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LEARNING
KEEPS US
ON THE PATH OF
EXCELLENCE



SHRADHANJALI



NCC family offers
its tribute to

LATA MANGESHKAR

Indian playback singer

Lata Mangeshkar, also known as the 'Nightingale of India', was one of the most versatile singers in the Indian film industry. Lata was born on September 28, 1929, to classical singer and theatre artist Pandit Deenanath Mangeshkar and Shevanti in Indore, Madhya Pradesh. Her father started teaching her music at an early age. By the time she was five, Lata was seen participating as an actress in plays written by her father. Her siblings - Meena, Asha, Usha, and Hridaynath - are all accomplished singers and musicians.

In a career spanning nearly eight decades, Lata Mangeshkar was the singing voice for a bevy of Bollywood leading ladies. She lent her voice to over 5,000 songs in over a thousand Hindi and 36 regional films. She had an unprecedented impact on Indian film music. Since 1942, Lata pushed back the boundaries of music with her mind-boggling skills. Over the years, Lata had sung for actresses from Madhubala to Priyanka Chopra. Best known for her versatile voice quality, she recorded albums of all kinds (ghazals, pop, etc).

Lata Mangeshkar passed away on February 6, 2022..

Her death is a great loss to the nation.

MAY HER ATMA ATTAIN MOKSHA.

LEARNING KEEPS US ON THE PATH OF EXCELLENCE **COVER STORY**

Staying competitive in today's global marketplace means that organisations need to be innovative, adaptive, and ever-changing. To stay relevant at all times, organisations must be invested in continuous learning. To create, to try a new process, or to take up something new requires deep understanding and the openness to learn new knowledge or skills that will enable them to see things in a new light and take that next quantum leap.



Employees need to be able to challenge themselves in order to obtain new knowledge, ideas, and skills. Learning needs to be on a flexible, on-demand and continual basis in order to contribute this kind of cutting-edge performance. Any organisation that does not learn continuously is bound to be left behind. Learning is undoubtedly, the direct pathway to excellence.

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FROM THE MANAGING DIRECTOR'S DESK



“

**Less severity of
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”

Dear Colleagues,

A record surge in Omicron cases around the globe has led to severe disruptions, hurting economic growth just when the world was slowly seeing some economic revival.

Growth might be impacted by up to 0.30 per cent in the March quarter as normal economic activities come under pressure due to restrictions being imposed by more states to curb rising Omicron cases. Economists say they were earlier estimating Q4 growth to come at 6.1 per cent, which can get impacted by 0.2-0.3 per cent because of the Omicron threat.

However Indian businesses and industries are better prepared to limit the impact of the fresh wave of Covid-19 and Omicron. Less severity of Omicron, seen as of today, has helped the government and the industry to remain confident about India's ability to come out of the current phase of the pandemic with a minimum of impact on the economy.

Coming to the 3rd quarter results, on consolidation basis, the company has reported a Total Income of ₹3032.84 Crore (including other income) for the 3rd quarter of the current year as against ₹2150.69 Crore in the corresponding quarter of the previous year. The Company has reported an EBIDTA of ₹276.38 Crore and Net Profit attributable to shareholders of the company amounted to ₹76.42 Crore as against ₹ 256.15 Crore and ₹71.20 Crore reported respectively in the corresponding quarter of the previous year. The company has posted Basic EPS of ₹1.25 and Diluted EPS of ₹1.24 for 3rd quarter as against Basic and Diluted EPS of ₹1.16 in the corresponding quarter of the previous year.

In the third quarter of the current year, the company has secured orders aggregating to ₹4027 Crore (including change in scope) and the Order Book stood at ₹40210 Crore as at 31st December, 2021.

Best Wishes

ARRAJ

(A Ranga Raju)



Mr. RS RAJU
Director - Projects

WORKS CONTRACT SERVICE TO GOVERNMENT AUTHORITY/ENTITY

Works Contract Service to Government Authority / Entity - Increase of GST Rate to 18%

GST Rate on Works Contract awarded by Government Authority / Government Entity has been increased to 18% w.e.f. 01-01-2022 vide Notification No. 15/2021 (Central Tax-Rate) dt. 18-11-2021 on following works-

I. Increase of GST Rate from 12% to 18%

- (a) a historical monument, archaeological site or remains of national importance, archaeological excavation, or antiquity
- (b) canal, dam or other irrigation works;
- (c) pipeline, conduit or plant for (i) water supply, (ii) water treatment, or (iii) sewerage treatment or disposal
- d) a civil structure or any other original works meant predominantly for use other than for commerce, industry, or any other business or profession;
- e) a structure meant predominantly for use as (i) an educational, (ii) a clinical, or (iii) an art or cultural establishment; or
- f) a residential complex predominantly meant for self-use or the use of their employees or other persons specified in paragraph 3 of the Schedule III of the CGST Act, 2017.

II. Increase of GST Rate from 5% to 18%

Works Contract service involving predominantly earth work (that is, constituting more than 75 per cent of the value of the works contract).

III. Withdrawal of Exemption and Levy of GST @18%

- (i) Pure services provided in relation to any function entrusted to a Panchayat under article 243G of the Constitution or in relation to any function entrusted to a Municipality under article 243W of the Constitution.
- (ii) Composite supply of goods and services in which the value of supply of goods constitutes not more than 25 per cent of the value in relation to any function entrusted to a Panchayat under article 243G

of the Constitution or in relation to any function entrusted to a Municipality under article 243W of the Constitution.

“Works Contract” means a contract for building, construction, fabrication, completion, erection, installation, fitting out, improvement, modification, repair, maintenance, renovation, alteration or commissioning of any immovable property wherein transfer of property in goods (whether as goods or in some other form) is involved in the execution of such contract.

“Governmental Authority” means an authority or a board or any other body,-

- (i) set up by an Act of Parliament or a State Legislature; or
- (ii) established by any Government,

with 90 per cent or more participation by way of equity or control, to carry out any function entrusted to a Municipality under article 243W of the Constitution or to a Panchayat under article 243G of the Constitution;

“Government Entity” means an authority or a board or any other body including a society, trust, corporation,

- (i) set up by an Act of Parliament or State Legislature; or
- (ii) established by any Government,

with 90 per cent or more participation by way of equity or control, to carry out a function entrusted by the Central Government, State Government, Union Territory or a local authority;

As per the above Notification, the concessional Rate of GST 12% availed by NCC Ltd., for supply of Works Contract Services to various Governmental Authorities / Entities is no longer available and GST 18% is payable for those project. Further the above GST Rate 18% is applicable to Subcontractors also. In effect, Works Contract Service to any Governmental Authority/ Entity shall now be taxable @18% even for ongoing projects and supplies to Central Government, State Government & Local Authorities shall

continue with the concessional rate of GST 12%.

The withdrawal of GST Exemptions/ Concessional Rates will impact on long-term contracts entered with the Governmental Authority or Government Entity by NCC Ltd., since price was factored in the Contract Price without GST or with lower rate of GST 12%. In case of Contracts with Price of Exclusive GST, Tax Invoice can be raised with GST Rate 18%. In case of Contracts with Price Inclusive of GST but there is Tax Clause for change in tax variations /change in the law, the Client can be pursued for payment of differential tax. Hence the Divisions have to take necessary steps as given below in coordination with Indirect Tax Team in case of ongoing contracts for claiming of differential tax from the Clients since these amendments will have a significant impact on contract price-

- a. Review whether a Contract is pertaining to Government Authority/Entity.
- b. Review the Tax Clause /Change in law clauses.
- c. Submit letter informing about change of GST Rate as per Notification.
- d. Obtain the confirmation / amendment to the Contract considering the changes in tax rates.
- e. Submit the RA Bill / Tax Invoice to the Client with GST Rate 18%.
- f. Subcontractors have also to raise RA Bill / Tax Invoices with GST Rate 18%.
- g. RA Bill / Tax Invoice is to be submitted for the work done prior to 1-1-2022 with GST Rate 12%.

