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MONTECARLO **ONE**

Where Talent Meets Challenge



**Rangoli @ Head Office, Ahmedabad on Occasion Of
Diwali Pooja By Kavita & Mittal - Front Desk Executives**

NEW YEAR GREETINGS FROM JMD'S OFFICE



Dear Montecarlo Family Members,

New Year Greetings!

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

Firstly, I want to congratulate editorial team of **Montecarlo One** for this wonderful magazine.

I also congratulate site team for participation in various activities @ site and family members for their contribution in making this magazine very interesting.

I am happy to share that in the year 2019, we have done fantastic work in various projects with your hard work and dedication.

In the year 2020, we have bigger challenges to perform in the infrastructure industry. But I am confident that with your utmost sincerity, dedication and commitment, we as a Montecarlo Team will achieve huge success in facing the same.

While, welcoming New Year 2020, I wish all my Montecarlo Family Members Happy, Cheerful and Energetic New Year – 2020.

With Best Wishes,

Brijesh Patel
JMD

FROM EDITOR'S DESK



Dear Montecarlo Family Members,

Season's Greetings.

We are happy to present you the **5th Issue** of our quarterly In House Magazine '**Montecarlo One**'. We are celebrating the **1st Anniversary** of successful launching of '**Montecarlo One**'.

In this issue, we are felicitating our employees who served long period of time and contributed in the growth story of Montecarlo.

We had administered the survey on '**Montecarlo One**' and we got an encouraging feedback and comments from the employees. We are sharing the same.

In this issue, we share the thoughts on creating Quality Culture, Know Your Group Personal Accident Policy (GPA), Achievement of our employees' kids and many more interesting items.

On behalf of Editorial Team, I wish all of you fantastic, enjoyable and warm New Year 2020.

With Happy Reading.

Dr. Jignesh Shah



FELICITATION OF LONG SERVICE OF OUR EMPLOYEES

We appreciate and acknowledge the dedicated 10 Years of services of following employees in the growth story of MCL!



