. Dhananjay  
Choudhry**  
Electrician  
Gorakhpur



## FELICITATION OF LONG SERVICE OF OUR EMPLOYEES



**Sh. Raghunath Singh**  
Supervisor  
Medshi



**Sh. Umakant Kushwaha**  
Sr. Officer – Procurement  
Barjora



**Sh. Basant Sahoo**  
Sr. Officer Inventory  
Barjora



**Sh. Ghanshyam Upadhyay**  
Dy. Manager-P&M  
Fatuah



**Sh. Sanjeev Kumar**  
Sr. Engineer-Execution  
Fatuah



**Sh. Harendra Yadav**  
Operator  
Fatuah



**Sh. Saroj Singh**  
Sr. Officer-PR  
Fatuah



**Sh. Sanjay Sharma**  
Driver  
Fatuah



**Sh. Naresh Sinha**  
Sr. Manager-P&M  
Fatuah



**Sh. Madan Shreshtha**  
Operator  
Fatuah



**Sh. Radhepal Verma**  
Driver  
Fatuah



**Sh. Satendra Ray**  
Mechanic  
Fatuah



**Sh. Rom Bahadur Thapa**  
Operator  
Fatuah



**Sh. Arun Singh**  
Asst. Officer-Execution  
Fatuah



**Sh. Sarwar Alam**  
Sr. Eng-Survey  
Fatuah



**Sh. Vijay Singh**  
Foreman  
Fatuah



**Sh. Sidharth Singh**  
Driver  
Fatuah



**Sh. Sanjeev Tiwari**  
Sr. Officer-Inventory  
Fatuah



**Sh. Shatrughan Singh**  
Driver  
Fatuah



**Sh. Sunil Prasad**  
Asst. Officer-Execution  
Fatuah



**Sh. Budhabhai Patel**  
Officer – Procurement  
(Mata No Madh)



**Sh. Brajesh Modi**  
Sr. Officer-Accounts  
Kota



**Sh. Munir Ahmed**  
Sr. Officer - Quality  
Kota



**Sh. Babulal Verma**  
Driver  
Kota



**Sh. Rajendra Singh**  
Driver  
Kota



**Sh. Bipin Singh**  
Supervisor  
Kota



**Sh. Om Prakash Thakur**  
Supervisor  
Kota



**Sh. Suraj Pradhan**  
Supervisor  
Kota



**Sh. Ambalal Solanki**  
Officer-EHS  
Kota





## EVENTS @ PROJECT SITES

### Glimpses of Blood Donation Camp @ Rimuli

On 28th July, 2019, the **Blood Donation camp** was organized with the help of **Red Cross Society**. 35 Employees donated blood.



### Fire Drill @ Singhara



### Environment related activities @ Dakshinkhanda Site



Environment Pledge



Tree Plantation





## EVENTS @ PROJECT SITES

### 72<sup>nd</sup> Independence Day Celebration at Various Sites



Purulia



Washim Pangare



Dakshinkhanda



Nagpur



Singhara



Rimuli



## EVENTS @ PROJECT SITES

### Vishwakarma Jayanti Celebration at Various Sites



Daskeary



GETCO-Halvad



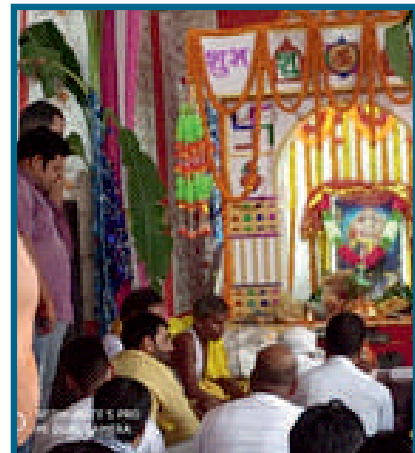
Regal Noida



Kota



Nagpur



Rimuli



Singhara



Purulia



Medshi Washim



## GLORY OF MONTECARLO

### Participation in Panel Discussion @ Global Guru's Conclave 2019



Dr. Jignesh Shah was invited to participate in Panel Discussion on **'The Role of Big Data and it's Impact on Recruitment'** at Eros Hotel, Nehru Place, New Delhi on 25th July, 2019 Organized by Global Guru

### Participation in Panel Discussion @ HR Conclave, GLA University, Mathura



Dr. Jignesh Shah was invited to participate in Panel Discussion on **'Sustaining Success through Innovation'** at GLA University Campus, Mathura on 31st August, 2019.