Divisions have to raise the tax invoices with 18% for the projects of Government Authority/ Government Entity to avoid any penal action from the Department and take up with client for reimbursement of differential tax 6%. Subcontractors also have to raise RA Bills / Tax Invoices with GST Rate 18% as we are entitled for ITC.



In case of Contracts with Price of inclusive taxes but no clause for change in law / tax variations, Divisions have to give representation to the Client quoting the Sec 64A of Sale of Goods Act which stipulates

that any variation in the tax rate would result in contract price adjustment unless a different intention appears from the terms of the contract.

DESCRIPTION OF SERVICE	PERTAINING TO DIVISION	GST RATE	
		Old	Revised
(a) a Historical monument	Building	12	18
(b) Canal, dam or other irrigation project;	Irrigation	12	18
(c) Water Supply	Water	12	18
(d) Water Treatment	Water	12	18
(e) Sewerage treatment or disposal	Water	12	18
(f) Construction of Civil Structure:			
(i) predominantly for use other than for commerce, industry, or any other business or profession,	Building	12	18
(ii) predominantly for use as (a) an educational, (b) a clinical, or(c) an art or cultural establishment,			
(iii) a residential complex predominantly meant for self-use or the use of their employees or other persons specified in paragraph 3 of the Schedule III			
(g) predominantly earth work constituting more than 75 per cent. of the value of the works contract	Irrigation	5	18
(h) Operation & Maintenance where material component less than 25%	Water	0	18

However GST Rate continues to be 12% even after 1-1-2022 for contracts awarded by Government Entity or Government Authority for the following Works-

i. Composite supply of works contract by way of construction, erection, commissioning, installation, completion, fitting out, repair, maintenance, renovation, or alteration of-

(a) a road, bridge, tunnel, or terminal for road transportation for use by general public;

(b) a civil structure or any other original works pertaining to a scheme under Jawaharlal Nehru National Urban Renewal Mission or Rajiv Awaas Yojana;

(c) a civil structure or any other original works pertaining to the "In-situ redevelopment of existing slums using land as a resource, under the Housing for All (Urban) Mission/ Pradhan Mantri Awas Yojana (Urban).

(d) a civil structure or any other original works pertaining to the "Beneficiary led individual house construction / enhancement" under the Housing for All (Urban) Mission/Pradhan Mantri Awas Yojana.

(da) a civil structure or any other original works pertaining to the "Economically Weaker Section (EWS) houses" constructed under the Affordable Housing in partnership by State or Union Territory or local authority or urban development authority under the Housing for All (Urban) Mission/ Pradhan Mantri Awas Yojana (Urban).

(db) a civil structure or any other original works pertaining to the "houses constructed or acquired under the Credit Linked Subsidy Scheme for Economically Weaker Section (EWS)/ Lower Income Group (LIG)/ Middle Income Group-1 (MIG-1)/ Middle Income Group-2 (MIG-2)" under the Housing for All (Urban) Mission/ Pradhan Mantri Awas Yojana (Urban).

(e) a pollution control or effluent treatment plant, except located as a part of a factory or

(f) a structure meant for funeral, burial or cremation of deceased.

(g) a building owned by an entity registered under section 12AA of the Income Tax Act, 1961 (43 of 1961), which is used for

carrying out the activities of providing, centralised cooking or distribution, for mid-day meals under the mid-day meal scheme sponsored by the Central Government, State Government, Union territory or local authorities.

ii. Composite supply of works contract by way of construction, erection, commissioning, or installation of original works pertaining to,-

(a) railways, including monorail and metro

(b) a single residential unit otherwise than as a part of a residential complex

(c) low-cost houses up to a carpet area of 60 square metres per house in a housing project approved by competent authority empowered under the 'Scheme of Affordable Housing in Partnership' framed by the Ministry of Housing and Urban Poverty Alleviation, Government of India.

(d) low cost houses up to a carpet area of 60 square metres per house in a housing project approved by the competent authority under- (1) the "Affordable Housing in Partnership" component of the Housing for All (Urban) Mission/Pradhan Mantri Awas Yojana; (2) any housing scheme of a State Government.

(da) low-cost houses up to a carpet area of 60 square metres per house in an affordable housing project which has been given infrastructure status vide notification of Government of India, in Ministry of Finance, Department of Economic Affairs vide F. No. 13/6/2009-INF, dated the 30th March, 2017.

(e) post-harvest storage infrastructure for agricultural produce including a cold storage for such purposes; or

(f) mechanised food grain handling system, machinery or equipment for units processing agricultural produce as food stuff excluding alcoholic beverages.

Provided that where the services are supplied to a Government Entity, they should have been procured by the said entity in relation to a work entrusted to it by the Central Government, State Government, Union territory or local authority, as the case may be.



COMPETENCIES OF EFFECTIVE LEADERS

Dear Colleagues,

In today's emerging business environment, the competencies of Developing a Strategic Perspective, Focusing on People Development and last but not the least Leading and Managing Change are imperative for Effective Leaders. These are few of the key competencies of Effective Leadership.

You may rate yourself against each Element of the three Competencies on a 1 - 10 Scoring Scale. [1 being Lowest and 10 being Highest]. This would enable you to become aware of where you are Strong, Moderate and your Areas of Development.



A. Strategic Perspective - Displaying Business Awareness & Demonstrating Strategic Thinking

Effective Leaders demonstrate a clear understanding of the business environment and look for opportunities to further enhance business results and gain competitive advantage.

EFFECTIVE LEADERS

ELEMENTS	SELF RATING ON 1 - 10 SCALE
• Understand overall market, economic and environmental trends, and their impact on the organization	
• Display in-depth knowledge of the external environment, in predicting the challenges and opportunities that the Organization may face in the long-term future	
• Articulate the future vision and strategic priorities of the Organization and drive implementation, effectively balancing the Development and Commercial objectives of the Organization	
• Leverage Organization's strengths and core competence, Organizational capabilities, culture, and financial resources to gain competitive advantage	
• Communicate the strategic priorities of the team and lead efforts to align individual objectives to strategy	
• Define and articulate actionable plans for self and team and support strategy execution	
• Contribute towards building the Organization's core competence, organizational capabilities, culture, and financial resources	
TOTAL SCORE	/70

B. People Development - Leading People, Encourage Decision Making, and Delegation of Work and Accountability

Effective Leaders drive high performance by setting clear expectations, empowering others, and providing ongoing feedback and coaching for developing capability, and nurturing others for future roles. Creates a working environment that identifies potential, provides developmental opportunities, and leverages key talent.

EFFECTIVE LEADERS

ELEMENTS	SELF RATING ON 1 - 10 SCALE
• Build a performance-oriented culture by setting objectives, monitoring performance, providing measurement systems, and taking accountability of team results at an organizational level	
• Build a culture of empowerment and delegation by institutionalizing processes and providing resources, authority, and incentives for taking ownership and making decisions	
• Coach subordinates, emphasizes criticality of feedback and coaching and provides resources to develop these behaviors	

ELEMENTS	SELF RATING ON 1 - 10 SCALE
• Mentor and provide knowledge, experience, and support for employees on a more informal basis	
• Put in place and implement relevant processes to build the next generation talent pipeline	
• Set performance expectations at the function / department level and communicate the alignment between individual and organizational objectives	
• Support senior management in defining and implementing systems to differentially reward and recognize high potential employees	
• Identify high potential employees within own function and empowers them by assigning clear challenging tasks with definitive accountabilities, resources, and authority	
• Coach employees within own function / department and provides continuous and supportive feedback, while maintaining follow up with these employees	
TOTAL SCORE	/90

C. Change Management

Effective Leaders understand the need for change and creates an environment conducive for change by encouraging and recommending adaptability to new systems and processes. Integrate all stakeholders and organizational components to achieve Organization's common purpose. Manages to cope with ambiguous situations with limited availability of information.