Sh. Nigam Shah
CFO
Headoffice



Sh. Sukhram Gupta
Asst. Manager- Procurement
Headoffice



Sh. Ajay Kumar Singh
Asst. Manager –
Finance & Accounts
Headoffice



Sh. Rajkumar Jana
Asst. Manager- HR & Admin
Barjora



Sh. Haresh Modi
Manager - Railways
Batod



Sh. Mrityunjay Sharma
Lab Technician - Quality
Fatuah



**Sh. Deependrapratap
Prakash Singh**
Executive – F&A
Washim



Sh. Palashkanti Laxman
Asst. Manager - Execution
Fatuah



Sh. Mohd. Ansari
Driver
Fatuah



Sh. Dwarika Paswan
Driver
Fatuah



Sh. Ranjit Singh
Driver
Fatuah



Sh. Narayan Sharma
Operator
Fatuah



Sh. Gajendra Sah
CAD Operator
Fatuah



Sh. Jahangir Rasool
Electrician
Fatuah



Sh. Dhanji Yadav
Helper
Fatuah



Sh. Ujjal Dutta
Computer Operator
Kota



Sh. Ramashankar Rajak
Supervisor
Medshi - Washim



Sh. Digvijay Singh
Asst. Ex. Inventory
Singhara



Sh. Avdesh Kumar
Asst. Ex. Insurance
Singhara



Sh. Swapan Sahoo
Sr. Ex. Procurement
Singhara



Sh. Swarup Ghosh
Computer Operator
Singhara



Sh. Brajbihari Singh
Mechanic
Washim



Sh. Nalinkant Shukla
Executive – Procurement
Rimuli



Sh. Sudhir Singh
Mechanic
Rimuli



Sh. Nandkumar Singh
Executive – F&A
Rimuli



Sh. Sahdev Sahoo
Ex.- Procurement
Rimuli



Sh. Sujeet Thakur
Sr. Eng. - Projects
Rimuli



Sh. Parshuram Gupta
Asst. Ex.- Crusher Cell
Rimuli



Sh. Mukesh Kumar
Operator
Nagpur



Sh. Raju Mahato
Driver
Nagpur



FELICITATION OF LONG SERVICE OF OUR EMPLOYEES



Sh. Umashankar Singh
Supervisor
Nagpur



Sh. Rupesh Kumar
Driver
Nagpur



Sh. Abdul Mohd.
Fitter
Nagpur



Sh. Virwal Singh
Asst. Engineer – EHS
Gorakhpur



Sh. Phoolchand Sharma
Supervisor
Gorakhpur



Sh. Ramesh Yadav
Operator
Gorakhpur



Sh. Ramavtar Singh
Fitter
Gorakhpur



Sh. Rampal Yadav
Mechanic
Gorakhpur



Sh. Susanta Ghosh
Engineer
Nagpur

WORLD CLASS EHSMS (ENVIRONMENT, SOCIAL, HEALTH & SAFETY MANAGEMENT SYSTEM) COMPLIANCE AT HUBLI ROAD PROJECT



(ESHMS Training session conducted by Mr. Bhupesh - Asst Director - AECOM)



(Participants group with AECOM Team)

Hubli Road project is progressing quite well on EHS performance in line with contract as well as Investor's EHS guidelines. A world class ESHSMS (Environment, Social, Health & Safety Management System) manual has been developed and provided by M/s AECOM – A reputed international MNC. This is a major step forward as well as a challenge for TEAM HUBLI to achieve implementation of ESHSMS at project site.

A Training session was organized for Hubli team with an objective to have good orientation and understanding of the system. The training was conducted by Mr Bhupesh Mahapatra - Asst Director of AECOM. It was a very effective training and our Hubli Team members well interacted throughout the session.

Team from AECOM also conducted quarterly EHS Audit and Team Hubli under the leadership of Mr. Subhash Belagali, performed very well and received appreciation from the Auditor. This is a significant achievement in MCL's journey to become a World Class EHS Systems compliant corporate house in line with our Vision, Mission and Value Framework. "Congratulations and Best Wishes to Team Hubli".

EVENTS @ PROJECT SITES

Safety Training Program @ Purnea



In order to create a safe working environment and give utmost important to 'Safety First' culture, EHS team at Purnea site organized Safety Training program of Hydra Loading of Drums on 25th November, 2019.

Quality Team Training @ Singhara



Training Program and Technical Demonstration was organized at Singhara site by M/S Ultratech Cements to create awareness towards good construction practices.

Cultural Hall Inaugurated @ Halisha



Art & Sports are integral part of building life of students in India. With intention to provide best place to showcase the talent of art, culture and sports skills, Smt. Deenaben Kanubhai Patel Cultural Hall was inaugurated on 12th October 2019 by our CMD Sh. Kanubhai M. Patel and Smt. Deenaben Kanubhai Patel in Halisha village.

Launch of Montecarlo One – Hard Copy Of Our Magazine @ Head Office



Our In House Magazine '**Montecarlo One**' was unveiled by our JMD Sh. Mrunalbhai Patel, Whole Time Director Sh. Suhasbhai Joshi, Executive Director Sh. Nareshbhai Suthar, accompanied by Dr. Jignesh Shah, VP-HR & Admin on 18th October, 2019.

DIWALI PUJA & CELEBRATION AT HEAD OFFICE

On the occasion of Diwali, Pooja was arranged on 27th october at HO, Ahmedabad. CMD Sir, JMD & employees had participated in Pooja.



GLORY OF MONTECARLO

Heartiest Congratulations



Dr. Jignesh Shah received 'HR Icon of the year 2019' Award at Hotel Taj Lands End, Mumbai on 21st Nov, 2019



Dr. Jignesh Shah received 'Excellence in HR Leadership Awards' 2019 presented on 16th October, 2019 at Four Seasons Hotel, Bengaluru



Dr. Jignesh Shah was invited to participate in panel Discussion on 'Organizational Development Getting Ready for Future' at Hotel Taj Lands End, Mumbai On 21st Nov, 2019



Dr. Jignesh Shah was invited to participate in panel Discussion on 'Bridging the skill gap in an organization structure ' at 3rd Annual Higher & Technical Education & HR Conclave on 17th Dec 2019 at Jaipur

Heartiest Congratulations



Montecarlo Limited has been presented Certificate of Excellence for the quality work by North Bihar Power Distribution Company Limited



North Bihar Power Distribution Company Limited has presented Certificate of Appreciation to Mr. Rajkumar Yadav and Mr. Sourabh Gowswami of Purnea Site for their Excellent Work



QUIZ

1

Which country is recently banned from Olympics and all International Sports Events for four years?