### A One Day Program on "Safety & Remedies in Civil Construction Industries"



Sh. PS Patel, CMD, PSP Projects, Dr. Jignesh Shah, Sh. RS Patel Chairman, Gujarat Safety Council – Ahmedabad Chapter And other dignitaries on dais lightening the lamp



Dr. Jignesh Shah addressing the participants on safety aspects in construction aspects

Gujarat Safety Council, Ahmedabad center had arranged one day seminar on **23rd August, 2019** at BD Patel House on Safety & Remedies in Civil Construction Industries. On behalf of CMD Shri Kanubhai Patel, Dr. Jignesh Shah – VP – HR & Admin remained present as Guest of Honor and shared his thoughts on the importance of safety in construction industries.



# QUIZ

1

Prime Minister Narendra Modi announced the creation of the post of Chief in which sector in his Independence Day speech 2019?

- |             |                   |
|-------------|-------------------|
| A. Finance  | B. Defense        |
| C. Railways | D. Infrastructure |

2

Which state launched the 'Village Volunteers System' on the occasion of Independence Day?

- |                   |              |
|-------------------|--------------|
| A. Andhra Pradesh | B. Karnataka |
| C. Haryana        | D. Odisha    |

3

The Panchamirtham prasadam was recently granted the GI tag. It belongs to which state?

- |              |                   |
|--------------|-------------------|
| A. Kerala    | B. Andhra Pradesh |
| C. Telangana | D. Tamil Nadu     |

4

Which batsman has become first cricketer to score 20,000 international runs in a decade?

- |                |                        |
|----------------|------------------------|
| A. Virat Kohli | B. Rohit Sharma        |
| C. Babar Azam  | D. Francois du Plessis |

5

What is the name of scheme PM Modi recently announced for water conservation and household pipeline supply?

- |                              |                        |
|------------------------------|------------------------|
| A. Pradhanmantri Jal Abhiyan | B. Jal Shakti Mission  |
| C. Jal Jeevan Mission        | D. Jal hai toh kal hai |

6

Who has been recently honoured with Dr A. P. J. Abdul Kalam Award?

- |                    |               |
|--------------------|---------------|
| A. Amitabh Kant    | B. K. Sivan   |
| C. Dr. Rajiv Kumar | D. M.K. Rudra |

7

How many states have signed MoU with Union Ministry of Textiles for skilling about 4 lakh workers as part of Scheme for Capacity Building in Textile Sector (SAMARTH)?

- |       |       |
|-------|-------|
| A. 16 | B. 17 |
| C. 18 | D. 19 |

8

Name of former Indian cricketer and national selector who recently passed away at the age of 57?

- |                      |                      |
|----------------------|----------------------|
| A. Kumar Mangleshwar | B. Sanjay Parikh     |
| C. Pawan Arora       | D. V B Chandrasekhar |

9

Which film has won National Award for Best Feature Film 2018-19?

- |              |              |
|--------------|--------------|
| A. Andhadhun | B. Badhai Ho |
| C. Reva      | D. Hellaro   |

10

Which honour has been given to Wing Commander Abhinandan Varthman on 15th August?

- |                 |                      |
|-----------------|----------------------|
| A. Bharat Ratna | B. Param Veer Chakra |
| C. Arjun Award  | D. Vir Chakra        |

## KNOW YOUR SENIOR LEADER

### Sh. Gautam Patel (Vice President - Quality Control)



**Brief Introduction:** I passed B.E. (Civil) in 1976 from Birla Vishwakarma Mahavidyalaya, Vallabh Vidyanagar. I started my business in 1976 and there after I was associated with Bhavna Construction in early 80's as an engineer, which is mother group of today's Sadbhav Engineering Ltd., Montecarlo Limited and Bhavna Engineering under the family headed by Shri Mafatlal Bapudas Patel, man of great values and principals ever seen in my life and still I remember his blessings as best seen in my life. I feel very proud of being member of this family and organization.