EFFECTIVE LEADERS

ELEMENTS	SELF RATING ON 1 - 10 SCALE
• Create a compelling business case for organizational change	
• Articulate a clear vision of future changes and maps clear steps for what others must do to achieve this vision	
• Manage complexity and resistance to change with continuous communication and contact with people and thereby building a mindset for change readiness	
• Drive the belief that dynamism and change bring ambiguity that is beneficial for the Organization, and leverages this to continuously take Organization to new heights	
• Outline a vision of the desired state through a process of discussion which achieves necessary buy-in for the change	
• Create innovative ways of reinforcing change, rewarding change acceptance, and discouraging change resistance	
• Encourage team members to respond positively to changes and contribute to change initiatives	
• Lead change by communicating the need for change, the benefits of change, and the process for making the change happen	
• Help others cope with ambiguous situations, by encouraging discussion, responding with empathy to their anxiety, and provide direction as much as possible	
• Capitalize on ambiguity and use the apparent lack of clarity to help create new structures, systems and processes that are better than existing ones	
• Consult and persuade all the relevant stakeholders of the need for change	
• Identify and assist in resolving resistance to change	
TOTAL SCORE	/120

COMPETENCY	ACTUAL SCORE	MAXIMUM SCORE
Strategic Perspective		70
People Development		90
Change Management		120
TOTAL		280

We encourage you to share your Scores with us in case you like us to engage with you in Formulating Self-Development Plan.

70:20:10 - THE LEARNING MODEL



Mr. PVS Ravindra Varma
Sr. General Manager
(Human Resource)



Learning is like a pie. To make it tasty, you need to know which ingredients to add and in what proportions. The 70:20:10 model is a magic recipe for Corporate learning.

The **70:20:10 Model for Learning and Development** (also written as 70-20-10 or 70/20/10) is a learning and development model that suggests a proportional breakdown of how people learn effectively.

Have you ever wondered how to replace a car tyre? Or fix a fuse? Easy! You can read about it online, and you're enlightened. But does that mean you can replace a tyre or fix a fuse if the situation arises? Not really. You need to apply these practically, and that's when you would know the nuances of what it takes to solve these problems. The 70-20-10 model for learning and development states precisely that. This model is not just some random numbers thrown together.

Development generally begins with a realization of current or future need and the motivation to do something about it. This might come from feedback, a mistake, watching other people's reactions, failing or not being up to a task - in other words, from experience.

This is where the 70:20:10 concept comes in. Experts suggest that:

- 70% of learning and development should come from experience (through day-to-day interactions, tasks and activities - i.e. learning on the job.)
- 20% should come from exposure - (exposure to other people, such as colleagues, peers, leaders, coaches and / or mentors - and through opportunities to work and learn collaboratively with and from others), and
- That only 10% of learning and development should come through education - through formal or structured courses or training programs

How does the 70:20:10 Learning Model Apply to Learning:

Providing Learners with a learning mix is key. No longer should a Learner see learning as something that is exclusive to the classroom training. A Personal Development Plan should include all the elements.

For Example:

- Time Management training course to learn the principles and the knowledge - 10%
- Speaking and interacting with your Line Manager / Learning Buddy about your training and progress each month - 20%
- Implementing, Practicing and building on what you have learnt whilst doing your job - 70%

An influence on strategy

The most useful application of this powerful model for understanding learners and their learning world should be to:

- Strongly support the 70% learning
- Develop and exploit the power of the 20%
- Design the 10% within the clear context of the other 90%

The 70/20/10 learning and development model should be an influence on training strategy rather than a strategy in itself.

IMPLEMENTING 70-20-10 MODEL:

Learn & Develop Through Experience Expand the scope of work (70%)

As employees do their jobs day in and day out, one of the ways to scale their skills up is by throwing challenging assignments at them. Employees become learners only when there is an element of challenge to the task they are performing. When employees are provided challenging tasks, they tend to find out everything that will help them come up with innovative ideas to complete the assignments.

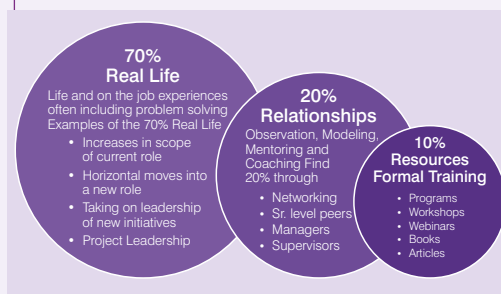
The idea is not to provide too challenging a task which cannot be achieved by them.

It is observed that new team members are very enthusiastic about learning new ways of doing things and want to impress their managers. The managers take this opportunity by providing unrealistic deadlines and pressurize the new team members in completing them.

On the other hand, good managers take this as a good opportunity to groom the employees for higher-order thinking skills by providing enough challenges.

If the tasks are too complex or the employees are novices, then the emphasis should be on the other two ways of skilling which is social learning and formal training.

Employees should gain the bulk of their learning opportunities through their jobs. This can be achieved in a variety of ways, whether that's by acquiring new skills while working on a project or navigating challenges that come up in the role. To help employees make the most of their on-the-job learning experience, you can:



- Take on new responsibilities
- Increase decision-making authority
- As Internal Trainer deliver trainings
- Substitute for manager in meetings
- Take on managerial responsibilities
- Learn through solving real problems
- Participate in a group to solve a real business problem
- Apply new learning in real situations
- Use feedback to try a new approach to an old problem
- Take on new work and solving problems within role
- Introduce new techniques and approaches Learn through new experiences
- Champion and/or manage changes
- Cover for others on leave
- Gain exposure to other departments / roles
- Take part in project or working group
- Participate in coordinated role swaps or secondments
- Take on stretch assignments
- Increase interaction with senior management, e.g. meetings, presentations
- Make time for day-to-day research and reading
- Assume leadership activities, e.g. lead a team, committee membership,
- Participate in cross functional introductions, site/customer visits
- Apply standards and processes, e.g. Six Sigma
- Work with consultants or internal experts
- Take a role in annual budgeting processes
- Carry out interviews
- Take part in project reviews

Learning Through Social Interactions (20%)

Managers should encourage their team members to have regular interactions both within and outside their departments. Learning organizations ensure that their employees are placed in an environment where learning is encouraged. When employees interact both socially in-person as well as through forums, they share their ideas and help each other.

A simple example would be of a team that has started work on a project. A new team member joins the project midway. While the team member is provided a knowledge transfer by the team lead, the team itself should interact with the newest member and help him/her with the various technicalities of the project. Some employees like sharing their ideas. However, managers should note that not everyone is adept at social interactions and therefore must conduct informal sessions and encourage the team-members share their understanding as well as key learnings so that the project moves forward in a smooth manner.

The key to implementing the 20% is to give employees the opportunity to learn through their interactions with others – whether that's with a manager, colleague, or a senior leader. Here are a few ideas to help your workforce nurture their work place relationships:

Learn & Develop Through Others Feedback

- Seek informal feedback and work debriefs
- Seek advice, ask opinions, sound out ideas
- Obtain coaching from manager/others
- Use Annual Appraisal and feedback tools and processes
- Use manager/report 1-to-1 meetings for reflection Structured Mentoring and Coaching
- Take on a mentoring role / get a mentor
- Engage in reverse mentoring
- Teach colleagues how to do a component of their jobs
- Proactively learn through teams/networks
- Curate and share what you're doing with colleagues
- Build internal and external personal networks/contacts
- Participate in facilitated group discussion
- Participate in Action Learning sets

Formal Trainings (10 %)

The formal training constitutes the rest of the model. While there is not much to argue about the kinds of trainings that the learners provided such as Face-to-Face trainings or eLearning.