A. Japan

B. Russia

C. Brazil

D. Poland

2

Which of the following region has won the Ranji Trophy tournament 2019?

A. Saurashtra

B. Mumbai

C. Vidarbha

D. Rajasthan

3

India's longest Single Lane Cable Suspension bridge inaugurated in which state?

A. Assam

B. Mizoram

C. Meghalaya

D. Arunachal Pradesh

4

Who has been appointed as the new Prime Minister of Finland who is youngest in world?

A. Sanna Rinne

B. Sanna Marin

C. Antti Rinne

D. Antti Marin

5

Who becomes the fastest Indian to reach 100 ODI Wickets?

A. Ravindra Jadeja

B. Ravichandran Ashwin

C. Jasprit Bumrah

D. Mohd. Sami

6

India's first National film museum opens in which city?

A. New Delhi

B. Mumbai

C. Bengaluru

D. Chennai

7

Which City included Hindi as the third official language to be used in courts?

A. Doha

B. Abu Dhabi

C. Singapore

D. Kuala Lumpur

8

World Kidney Day is observed on:

A. 28th March

B. 3rd March

C. 8th March

D. 14th March

9

Which Bank became India's second largest bank from 1st April 2019?

A. Dena Bank

B. Vijaya Bank

C. Bank of Baroda

D. Allahabad Bank

10

World's tallest statue, 'Statue of Unity' is designed by whom?

A. BV Doshi

B. Ram Sutar

C. Satish Gujral

D. Jatin Das

KNOW YOUR SENIOR LEADER

Face to Face with Shri JR Patel, Vice President – Railways & Water & Irrigation



Brief Introduction: I was very shy, average and silent as a student in school life. Turning point came when I had changed school and learned basics of education values from one of the retired teacher whom I adored. I got first rank in school in 11th Standard in 1970. I feel privileged to be a part of our Honourable Prime Minister Narendra Modi's life during my school days when we had associated with RSS. After that, I worked with Gujarat State Construction Corporation (100% Undertaking of Govt. of Gujarat) from 1976 to 1994, and later got exposure with Bhavna Construction and met Late Shri Vishnubhai Patel and Shri Kanubhai Patel. I got 3 back to back promotions for hard work on Banswara (Rajasthan)

irrigation projects especially for good execution of 1.5 kms length and 9 meter diameter of tunnel at Banswara in Rajasthan, and winning arbitration award from Rajasthan Government. I received an award from then Chief Minister Late Shri. Chimanbhai Patel. I had joined Sadbhav Engineering Ltd. as a Director from 1994 to 2004. After that, I had joined Ketan Construction and worked there for 8 years.

Your Career journey so far at Montecarlo:

I joined Montecarlo Limited in 2012, and I had worked on various project sites. I worked with utmost punctuality and solved various grievances and addressed site issues. I had worked on various projects in Sardar Sarovar Canal & Road Projects, for 2 years. The one was in Kutch and other one in Gift City area. After that, I worked on UGVCL underground Cabling project of 50 Kms. of length, Barmer Sanchor Project, 2 Railway Projects in Gujarat (1. Gauge conversion and 2. Doubling of Raiwaly Tracks), Water supply projects for supplying water in 46 villages of Sabarkantha District and Drainage project in Suratgadha Nagarpalika & Bhadra.

Q. | What are the strengths of MCL?

A. | System Driven Company, Close Monitoring of Projects, Timely payment to vendors, contractors and timely salary to employees, Address problems of contractors and stakeholders

Q. | What are your leadership beliefs?

A. | Patience, not being aggressive with the staff members, Taking care of team.

Q. | What are your likes and dislikes?

A. | Likes: Punctuality & Discipline, Value of time, Socialising and Innovation in Work.
Dislikes: Lack of Discipline, Failure in timely reporting of work.

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

A. | Maintain Self-Discipline and Punctuality.

KNOW YOUR SENIOR LEADER

Q. | Your Hobbies...?

A. | Exercise, walking, Yoga and socialising.

Q. | Your Mantra of Life....

A. | Regularity, Get up Early, and Focus on health.

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

A. | Travelling and mixing with people around me. Participation in all religious and social activities.

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

A. | Employees learn walks of life, and best work practices. Discipline from Vision Mission and Values. Employees should be aligned to it!