Journey began with all these brothers from 1980 to 1989 and after that I worked with Sadbhav Engineering Ltd. Up to 1995. After that I started my own business and continue for some years during the journey in Sadbhav Engineering, executed the challenging projects with a motto to develop company as leading infrastructure company.

#### **Your Career journey so far at Montecarlo:**

As a familier with each other, working with chairman of our group, I had joined Montecarlo Limited in December 2009. We had executed Ranchi Patratu Ramgadh Road, Khed Sinnar Road along with Kharwandi-Kasar Road Projects during December 2009 to June 2017, I had worked at project sites. Looking at my age and health, Management had decided to give responsibility to me in Head Office to streamline Contracts Department and joined as HOD – Contracts Management. After successfully streamlining the Contracts department, Management had given me responsibility of setting up the Quality Control Department.

#### **Q. | What are the strengths of MCL?**

**A. |** Innovative Nature of promoters, Continuous R&D and Improvement in system, they love their work, passion and hard work of employees across.

#### **Q. | What are your leadership beliefs?**

**A. |** Honesty, don't be a part of cage, free flowing, people should be given more empowerment

#### **Q. | What are your likes and dislikes?**

**A. | Likes:** Freedom, Openness and Honesty

**Dislikes:** Corruption, hurting the feelings of people

#### **Q. | What is your success mantra...?**

**A. |** Honesty and Hard work

## KNOW YOUR SENIOR LEADER

**Q. | Your Hobbies...?**

**A. |** Travelling and Meditation

**Q. | Your Mantra of Life....**

**A. |** Realization of Spiritual power – Spirit of God

**Q. | How do you maintain work-life balance...?**

**A. |** Previously, It was very difficult, I was used to be at site on work for so many days including major festivals. But now, I am able to give equal importance to my family and personal life.

**Q. | How do you see EHS culture at MCL and way forward?**

**A. |** Since last 3-4 years, culture of EHS is developed exponentially in Montecarlo. We are on right path, and Management has also right intention and conviction for EHS policies.

**Q. | How do you see Infrastructure Industry 10 years from now?**

**A. |** There will be tremendous growth in the industry, and survival of the fittest will be the underline! Bigger players will survive and grow, and mid-level contractors will find tough to be in the game!

**Q. | Your views on Vision, Mission and Value Statement of MCL**

**A. |** Very good initiative, I believe Ownership is most important thing in the same which needs to improve in MCL.

**Q. | Your Message to Team MCL:**

**A. |** Take ownership of work, never leave honesty and work hard.

**Interview Conducted by:**

**Dr. Jignesh Shah & Mr. Devendra Bathija**

### Achievement

Crusher Team at Washim Pangre Road Project achieved Highest Production 10 Lakh MT Crushing in 10 Months. Heartiest Congratulations to the entire team for excellent achievement.





## 6 LESSONS BUSINESSES CAN LEARN FROM THE FILM 'MISSION MANGAL'



The release of the Bollywood film Mission Mangal on 15 August, was well-timed. Yes, India was celebrating its Independence Day. It was also the 50th anniversary of ISRO (Indian Space Research Organization). **I learned following 6 lessons businesses can learn from the film.**

### 1. It's about timing. (Be patient)

The rocket was ready for launch, and then the weather played spoil sport. There were thunderstorms and lightning. The launch had to wait for the weather to clear up. And that waiting period extended from July to November. The team was getting impatient, as Mars was drifting further away from the earth. That meant more fuel to get to the red planet. More fuel means more weight. And suddenly the weather cleared, and they were ready for launch. It's the same in business. You have to wait for the right time and the big opportunity. Launch a product too early and it will fail, because the ecosystem (and consumers) are not ready for it.

### 2. Never say 'Impossible'. (It can be done)

At one point in the film the mission director Rakesh Dhawan (Akshay Kumar), asked a scientist named Ekta Gandhi (Sonakshi Sinha), to come up with a plan to reduce the fuel payload on the satellite. She blurted out "Impossible!" in frustration. The mission director was furious and would not accept that. Ekta goes back to her room and is deep in thought when she gets an idea from a printed pattern on a cushion. That home idea solved the problem of fuel payload.