Finally, you want to focus 10% of your efforts on setting up a formal professional development program. Don't be afraid to step beyond the scope of traditional group training sessions. Here are a few ideas to get you started:

- Offer videos, webinars, and readable content
- Share relevant resources authored by industry leaders
- Provide certifications and career development classes
- Host seminars and panel discussions
- eLearning Courses and modules, workshops, seminars
- Participate actively and leverage Company's intranet & Lms module

The 70:20:10 concept of Learning and Development

The objective is to create a culture where every manager takes ownership for the development of his/her subordinates. Leaders, managers and staff need to shift their thinking about what, where, and how learning takes place. This also helps in instituting systems so that employees are trained, coached and mentored in a systematic manner such that they acquire appropriate knowledge, skill and attitude required by the organisation and are prepared in advance to take up higher responsibilities.

To conclude, the 70-20-10 model is a good way to challenge employees and enable them to perform better. Some people may doubt this approach or whether it even works. **Believe - it is a philosophy not a formula.**

Rigidly following the 70-20-10 learning model ratio would not be the right thing to do. There has to be a balance between the three forms of learning, and formal training can be such that it incorporates both on the-job training and social learning.

Thus, this model encourages the learner's autonomy as theoretical knowledge only enlightens up to an extent. Like in the beginning, just knowing how to replace a tyre is not going to be enough. This can be tackled by watching videos or simulations then practicing fixing a tyre. It is a new world we are looking at, and our solutions must also be innovative so that maximum learning happens.

Brief about L&D Initiatives

TRAINING PROGRAMS - Oct. - Dec.'2021

Date	Learning Programmes	▼ OCT
02	Specifications and Contract Provisions for Strengthening of Structures	
09	Digitalization in Construction Industry	
09	Building Fire - Learn to Survive	
16	Sustainable Development in Cement and Concrete	
23	Learning from Structured Failures	
30	Why Concrete is so Humane	
30	Precast Execution Challenges - Erection Planning Machinery & Methodology	

Date	Learning Programmes	▼ NOV
02	Program on MSP and Tracks & Dashboard Reports using Power BI to Water Division Sites	
09	MSP & Trakes & Dashboard Reports Implementation for Electrical Division	
12	Technical discussion on Design life of RCC structures	
12	Diabetes Free India in The Light of World Diabetes Day	
13	Durability Design of Concrete Structures: Present Provisions and Future Changes in is 456. Why and How?	
17	Program on MSP and Tracks & Dashboard Reports using Power BI to Water Division Sites	
19	Program on MSP and Tracks & Dashboard Reports using Power BI to Water Division Sites	
19	Global & Indian Standards on Evacuation for Mobility Impaired Person	
20	Tale Of Two Temples	
22	Project Planning - A Process Oriented Approach - Foundation Concepts Definitions, Project Process groups, Knowledge areas	
23	Project Planning - A Process Oriented Approach - Project Scope Management - What is the work involved	
24	Project Planning - A Process Oriented Approach - Project Resource Planning - Resource historams	

Date	Learning Programmes	▼ NOV
25	Project Planning - A Process Oriented Approach - Project Planning With MSP - Creating all the above plans on MSP	
26	Project Planning - A Process Oriented Approach - Project Monitoring And Tracking With MSP - Analizing various scenarios, updating the plan, Generating reports	
27	Panel Discussion on QA-QC Systems in Precast Construction	
27	Virtual Conference on Institutions, Tech and Experts - Essential Stakeholders of an effective Arbitraion Ecosystem	
29	Program on MSP and Tracks & Dashboard Reports using Power BI to Water Division Sites	

Date	Learning Programmes	▼ DEC
02	Need of Booster Dose of COVID -19 Vaccine	
03	Infra Equipment Outlook 2021	
04	Concrete Strength: Past 100 years	
06	A Program on GST Rate Changes to Building, Electrical & Water Divisions	
07	A Program on GST Rate Changes to Building, Electrical & Water Divisions	
08	Building Immunity Through Healthy Food and Hygiene Practices	
11	An Icon in Steel: Shiv Dhanush Bridge	
18	Condition Survey, Monitoring and Rehabilitation of Multi-storied Building	
23	Lean Construction Benefits - Lean Construction for today's Construction - Lean Construction applications in Project sites	
23	OMICRON - A New Challenge in India	
23	Candy Implementation Training to Buildings, Roads, Water & Electrical RO-Kolkata, RO-Mumbai	
24	Impact of Air Pollution on Health & Life	
29	Stay Healthy During Winter	
30	Candy Implementation Training to Buildings, Roads, Water & Electrical Ro-Kolkata, Ro-Mumbai	

Mr. Khazi M I Siddiqui

Sr. Vice President (Planning)
Corp. Office



Mr. Khazi M I Siddiqui has joined as Sr. Vice President (Planning). He obtained Diploma in Civil Engineering from Aligarh Muslim University, Aligarh. He was previously associated with AECOM USA, Larsen & Toubro Ltd., Pell Frischmann Group UK, CANARAIL Consultants Inc. Canada, Bin Hafeez Group, Arabian Construction Company Qatar & Rizzani De Eccher S.P.A. Italy, Al Jaber Energy Services (AJES) & Technip Germany GmbH, Petrofac International Limited UK, CGIC Greece and Tamimi Company.

★ ☆ *Welcome* ★ ☆

Mr. Hari Venkata Ramana

Sr. General Manager - Taxation (Indirect Taxes)
Corp. Office



Mr. Hari Venkata Ramana has joined as Sr. General Manager - Taxation (Indirect Taxes). He completed his Post graduation degree M.Com from Osmania University, Hyderabad and is a qualified ICWAI (1995). He was previously associated with Singareni Collieries Company Ltd., IVRCL Ltd., and Servomax India Ltd.

Mr. Nagaraj Hiraganahalli Prabhakara

Dy. General Manager (Mech.)
Buildings Division



Mr. Nagaraj Hiraganahalli Prabhakara has joined as Dy. General Manager (Mech.). He completed Bachelor of Engineering (Mechanical) from University of Mysore. Previously he was associated with ITD Cementation India Ltd. as Asst. General Manager, IL & FS Engineering Construction Company Ltd. as Sr. Manager and Skanska Cementation India Ltd. as Sr. Engineer.

Mr. Vikram Singh

Dy. General Manager (MEP)
Buildings Division



Mr. Vikram Singh, joined as Dy. General Manager (MEP). He obtained Engineering degree B.Tech (Electrical) from Nagpur University. He was previously associated with M/S. Simplex Infrastructure Ltd. as Asst. General Manager, "The 3 C Company" as Sr. Project Manager (MEP), ETA Engineering Pvt Ltd., as Project Manager, Hindustan Times Media Ltd. as Manager Project and Spectral Services Consultants Pvt Ltd., as Sr. Project Manager.

Mr. Prabhuswamy C

Dy. General Manager (Tech.)
Buildings Division



Mr. Prabhuswamy C has joined as Dy. General Manager (Tech.). He completed Bachelor of Engineering (Civil) from Siddaganga Institute of Technology, Tumkur, Karnataka. He was previously associated with Larsen and Toubro Ltd., as Dy. General Manager, M/S. Bangalore Metro Rail Corporation Ltd., as Executive Engineer, KNRC Ltd., as Sr. Project Manager, Simplex Infrastructures Ltd., as Project Manager, L&T Ltd., as Construction Engineer and as Engineer Hindustan Construction Company Ltd.

Mr. Srimanta Patra

Asst. General Manager (Tech.)
Buildings Division



Mr. Srimanta Patra has joined as Asst. General Manager (Tech.). He holds a Diploma in Civil Engineering from West Bengal State Council of Technical Education. He was previously associated with Larsen & Toubro Construction Ltd., as Construction Manager, Afcons Infrastructure Ltd., as Sr. Engineer, JMC Projects (India) Ltd., as Project Manager and Simplex Infrastructure Ltd., as Surveyor.