Q. | Your Message to Team MCL:

A. | Focus, Dedication, Ownership, Timeliness, Commercial Acumen are must! Be Professional in your work, prioritise your work, be loyal to career and you should ask for new work on every six months! Don't get carried away in late working and learn the art of detailing in work!

Interview Conducted by:

Dr. Jignesh Shah & Mr. Devendra Bathija

EIGHT PILLARS OF TRUST

A business strategist who researches and writes about trust. David Horsager has identified eight pillars of trust, listed below. He believes leaders who implement these pillars in the workplace can experience better relationships and create better results.

1. Clarity in communication
2. Compassion for others
3. Character in doing what is right over what is easy
4. Competency in one's leadership responsibilities
5. Commitment during times of adversity
6. Connection to others
7. Contributions to the work of the organization
8. Consistency in leadership approach

Answers: 1. Russia 2. Vidarbha 3. Arunachal Pradesh 4. Sanna Marin 5. Mohd. Sami 6. Mumbai 7. Abu Dhabi 8. 14th March 9. Bank of Baroda 10. Ram Sutar

KNOW YOUR GROUP PERSONAL ACCIDENTAL POLICY (GPA)

It is very important to cover the life of an employee due to accidental death. MCL has taken due care in this aspect. Following are the key highlights of the GPA policy.

Q. Who is eligible under GPA Policy?

'S' category and above employees are covered under Group Personal Accidental Policy (GPA) from date of joining.

Q. What is the coverage under Policy?

- In the case of accidental death (excluding natural death), compensation amount is equivalent to 60 times of Monthly salary or up to Rs. 1 Crore whichever is less to legal heir of employee.
- Accidental medical expenses (Admission to Hospital) on actual or Rs. 1, 00,000/- whichever is less and Actual OPD or Rs. 25, 000/- whichever is less. Policy also covers medical extension (Admission to hospital) due to an accidental injury.
- Partial / Permanent/ Temporary disability is also covered as Certified by CMO / Civil Surgeon.
- Due to Permanent total disability for self-empowered, climbing wheel chair Mobility extension Rs. 15,000/-.
- In case of temporary disability, the compensation amount is Rs. 15000/- per week or 1% of sum assured whichever is less for a maximum period of 104 weeks.
- Ambulance Charges for transportation of Insured person to hospital payable Rs. 2,000/-.
- Terrorism is covered under Policy
- Insect bite (excluding mosquito) bite is covered.
- Dependent Child education benefit payable Rs. 10,000/- up to 02 Children.

Q. Is Claim Intimation Mandatory?

Yes, within 48 hours of accident, intimation should be made with following details to statutory compliance section of HO – HR:

Name of Employee, Employee Code, Location / Project Name, Place of Accident, Date and Time of Accident, Cause of Accident and Contact Number.

Q. Which documents are required to settle the claim?

- Duly filled, signed & sealed claim form with part B (Part B duly filled & seal signed by treating doctor)
- Complete treatment details including all prescription - diagnosis/ X-ray / MRI reports & Films
- Hospital discharge summary
- Copy of medical bills & receipts
- Original Fitness certificate
- Original Leave certificate
- Copy of Photo ID proof - Driving license / Company ID card / PAN card / voter card.
- Last 3 months salary slips prior to accident
- Copy of FIR if any

In case of death following additional documents are required-

- FIR copy
- Police Panchanama.
- Post Mortem Report
- Name of the Nominee & Bank details for payment

KNOW YOUR GROUP PERSONAL ACCIDENTAL POLICY (GPA)

Q. What is the Coverage of GPA policy?

- 24 x 7 coverage, no restrictions, like during and in course of employment to be eligible for compensation.
- World Wide Coverage, not restricted to India only

Contributed by Sanjeev Pandey
Sr. Executive - HR & Admin

CHOTI CHOTI BATEIN

Copy & Paste

A popular motivational speaker was once entertaining his audience. He Said: "The best years of my life were spent in the arms of a woman who wasn't my wife!"

The audience was in silence and shock. The speaker added: And that woman was my mother!

Laughter and Applause!!!

A week later, a top manager trained by the Motivational speaker tried to crack this very effective joke at home. He was a bit foggy after a drink.