You have to think "out of the box" as they say. If you run into a wall and it seems impossible, then try another approach. Think unconventionally. Think different. You will get the solution.

### 3. You need a Good Talented Team

In the film, the Mars project at ISRO (called Mars Orbiter Mission or MOM) received a team of junior scientists (with the exception of one, who was into his retirement). This was done intentionally. But Rakesh, the mission director and project director Tara Shinde (Vidya Balan) did not lose hope. They found ways to motivate the team by asking them about their dreams, and encouraging them to make their dreams come true—through the MOM mission. Rakesh goes out of his way to motivate them, taking them out for a drink, speaking to them about their families, offering to help with their daily challenges, etc. And that's a fine example of leadership.

In business too for success, you need to spot on talent, nurture them, motivate them and guide them for solving complex business problems.

## 6 LESSONS BUSINESSES CAN LEARN FROM THE FILM 'MISSION MANGAL'

### 4. Be first. (Do not be a follower.)

In the film there are repeated references—through simulated TV news broadcasts—to China and the U.S. being ahead in the space race and how India should get to Mars before China. In fact Rakesh also mentions that it feels good to be the first, and not copy others. In the business world that's called first mover advantage.

Being the first proves that you are an innovator or a genius who has done something unprecedented. When you try to achieve something that has never been done before, there is no precedent to look for inspiration. You have to be original in your ideas. So be the first, and be original.

### 5. It can be done at lower cost.

In Mission Mangal, we see ISRO directors asking the government for funds. The multi-core mission cost (I can't recollect the figure mentioned in the film) raises many eyebrows, and at one point the mission is called off because of the huge project cost. But the team finds away, again through out of box thinking.

In real life, the total cost of India's Mars mission was approximately ₹450 Crore (US\$73 million), making it the least-expensive Mars mission to date.

But how does ISRO do it? And what can corporates learn here?

I want to set aside the discussion on labour arbitrage. Yes, salaries are much lower in India. But there are other ways to save cost. Like using indigenous manufacturing techniques and locally sourced raw materials. Of course, some technological know-how must be sourced from other countries. Why reinvent the wheel and spend millions on R&D? But for other things, consider local sourcing. You need to innovate and come up with your own solutions rather than import (and waste precious forex).

### 6. It's OK to fail. (We learn from experiments)

NASA failed several times before it was successful with the Apollo 11 mission in July 1969. Rockets exploded, experiments went horribly wrong, and many lives were lost. But NASA moved forward with gumption and determination, continuously researching till it achieved perfection. Today, you see that kind of determination at SpaceX. Lots of Falcon rockets exploded and plunged into the ocean, before they finally got it right. You'll see a mission being aborted and the self-destruction of a rocket in Mission Mangal.

### Moral of the story

More than 90 percent of startups fail. But failure teaches you a lot of things. As our school teachers told us, **"Failure is a stepping stone to success."**

Entrepreneurs fail. Athletes fail. Missions fail. **But the resilient ones get up and try again, till they succeed.**

**So yes, it is OK to fail. Don't be ashamed of failure**

**Contributed by Dr. Jignesh Shah, VP – HR & Admin**

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## CHHOTI CHHOTI BATEIN

### INCOMPETENT PEOPLE



एक बार एक राजा था। उसके पास एक बंदर था जो उसका सबसे अच्छा मित्र था। राजा का मित्र होने पर भी वह बंदर बहुत ही मुखर था। राजा का प्रिय होने के कारण उसे महल के हर जगह जाने की अनुमति थी बिना कोई रोक टोका उसे शाही तरीके से महल में इज्जत दी जाती थी और यहाँ तक की वह राजा के कमरे में भी आराम से आ जा सकता था जहाँ राजा के गोपनीय सेवकों को भी जाना मना था। एक दिन दोपहर का समय था। राजा अपने कमरे में आराम कर रहे थे और बंदर भी उसी समय पास के गद्दे में बैठ कर आराम कर रहा था। उसी समय बंदर ने देखा की एक मक्खी आकर राजा के नाक में बैठा। बंदर में एक तौलिया से उस मक्खी को भगा दिया। कुछ समय बाद वह मक्खी दोबारा से आ कर राजा के नाक पर आ कर बैठ गयी। बंदर ने दोबारा उसे अपने हाँथों से भगा दिया।