Mr. Raj Vardhan Sharma

Asst. General Manager (Tech.)
Buildings Division



Mr. Raj Vardhan Sharma has joined as Asst. General Manager (Tech.). He completed B.E (Civil) from Pune University. Previously he was associated with Shapoorji Pallonji Mideast LLC., Abudhabi as Project Manager, Black & Veatch Ltd. (Qatar) as Asst. Resident Engineer, Lavasa Corporation Ltd., Pune as Sr. Project Manager, IVRCL Infrastructure and Projects Ltd., as Sr. Engineer and M/S. AK Mukherjee Engineers & Contractors as an Engineer.

★ ★ ★ *Welcome* ★ ★ ★

Mr. Mahendarkar Prashanth

Asst. General Manager (Materials)
Corp. Office



Mr. Mahendarkar Prashanth has joined as Asst. General Manager (Materials). He completed B.Tech (Civil Engineering) from Jawaharlal Nehru Technological University, Ananthapur. He was previously associated with L&T Constructions - Water & Effluent Treatment IC, Shapoorji Pallonji & Company Pvt. Ltd., and Shapoorji Pallonji International FZE, Dubai,UAE, L&T Constructions - Heavy Civil Infrastructure IC, Jamshedpur Utility Services Company Limited (JUSCO) and Nagarjuna Construction Company Limited, Hyderabad During the period 2005-2011

Mr. Biswajit Mondal

Asst. General Manager (Tech.)
Buildings Division



Mr. Biswajit Mondal has joined as Asst. General Manager (Tech.). He completed B.E (Civil) from Bengal Engineering & Science University.

He was associated with Dineshchandra R. Agrawal Infracon Pvt. Ltd., as Project In-charge, Simplex Infrastructure Ltd., as Sr. Project Manager and Dutco Balfour Beatty LLC., UK as Site Manager (Structure).

Congratulations!



Mr. Shyam Kumar
Chief Manager (P&A),
Corp. Office





Mr. Srinivasulu S, JGM (Tech.) SVSMUP - Manipuri, being felicitated by Mr. Ramesh Babu R, Sr. VP



Mr. G Krupaker, GM (P&A), Corp. Office, being felicitated by Mr. AGK Raju, Executive Director



Mr. B Babu Reddy, Dy. Manager (Stores), SWSMUP-Kushinagar, being felicitated by Mr. GVK Raju, CGM (Metals)



Mr. T Chidambara Rao, Sr. Manager (EDP), AMD Dept., MMRDACA07, Wadala casting Yard, Mumbai, being felicitated by Mr. Alluri Sri Harsha Varma, Director (Projects) & Mr. PNVS Murthy, Sr. Vice President (Tech.) Mr. Suhas Eklahare Executive Vice President



Mr. B Srinivasa Rao, Project Manager, Seabird Phase 2A, Karwar, being felicitated by Mr. SSRM Naidu, DGM (Tech.) and Mr. A Nagaraju, JGM (Tech)



Mr. Awadh Bihari Singh, Chief Manager (Accounts Dept.), RO-Lucknow, being felicitated by Mr. Uddaraju Sunil, Director (Projects)



Mr. U Ramesh Raju, Sr. Foreman (P&M), CWS - Shankarpally



Mr. G Ravi Kumar, Dy. Project Manager, GVMC Amrut -I



Mr. VV Subba Raju, Project Manager (Tech.), SWSMUP LKO-Rural



Mr. M Mallesh, Driver, Corp. Office, being felicitated by Mr. G Krupakar, GM (P&A)



Mr. I Balabhadraraju, Manager (Stores), Samrudhhi S3



Mr. I Nagaraju, Manager (Stores), Mumbai Metro Rail Project - CA03



Mr. SVN Arun Kumar, AGM (EDP), Corp. Office, being felicitated by Mr. Sudhakar James, Sr. GM



Mr. P Ramakrishnaiah, JGM (Tech.) CTC Project- Chennai, being felicitated by Mr. P Narasimhan, VP (Accounts)



Mr. Ray Ranjeet Kumar, Dy. Manager (EDP), W&E, RO-Lucknow



Mr. GG Rama Rao, Project Manager (Mech.) Nandyal WSIS-Amrut



Mr. Shambhu Prasad Suman, Dy. Project Manager (Civil) SWSMUP - Kushinagar, being felicitated by Mr. GVK Raju, CGM (Metals)



Mr. MJV Brahmam, Asst. Manager (Accounts), Corp. Office



Mr. Ramakant Singh Solanki, Jr. Foreman, Sauni Yojana L-4, P-6 Gujrat O&M sites, being felicitated by Mr. Brij Bhushan Pandey (DPM).



Mr. NBSP Prasad Raju, Dy. Manager (Accounts), being felicitated by **Mr. ASN Raju**, Director



Mr. G Mukunda Rao, Joint General Manager (Accounts), Corp. Office, being felicitated by **Mr. RS Raju**, Director (Projects)



Mr. VVSK Narasimha Rao, Dy. Manager (Accts), RO-Mumbai, being felicitated by **Mr. Alluri Sri Harsha Varma**, Director (Projects) & **Mr. PNVS Murthy**, Sr. Vice President (Tech.)



Mr. Ashima Kumar Bairiganjan, AM (Stores), Ajni Site Nagaur, being felicitated by **Mr. Mahadevan S K**, Sr. GM (Tech.) & **Mr. Marali Krishna T**, GM (Tech.)



Mr. M Srivani Aparna, Dy. Manager (Admin), Corp. Office, being felicitated by **Mr. BMK Raju**, Sr. General Manager (Admin.)



Mr. P Manjunatha Rao, Officer (Stores), Pkg 3-S1 NMSCW - Samruddhi, felicitated by **Mr. G Harinadha Raju**, GM (Tech.)



Mr. V Hari Krishna Prasad, Project Manager, Govt. Medical College, Purnia



Mr. Purna Chandra Jena, Asst. (Admin), BDA-Bhubaneswar



Mr. M Venu, Asst. Manager (EDP), HMWSSB - WSDNP-Quthbullapur



Mr. Rajendra Kumar Bhandarkar, Driver G-2 - DLIS III, PKG-IV Project, Warangal



Mr. Debnath Banerjee, Sr. Manager (Accounts), RO-Kolkata



Mr. P Siva Kumar, Officer (Stores), APMSIDC Paleru, being felicitated by **Mr. K Bala Murugan**, Dy. Project Manager.



Mr. Amarnath Mishra, Manager (Plant & Machinery), Central Workshop, Hyderabad



Mr. K Raja Ramesh, Asst. Engineer (Elect.) TANGEDCO-Adyar Project, being felicitated by **Mr. V Srithar** (4th from left), Project Manager & **Mr. S Sathish Kumar** (6th from left).



Mr. Prasanna Kumar Sahoo, Dy. Manager (Admin.) Seabird Phase DB02, Karwar, being felicitated by **Mr. GRK Reddy**, Sr. VP (Tech.), **Mr. SSRM Naidu**, DGM (Tech.) and **Mr. A Nagaraju**, JGM (Tech.)



Mr. A Suresh, Dy. Manager (Admin.), Electrical Divn., Corp. Office being felicitated by **Mr. Manoj Raj Penmetcha**, Director (Projects)



Mr. K Satyanarayana, Officer (Admin.), Corp. Office, being felicitated by **Mr. BMK Raju**, Sr. General Manager (Admin.)



Mr. N Venkateswara Rao, Chief Manager (Materials), Corp. Office, being felicitate by **Mr. NB Raju**, Executive Vice President (Materials)



Mr. M Murali Krishna, Dy. Manager (Accounts), Corp. Office



Mr. Roshan Singh Karki, Asst. Manager (Accounts), RO-Lucknow



Mr. BSR Venkat Raju, Asst. General Manager, Pune Metro, Reach-1,

10 years
in NCC



Mr. Pabitra Kumar Behera, Dy. Project Manager, Airport Patna



Mr. V Srinivas, Driver, Corp. Office,
being felicitated by Mr. RS Raju, Director (Projects)



Mr. Adla Appalaraju, Asst. Manager (Stores), Seabird Phase 2A, Karwar,
being felicitated by Mr. GRK Reddy, Sr. VP (Tech.), Mr. SSRM Naidu, DGM
(Tech.) & Mr. A Nagaraju, JGM (Tech.).