He said loudly to his wife who was preparing dinner, "the greatest years of my life were spent in the arms of a woman who was not my wife!

The wife went; ahhhh! With shock and rage. Standing there for 20 seconds trying to recall the second Half of the joke, the manager finally blurted out and said "I can't remember who she was! "

By the time the manager regained his consciousness, he was on a hospital bed.

MORAL

Don't COPY if you can't PASTE.

EDITORIAL TEAM

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

CONCEPT OF QUALITY CULTURE IN INFRASTRUCTURE INDUSTRY

"Quality lies in culture. Values are what constitute True Quality"

The construction industry is often criticized for its poor performance on quality, cost, safety and speed. There are many reasons for the criticism. First, the industry consists of numerous parties, each of which has a role to play in ensuring the quality of the product. The poor performance of one party will affect the performance of the next party. This is something like a series of customer and supplier relations. Unlike in manufacturing industries, most products of the construction industry are one-offs. Hence, the production processes in the construction industry are to some extent different for each project. In addition, excessive changes to the details of the design of a project are typical throughout the construction process. Quality performance is thus difficult to ensure. Poor performance will lead to disputes and quarrelsome relations between the parties. Quarrelsome relations among the parties will again put future performance at risk, thus forming a vicious cycle of poor performance.

Supply chain management (SCM) and total quality management (TQM) are all concepts or approaches that can be applied as initiatives to solve the problems in the construction industry and meet the needs of final customers. With the help of a study on the operations of a leading Hong Kong construction company, the application of the different concepts or approaches and their relationships are discussed. It can be concluded that the concepts or approaches mentioned are useful for the company in achieving best results. However, an incident adversely affecting the company is also quoted, to highlight the need for creating a quality culture in the construction industry in order to ensure continued quality performance by the company.

Over the last few decades quality and productivity have surfaced as a major areas of concern for businesses. With the reduction of geographical barriers and the pressures of competing in the global marketplace, operational and service excellence have become necessities for companies to remain globally competitive. But how do you make sure that all employees minds are focused on delivering a quality product or service?

The foundation of any quality improvement is to develop a "quality culture" or mindset within the organization and integrate it throughout the company.

A quality-focused culture creates a healthy work environment and leads to satisfied customers

Quality culture starts with leadership that understands and believes the implications of the systems view and knows the necessity of serving customers in order to succeed. The result of that understanding is a culture where a positive internal environment and the creation of delighted customers go together. It is a culture that naturally emphasizes continuous improvement of processes and one that results in a healthy workplace, satisfied customers, and a growing, profitable company.

One of the successful approaches to develop quality culture among the organization is focusing on the 5 main elements for quality culture:

Element 1: A mentality of "we're all in this together" (the company, suppliers, and customers)
The company not just as the buildings, assets, and employees, but also customers and suppliers.
The goal is consistently win-win-win for all parties.

CONCEPT OF QUALITY CULTURE IN INFRASTRUCTURE INDUSTRY

"Quality lies in culture. Values are what constitute True Quality"

Element 2: Open, honest communication is vital

An important way to encourage truth-telling is by creating a culture where people listen to one another. This is a culture where open, honest communication is understood as necessary for people to function best.

Element 3: Information is accessible

Information accessibility is at the heart of the work we do. Business leaders should be open about sharing information on the company's strategic goals because this information provides direction for what we will do next and - more importantly - direction for how to improve.

Element 4: Focused on processes

Everyone should move away from a "blame the person" mentality to a "blame the process and let's fix it" approach to problems and improvement.

Element 5: There are no successes or failures, just learning experiences.

An important insight is that failure and success are always value judgments we form after the fact. We can never predict with certainty whether what we do will end up as a success or a failure (or a mistake). We do the best we can based on our current experience, information, and understanding, and something happens.

Contributed by Pallav Dave
Dy.GM - Quality Control



EMPLOYEE CORNER

Heartiest Congratulations



Anya Shrivastava D/O, Mr. Alok Shrivastava (Sr. Executive, Procurement) has successfully participated in Special Karate Intensive training held on 7th & 8th December at Ahmedabad, Gujarat.