थोड़ी देर बाद बंदर ने फिर से देखा वही मक्खी फिर से आकर राजा के नाक पर बैठ गयी है। अब की बार बंदर क्रोधित हो गया और उसने मन बना लिया की इस मक्खी को मार डालना ही इस परेशानी का हल है। उसने उसी समय राजा के सर के पास रखे हुए तलवार को पकड़ा और सीधे उस मक्खी की ओर मारा। मक्खी तो नहीं मरा परन्तु राजा की नाक कट गयी और राजा बहुत घायल हो गया।



We often made this comparison with incompetent leader and his favourite employee/s with that of this king and his favourite monkeys.

At several workplaces, where the bosses bring in 'their own people' or assign unsuitable roles to incompetent people who they trust, these issues lead to bad organisation culture.

This kind of preferential treatment not only creates heartburn within the teams but also harms the bosses themselves and there is a higher cost that damages the organisations.

### EDITORIAL TEAM

- Bhavin Adhyaru
- Devendra Bathija
- Sanjeev Pandey
- Satyam Parikh
- Chirag Panchal
- Pallav Dave

### WRITE TO US

All Employees and Family Members are Welcome to Send Their Suggestions, Feedback and Articles on Topics of General Interest Such as Health, Short Stories, Self-improvement, Motivation, Achievements etc. to [bhavin.adhyaru@mclindia.com](mailto:bhavin.adhyaru@mclindia.com)



## SAFETY TIPS FOR DIWALI

**Diwali**, the beautiful festival of lights, happiness and celebration is just around the corner. Enjoying the festivities with your family and friends is something everyone enjoys. Sharing tips to celebrate safe **Diwali**.

### 1. Clothes:

Bursting firecrackers is something everyone including children and adults enjoy. To avoid any accident with fire it is recommended that you wear cotton clothes and **stay away from synthetic material**.

### 2. Caring for children:

Before taking your **children** out in the open to burst crackers, it is highly important for you to instruct them about the usage of firecrackers and educate them about the appropriate ways to do so. **Supervising them** while they are having a fun time with crackers is of utmost importance.

### 3. Fire extinguisher:

Having a fire extinguisher in close proximity to the area where you are bursting firecrackers is very essential. Even a **bucket of water or sand** would be useful to **tackle an unexpected fire**.

### 4. First Aid Kit:

A first aid kit should be a handy while you or your kids are enjoying the fireworks. In case there is a minor injury, it **can be treated immediately at home**.

### 5. Discarding used fireworks:

Dispose of the used firecrackers immediately and carefully. You can either put it in a bucket full of water or put sand on them in order to put out its heat.

### 6. Candles and Diyas:

**Diwali** is all about beautiful candles and diyas, spreading light and happiness. However, keeping lit candles and diyas at home can cost you dearly at times. You must make sure that there aren't any curtains or inflammable materials close to them.

### 7. Sensitivity:

It is important to celebrate festivals with utmost sensitivity and care. Using firecrackers that do not create a lot of noise can be the first step towards being sensitive to your fellow neighbours and friends. Too much noise pollution can be harmful for everyone, especially senior citizens.

**Contributed by Mr. Devendra Bathija**

## EMPLOYEE CORNER



### Repair is always better than Replacement! – Success Story from Singhara



Mr. Dharmendra Jha  
Sr. Engineer

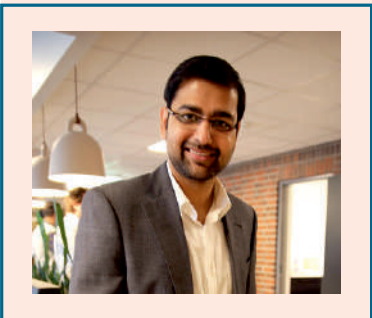
At large scale construction site, wear and tear, damage of machineries during the work is quite common. Generally when heavy machineries like crusher plants get affected by some fault or physical damage, it is very costly to an organization. From last three months, Singhara site was facing an issue in Metal Detector which is highly sensitive part in a crusher plant. It had stopped working totally. The replacement cost was in lacs. However our engineer Mr. Dharmendra Jha had repaired the fault successfully in nominal cost of Rs. 500 against the replacement cost of about Rs. 5 Lacs.