Mr. Saripella Ravi Kumar, Sr. Draughtsman, Corp. Office



Mr. Dasari Tatabbayi, Officer (Stores), RWSS-Odisha-Keonjhar



Mr. John Saida Shaik, Dy. Project Manager
(Mech.), Airport -Agartala



Mr. G Pavan Kalyan, Dy. Manager (EDP),
Seabird Phase 2A, Karwar



Mr. Aswini Kumar Nayak, Manager (Safety),
Gaya Rubber Dam



Mr. Law Kumar Pandey, Asst. Manager (Stores), SWSMUP-Kushinagar,
being felicitated by Mr. GVK Raju, CGM (Metals)



Mr. Venkateswarlu Koneti, DPM (Electrical), Samruddhi (NMSCW), PKG 3-S1,
felicitated by Mr. G Harinadha Raju, GM (Tech.)



Mr. A Surya Narayana, AE, TDWSP RR Project Tandur Segment, being felicitated by Mr. R Purna Chandra Rao, Project Manager



Mr. Sagiraju Rajesh, Officer (Admin.), GVMC-ADB-24x7 WSP



Mr. Narsing Rao Pulla, Sr. Manager (Designs) Corp. Office



Mr. Kandula Ramjee, Sr. Manager (Accounts), Corp. Office.



Mr. C Tamarai Manavalan, Chief Manager, Water Division, Corp. Office

HAPPENINGS



Airport Project, Lucknow received certificate of appreciation from our client M/s Adani Lucknow International Airport Ltd for the execution of highly critical erection of roof trusses during restricted hours from 11.30pm to 4.00 am daily on Airside during NOTAM period and completed the target 7 days ahead of schedule within 4 months duration.

Mr. Suresh Chandra Hota, Chief Airport Officer, Adani, presented the certificate of appreciation to **Mr. Satish Kumar**, GM (Tech.), Project Coordinator of Lucknow Airport.



HEED (Heavy Engineering Erection Department) Workshop - CWS, inaugurated by **Mr. A Harsha Varma**, Director (Projects)



Dr. Mansukh Laxmanbhai Mandaviya, Minister of Health & Family Welfare & Chemical and Fertilizers, Govt. of India & **Mr. Keshab Mahanta**, Minister of Health & Family Welfare and Science and Technology, Information & Technology Departments, Govt. of Assam, visited AIIMS-Guwahati



HILTI Ontrack Training Program - AWS Durgapur from 01/12/2021 to 03/12/2021 for Small Tools Equipments. Employees from AWS Durgapur, RWS BBSR, Bihar sites, Assam sites & AWS Agartala sites participated.



Mr. G Venkateswara Rao, Sr. Asst. (Safety) NMSCE Project, Pkg-3, being felicitated by **Mr. S Uma Shankar**, DGM (P&M) for the excellent service he rendered during the pandemic



The Lokmat Infra Conclave held in Mumbai was co-powered by NCC limited. Seen is **Mr. Dhananjay Vader**, Sr. GM, RO-Mumbai



CORPORATE SOCIAL RESPONSIBILITY

NCC under its CSR initiative focuses on areas which bring sustainable change in society. Accordingly the areas of focus are Education, Healthcare & Rural Development.



Inauguration of Skill development centre:

This was inaugurated by **Shri Mohan ji Bhagwat**, Chief of RSS on 25 Dec'21. Skill Development centre consists of three floors and has facilities for learning tailoring, computers. It has a doctor's room, library and classrooms for students. This is located in Antarvedipalem - East Godavari District, Andhra Pradesh



Inauguration of Vasistha Block:

This was inaugurated by **Shri Mohan ji Bhagwat**, Chief of RSS on 25 Dec'21. It consists of 12 flats (G+2). These flats are meant to be allotted to the needy families. This is located in Antarvedipalem - East Godavari District, Andhra Pradesh

NCC Limited has spent Rs.10 lakhs for construction of additional class rooms in existing school premises of **Sri Saraswathi Sisu Mandir High School**, Lakkavaram, AP. The newly built class rooms were inaugurated on 25 Dec'21 and **Mr. RS Raju**, Director (Projects), attended the inaugural function.



CSR Lucknow-NCC Foundation donated a van to **Akshaya Patra Foundation**, Lucknow for serving the mid-day meals to school going children in Govt. Schools. **Mr. Uddaraju Sunil**, Director (Projects) and **Mr. Satish Kumar**, GM (Tech), RO Lucknow participated in flag off



RO-Lucknow - Satyanarayana Swamivari Vratam and **Sahasra Jyotirlingam** - Nymisaranyam on the day of Karteeka Poornima



Dasara Puja - Corp. Office

Durga Puja - CWS



ACCOLADES GALORE

Kuchipudi Laxmi, w/o Mr. K Venkateswara Rao, EVP (F&A) & Head-Internal Audit has over the years got a host of accolades to her credit, some of which are as follows:

- Distinction for successfully completing the Srimad Bhagavad Gita recitation exam. Received Gold medal and certificate from Sri Ganapathy Sachidananda Swamiji.
 - Won silver medal at all India level in "All India Yoga Competition"
 - Received "Yoga Mahila Siromani Award "from Potti Sreeramulu University in recognition of her unstinting and dedicated services to the cause of "Yoga Awareness among Women".
 - Awarded medals from Mr Krishnakanth, former Vice President of India and from Mr Chandrababu Naidu, former CM of AP, for excelling in yoga
 - She has authored a book titled "Amrutha Yogam" which deals in treating various diseases through Yoga.
- She is now in the process of learning Sanskrit. At the age of 56, she is an inspiration to others.

UNNATI INNOVATION COMPETITION

Congratulations

The final round of the **Unnati Innovation Competition** took place on Wednesday, December 1, 2021. The competition invited members of the NCC family to present their ideas of how different functions and areas of the company can be improved. More than 70 NCCians submitted innovative solutions and participated in multiple rounds.

The competition culminated with presentations by 6 finalists, who were evaluated by **Mr. Manoj Penmetcha**, Director (Projects), **Mr. PNVS Murthy**, SVP (Technology), and **Mr. Jayachandra**, CGM (Materials).

The winners of the Unnati Innovation Competition are:

1ST PLACE:

Mr. Abhijit Ashish Sharma, Jr. Engineer, Mumbai, **won a prize worth Rs. 50,000** with his presentation on Improving Accuracy of Quoting Tenders for better Profitability

2ND PLACE:

EDTD Team, which includes **Mr. Dastagiri Reddy**, Manager (Design), Corp. Office and **Mr. Suresh Babu**, Sr. Manager (Design), Corp. Office, **won a prize worth Rs. 30,000** with their presentation about Electricity Saving at HO

3RD PLACE:

Team CAPEX, which includes **Mr. Khanjan Antani**, AGM (Materials), Corp. Office, and **Mr. Srinivas Mantha**, GM (Materials), Corp. Office, **won a prize worth Rs. 20,000** with their presentation about Document Management - Equipment Invoices



ERT Training, Corp. Office



Fire Fighting Training Program - MMRDA/CA-92, Mumbai



One Million Safe Man Hours - GVMC-ADB
24x7 WSP VSKP



Safety Awareness Program - MMRDA, CA-92, Mumbai



Eye Camp - Corp. Office



Medical Camp - IIT Ropar

Swach Bharat Programme - IIT Ropar
on occasion of Gandhi Jayanthi



Medical Health Camp - MMRDA, CA-92, Mumbai

Samruddhi Expressway Project, PKG-3 (S-2):
free supply of meals to the Labour (145 members,
Daily Lunch & Dinner under (BOCW) Scheme