Adya Shrivastava D/o Mr. Alok Shrivastava (Sr. Executive, Procurement) Participated successfully in the English Exam at her School Cosmos Castle International school. Ahmedabad on Dt: 29.11.2019



Nishant Kumar Singh (S/O Sanjay Kumar Singh) played a cricket match (09.11.2019) at the Ranchi university college level and received winning trophy. And Prize & Trophy given by Ranchi University Chancellor Dr. Ramesh Pandey



Mohit Tiwari S/O. Rajiv Tiwari (Manager, Procurement) has successfully participated and secured Grade I D in Picture Reading Activity held in Calorx Public School at Ahmedabad Gujarat.



Heet Patel (S/O Umang Patel, Asst. Manager, Procurement) received certificate in 13th Sub Junior Roll Ball National Championship held at Pune, Maharashtra.

SURVEY ON MAGAZINE "MONTECARLO ONE"

303 Employees Participated In This Survey.

Key Findings:

SURVEY RESULT ANALYSIS				
Question No.	Survey Question	Excellent	Very Good	Good
1.	" How did you find the impact or benefits of circulating Hard Copy of Our In House Magazine "Montecarlo One"	48%	36%	12%
2.	What is your rating on "Site Events" Section of the In House Magazine?	41%	40%	14%
3.	What is your rating on "EHS Activities and Updates" Section of the In House Magazine?	38%	37%	21%
4.	What is your rating on "Quiz" Section of the In House Magazine?	37%	35%	25%
5.	What is your rating on "Know Your Senior Leader" Section of the In House Magazine?	50%	36%	12%
6.	What is your rating on "Employee Corner" Section of the In House Magazine?	44%	40%	12%
7.	What is your overall rating about the In House Magazine?	46%	38%	14%

Key Suggestions:

No.	SUGGESTIONS:
1.	Good Effort Done by Team
2.	Very Good Initiative
3.	We can add more Project related details
4.	Hard Copy is very effective to all employees and family members
5.	Excellent Efforts, Please increase more pages

ACCOUNTANTS' MEET



All India Accountants' meet was conducted by H.O. – Ahmedabad from 28th to 30th November, 2019 at Ahmedabad Management Association (AMA); attended by 31 Accountants from across various sites. Primary goal of the meet was to increase the understanding on practical issues of Compliances, Projects, SOP, System and a lot more of integration issues while dealing with various stakeholder within and outside the Company. Various topics were covered during the workshop with healthy two way discussions which benefited all the participants as well as presenters.

WORDS OF APPRECIATION

From: Vinit Jha
Sent: 23 October 2019 12:41
To: Dr. Jignesh Shah <jignesh.shah@mcindia.com>
Subject: RE: In House Magazine - Montecarlo One

Dear Sir,

I feel extremely delighted to see the names of employees in the magazine getting facilitated for their loyal service in the organization comprising of Employees at each and every level of the organization irrespective of the designations.

I congratulate your good self for taking this great initiative. These initiatives make employee connected with the company and that's what makes Montecarlo Limited a family, where Employees strive with passion for excellence.

Thanks & Regards,

Vinit Jha
Engineer - Internal Audit
TSA - Internal Audit
vinit.jha@mcindia.com
+91 7971999363
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WORDS OF APPRECIATION

Fantastic initiative for publishing the Magazine in our Organization through which every member of Montecarlo family is get aware about the major ongoing activities, Event & achievement. Appreciate the topic "Employee Corner" in which top talent of our family is recognized which led them to inspire for achieving their goal in future. Decent photograph's related to Safety, Environment and Quality motivate others to follow same/ better standards in their project site which create the Healthy, Safely and good workmanship environment among the project sites. At last thanks to Editorial team for their efforts to conclude the number of topics in our sort magazine.



Atul Jain
(AGM – Planning & Monitoring)

I think Montecarlo One is a nice initiative by the company, it always inspire and encourage us by reading the great things done by the company and its family. Reader gets a positive waves by reading success stories and growth of the company which always give fruitful output towards our company and will hope pages of the success stories get increases on each successive day.



Rahul Patel
(Asst. Manager - BD & Tendering - HO)

Sir,

We are in receipt of the Issue 04 of Montecarlo ONE. This issue is rich in its contents like- we able to know the stalwarts of the organization who have served for 13/12 years. Also the quiz part is interesting. The article - lessons of Business from film 'Mission Mangal' is quite appropriately explained. Last but not the least, get colorful hard copy of the edition quite attractive.

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