At the same site, the metal plate of Metso Crusher plant was broken. Again Mr. Dharmendra had repaired the fault successfully internally.

Mr. Dharmendra Jha had shown the exemplary talent of solving the fault internally and done the substantial amount of cost saving. Heartiest congratulation to Mr. Dharmendra for his exemplary work.



### Heartiest Congratulations



**Dr. Mohan Sharma**

**S/o Mr. Dev Dutt Sharma**  
(AGM - Plant & Machinery)

He completed his Ph.D on thesis '**CO<sub>2</sub> Mobility Control with Foam for Enhanced Oil Recovery and Associated Storage. Multi-Scale Approach for Field Application**' from The National IOR Center of Norway.

Answers: 1. Defense, 2. Andhra Pradesh, 3. Tamil Nadu, 4. Virat Kohli, 5. Jai Jeevan Mission, 6. K. Sivan, 7. 16 8. VB Chandrasekhar 9. Hellaro 10. Vir Chakra

# EMPLOYEE CORNER

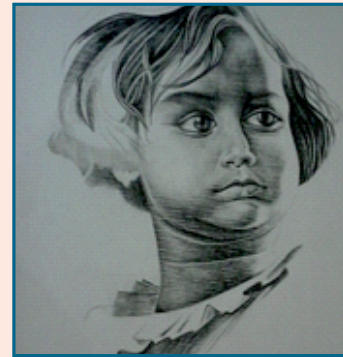


## Heartiest Congratulations



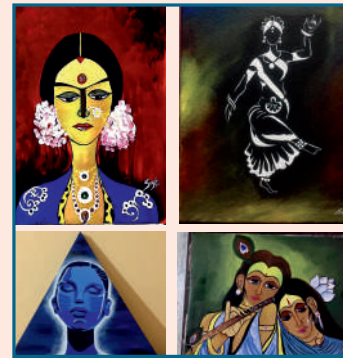
Award Winning Sketch by **Ms. Swati Ojha**

**D/o – Mr. Arun Ojha**  
(Asst. Manager – Learning & Development)



Paintings by **Ms. Swapna Sajja**

**D/o – Mr. Sajja Rao**  
(Sr. General Manager, Highways)



**Anya Srivastava**

**D/o Mr. Alok Srivastava**  
(Sr. Officer – Procurement at HO)  
She had achieved Yellow belt in Karate competition organized by Seiko Kai Karate International India on in Ahmedabad.



**Adya Srivastava**

**S/o Mr. Alok Srivastava**  
(Sr. Officer – Procurement at HO)  
He had received Consolation Prize in Best out of Waste Competition held at Cosmos Castle International School, Ahmedabad.





## WORDS OF APPRECIATION

Montecarlo One, an initiative that really connects people and their ideas; celebrate the achievements of projects and their success; provide information about programmes & ventures of sites and give us an overall personal and professional outlook about Montecarlo Family. In true sense, it makes us "ONE" from One-on-One.

I am pleased to congratulate to the team on this well-deserved initiative and successful publication of three issues as well. I extend my best wishes for continued success and eager to see forthcoming issues which provide us more and more information that connect us like never before. I would urge everyone to take an active part and share your thoughts & achievements in our Quarterly E-Magazine.



**Nigam Shah**  
Chief Financial Officer

E Magazine-MONTECARLO ONE will certainly prove blessing to our organization as it facilitate to develop common platform for employee to contribute on healthy culture also bringing them together. This phenomena shall motivate them with sincerity and integrity to achieve targets assigned by Management. Continuation of MONTECARLO ONE will inspire the employee to adhere with the target concluding better results with dynamisms by reading each other's achievements.

I wholeheartedly congratulate to Management and HR-Team for successful drive of MONTECARLO ONE.



**Chintal Patel**  
GM-Plant & Machinery

## || Shradhhanjali ||



Heartfelt condolences on the sad demise of our employee Mr. Biswajit Taldi on 15th August 2019 at Nagpur. He was working with us as a Structure Engineer since last 9 years. May his soul rest in peace.