MAJOR ORDERS RECEIVED

October - December 2021

Sl. No.	Name of Work	Client	Amount in Rs. In Crores	Division
1	Piling and Ground Improvement works at PFCC & GDS Units of Numaligarh Refinery Expansion Project – Group B, at Numaligarh Refinery, Numaligarh, Assam, India Rs. 68,85,81,487/- (74% share of Rs. 93,05,15,523/-)	GM (Proj-Commercial) P.O. NRL, Golaghat District, Assam	68.86	 Buildings
2	Construction of G+3 Floors building for accommodating 14 court halls, chambers with approximate BUA of 76,000 sft with foundation of G+5 Stories with RC Column frame structure, Architectural Finishes, MEP services, Lifts and other ancillary works including Two Years Defect Liability Period at AP High Court premises, Nelapadu, Andhra Pradesh	The Commissioner Amravati Metropolitan Region Development Authority, Vijayawada	30.66	
3	Redevelopment and Expansion of SCB Medical College and Hospital, Cuttack under phase-I Construction of Residential Accommodation (Staff and Hostels) and allied Infrastructure on Turnkey Basis PART-I	E.I.C-Cum-Managing Director, Odisha Bridge & Construction Corporation Limited, Bhubaneswar	888.50	

MAJOR ORDERS RECEIVED

October - December 2021

Sl. No.	Name of Work	Client	Amount in Rs. In Crores	Division
4	HMWSSB – Adequate Drinking Water Supply for ULBs and Grampanchayats falling within ORR and Outside GHMC under jurisdiction of HMWSSB – Providing water supply infrastructure to the extended areas of ORR Villages by laying inlet, outlet and distribution network with HDPE & DI K7 pipelines of different diameters and Construction of Service Reservoirs of various capacities (GLSRs/ ELSRs of varied staging) in Saroornagar, Maheshwaram, Shamsabad, Hayathnagar, Ibrahimpatnam, Ghatkesar & Keesara Mandals – Package-I – eTenders	Hyderabad Metropolitan Water Supply and Sewerage Board, Hyderabad, Telangana	556.07	 Water & Environment
5	TSGENCO – (5x800 MW) YTPS – Design, Engineering, Supply & Construction of Intake Structure, Raw Water pump house and Laying of MS Pipeline (2 Nos.) from Pump House to Raw water Reservoir including Civil, Mechanical and Electrical works of drawal of 150 Cusecs of water throughout the year from River Krishna on U/s of Nagarjuna Sagar Tail pond dam and supply of Raw water Reservoir of Yadadri Thermal Power Station, Veerlapalem (V), Dameracherla (M), Nalgonda District, Telangana State	Telangana State Power Generation Corporation Limited, Hyderabad, Telangana	416.89	
6	Drilling, excavation, loading, transportation, dumping, spreading & leveling etc., of 652.97 LBCM of in-situ hard OB (which includes 642.11 LBCM hard OB and 10.86 LBCM of Coal) and RE-handling of 1.40 LCM loose top soil with conventional equipment and additional works, viz., 2000 Shovel hours, 2000 dozer hours & 10,000 RMT drilling at RG OC-II Extension Project, RG-III Area for a period of 36 months	The Singareni Collieries Company Limited Dept: Contract Management Bhadradri Kothagudem District, Telangana	441.77	 Mining
7	PHASE 2B/P2/69(b): Construction of elevated structures (Viaduct & Stations) of length 11.678 km from Chainage 10072.00 m to 21500.000 m and five elevated metro stations viz, Hebbal, Kodigehalli, Jakkur Cross, Yelahanka and Bagalur Cross, including 250 m Pocket track, Road widening, Utility diversion and allied works of Bengaluru Metro Rail Project Phase-2B	Executive Director Bangalore Metro Rail Corporation Limited, Bangalore	748.00	 Roads
8	PHASE 2B/P1/69(a): Construction of elevated structures (Viaduct & Stations) of length 11.003 km (including 281.00 m of Viaduct beyond Phase 2A) from Chainage 0.000 m to 10072.000 m and eight elevated metro stations viz, Kasturi Nagar, Horamavu, HRBR Layout, Kalyan Nagar, HBR Layout, Nagawara, Veerannapalya and Kempapura, including 650.00 m link line connectivity to Baiyappanahalli Depot, Road widening, Utility diversion and allied works of Bengaluru Metro Rail Project Phase-2B	Executive Director Bangalore Metro Rail Corporation Limited, Bangalore	739.04	
9	PHASE 2B/P3/69(c): Construction of elevated structures (Viaduct & Stations) of length 15.011 km from Chainage 21500.00 m to 36511.000 m and two elevated metro stations viz, Bettahalasuru and Doddajala, Road widening, Utility diversion and allied works of Bengaluru Metro Rail Project Phase-2B	Executive Director Bangalore Metro Rail Corporation Limited, Bangalore	680.21	

SEABIRD PHASE IIA, DB-02 KARWAR (KARNATAKA) FOR INDIAN NAVY



Total No. of Towers: 36

Design and construction of residential buildings and towers, townships, hospital augmentation and environmental park with related facilities.



Project Start Date:
22 Jan'21

Duration of Project:
Approx 4 years



Total Project Value:
INR 1472.68 Crore



Artist's Impression



Artist's Impression



Since how long are you associated with NCC?

I have been associated with NCC since 21 Feb'92 when i was Assistant (EDP), NPCL-KAIGA.

Please share few experiences and few memories in NCC

Kaiga site was a bench mark to bring out my skills. Many career starters at Kaiga are now in key positions in NCC.

Unforgettable Incident at NCC

The moment of interacting with Mr. ASN Raju, Director excited me a lot and this is an unforgettable incident.

What makes your daily routine in office

I believe commitment and punctuality is important. My work involves consolidation of financial accounts, assets and consolidated reports, quarterly direct tax returns etc.

I usually plan the work of the day and coordinate with my subordinates & interact with my seniors.

Success Means

According to me success means achievement. Self-belief and hard work will earn your success

Your Weakness

My weakness is expressing truth in a bold manner.

One2One

Mr. Jagannatha Rao T.

AGM (EDP), Corp. Office.

shares with **Samashti** a slice of his life



Your Strength

My team members.

Your concept of happiness

Daily tasks when completed within stipulated time.

What gives you happiness and thrill while working at NCC

Immense support from my Site in-charge during late hours working at site during my initial days.

Healthy competition among departments at site office to improve the working skills by

fixing targets to complete the assigned tasks in time.

Please share your family details

My wife T. Satya Vani is a graduate and home maker. My elder daughter T. Sai Deepthi is pursuing B-Tech 1st year (AAIML). My younger daughter T. Saisri Divya is in 1st year MEC with CA foundation.

What are your hobbies? How do you spend your leisure time?

Gardening and watching television.

THREE SETS OF PARADOXICAL NEEDS THAT DRIVE US

mahatria

Spiritualist | Thought leader | Diviner of infinitheism

For over 25 years, Mahatria has been empowering millions across the globe to live a life of Holistic Abundance. Experiencing Mahatria and His wisdom is Life-changing and helps people to overcome their belief systems and conditioning to find breakthroughs in Health, Wealth, Love, Bliss, Spiritual Connect.



Three pairs of paradoxical needs drive human life: Certainty and uncertainty; individuality and connectedness; having and giving. Most of us get tossed between these paradoxical needs because when one need is satiated, the other is starved. Then, you focus on satiating the latter, only to end up starving the former.

FIRST PARADOX:

Certainty provides order. Uncertainty provides growth. Both order and growth are needed to complete life. And, that's the first paradox. You want certainty. So, you try to achieve certainty by trying to control everything around you. Now, when your life becomes completely certain, when things become predictable, you become bored. That's why you lose interest in a work that you know you can handle.

So, while you want certainty, you simultaneously also want a certain amount of variety, which comes only out of uncertainty. You need surprises and challenges for you to feel fully alive. Too much certainty is boredom. But with too much uncertainty you become extremely nervous and concerned. You again seek a degree of certainty. Two sides of the same coin but you keep toggling between the two sides, causing a roller coaster ride in the flow and rhythm of your life...

SECOND PARADOX:

As a physical being, you are the only one of your kind, absolutely unique and individualistic. At the same time, as a spiritual being, the spirit of life that enlivens you is also the same spirit that enlivens all. So, spiritually you are connected to one and all. Both individuality and connectivity are needed to complete life. And, that's the second paradox.

As a unique individual, you need identity.



You need significance. If you don't find the right ways to feel significant, the sheer desperation to fulfil this need might even propel you to choose wrong ways to feel significant. Some people try to stand out by developing extreme problems that set them apart from others. From dressing in certain ways to carrying a certain style, all stem from this need. But, when your trumpet is too loud, others will begin to withdraw from you. That's why you lose out on

relationships; at least, people begin to distance themselves. Now you feel separated. Now you feel lonely and isolated. So, you crave for connectedness.

You want to be cared for and cared about. You want to feel one with the crowd. To meet this need, you join a fraternity or a club. Once you feel connected, you will again feel as if you have lost your own identity in a crowd. And, the seesaw of being tossed from one need to another only continues...

THIRD PARADOX:

Life is a flow and this flow is achieved through possessing and sharing. Both having and giving are needed to complete life. And, that's the third paradox. The need to have and the need to give; the need to consume and the need to contribute; the need for accumulation and the need for renunciation. The toss is between selfishness (instinctive) and unselfishness (conscience). And, the oscillation is between being spiritual in giving and being materialistic in having...

While everything you do will be tossed between these paradoxes, if you can find a few activities in your life, which fulfils all six needs and gives you that balance in life, you will discover a new zeal in life... That's the secret to a complete life.

UNION BUDGET-2022-23 BUSINESS OPPORTUNITIES FOR INFRA INDUSTRY

During the recent Union Budget for 2022-23, Government of India announced certain infrastructure development plans under PM Gati Shakti Master Plan. Funds allocation was also announced for certain infrastructure projects, while some of the infrastructure development measures were planned under PPP Model and for some Infrastructure Development measures funds allocation as well as modalities are yet to be announced. The above apart, we need to gear up ourselves to grab the business opportunities being opened up for the Infrastructure industry. Few of the measures announced by the government and business opportunities for infra industry is mentioned below for the benefit of readers...

FUNDS ALLOCATED...

Road Transport: PM Gati Shakti Master Plan for Expressways will be formulated in 2022-23 to facilitate faster movement of people and goods. The National Highways network will be expanded by 25,000 km in 2022-23 and **Rs. 20,000 crore will be mobilized** through innovative ways of financing to complement the public resources.

Har Ghar, Nal Se Jal: This is a scheme to supply drinking water to households. Funds Allocation of Rs. 60,000/- Crores planned in 2022-23 with a Coverage of 3800 Households;

Housing for All: In 2022-23, 80 lakh houses are planned for completion for the identified eligible beneficiaries under Prime Minister Awas Yojana (PMAY), in both rural and urban locations and **Rs. 48,000 crore** is allocated for this purpose.

Prime Minister's Development Initiative for North East Region (PMDevINE): A new scheme for North East, PM-DevINE, will be implemented through the North-Eastern Council. **It will fund infrastructure**, in the spirit of PM Gati Shakti Master Plan. An initial allocation of **Rs. 1,500 crore** will be made in 2022-23 for various infrastructure developmental activities.

Ken Betwa project and Other River Linking Projects: This project is aimed at providing irrigation benefits to 9.08 lakh hectare of farmers' lands, drinking water supply for 62

lakh people, 103 MW of Hydro Electric Generation, and 27 MW of solar power. Funds allocated in 2022-23 **Rs. 1400 Crores**;

PPP MODEL

Multi Model Logistic Parks: One hundred PM Gati Shakti Cargo Terminals for multimodal logistics facilities planned to be developed during the next three years. Contracts for implementation of Multimodal Logistics Parks at four locations through **PPP** mode will be awarded in 2022-23.

Parvatmala-National Ropeways Development Programme: As a preferred ecologically sustainable alternative to conventional roads in hill regions, National Ropeways Development Programme to



improve connectivity and convenience in hill regions are planned and Contracts for 8 ropeway projects for a length of 60 km will be awarded in 2022-23;

Telecom Sector: A plan to Rollout 5G mobile services and contracts for laying optical fibre cable in all villages, including remote areas, will be awarded thru PPP in 2022-23. Completion is expected in 2025.

FUNDS / MODEL YET TO BE DECIDED...

Railways: 2,000 km of railway network planned for the indigenous world-class technology for safety and capacity augmentation in 2022-23. 400 new-generation Vande Bharat Trains with passenger riding experience will be developed and manufactured during the next three years.

Mass Urban Transport, including Connectivity between mass urban transport and railway stations, Design of metro systems, including civil structures, will be re-oriented and standardized for Indian conditions and needs.

Vibrant Villages Programme: Identification of boarder and remote villages, Development of housing, tourist centers, road connectivity and digital network support Additional funding for these activities planned.

Urban Development: To meet mass urbanization, development of Mass Transit Projects planned;

Government Procurements...

Government rules have recently been modernized for the needs the **Amrit Kaal**. Fast Track Payments in Government Procurements with payment of 75 per cent of running bills, mandatorily within 10 days is planned;

Rules Modernisation: Modernization allow use of transparent quality criteria in evaluation of complex tenders and encourage settlement of disputes through conciliation;

e-Billing and Processing: To enhance transparency to reduce delays in payments, end-to-end online e-Bill System will be launched by all central ministries for their procurements to enable the suppliers and contractors to submit digitally signed bills and claims and track their status from anywhere;

Introduction of Surety bonds to replace Bank Guarantees: To reduce interest costs for suppliers and works contractors, use of surety bonds as a substitute for Bank Guarantee proposed in government procurements. Task assigned to IRDAI to formulate modalities;

Whether the above measures are applicable to only government departments or also for Implementing / Executing agencies like NBCC, EPIL, Bridge & Roof, HITES, HLL etc.,

Source: **Budget speech of Union Finance Minister, dated 1.02.2022**

CHANGE YOUR HABITS AND DISCOVER A NEW YOU !!

Mr. C Prem Reddy
Executive Vice President
(Tech.)
RO-Bangalore



Kumar was around 45 and employed as a middle management executive at one of the leading software companies at Bengaluru. He has everything going for him. A great career, an educated and employed wife, two kids, a beautiful apartment, a swanky SUV and membership at one of the leading clubs. Life appeared to be a rainbow. Hectic office schedule and innumerable food cum drink sessions were taking most part of his waking time.

At the beginning, it was all definitely fun. Going to different eating places, ordering different kinds of food, enjoying the odd drink, company of friends and close colleagues during food-outings was thoroughly enjoyable. Career was peaking at the right time and it appeared that nothing could go wrong. He ignored his wife Anu, when she told him that of late, dark circles were seen around his eyes and that he always looked as if he needed lots of sleep and was restless most of the time at home. As always, he brushed her observations aside and kept ignoring his overall well-being. His wife's appeal to spend atleast an hour on any physical activity or Yoga fell on deaf ears,

Then it happened. It was so sudden that it took Kumar completely unawares. He was driving down after an official dinner one night. He stopped at a signal waiting for the signal to turn green. And then he just passed out. When he regained consciousness, he found himself in a hospital bed and was too tired to even get up. His movements alerted Anu who

was attending on him. Normally a very clean and well groomed lady, Anu was looking completely shocked and in a state of disarray. Signalling him to lie down, she immediately alerted the nurse on duty and the Doctor was in the room within no time. The Doctor told him that an angiogram has to be performed as they were apprehensive about blockages in Kumar's heart.

When the results of the angiogram were informed, Kumar was shocked to hear that lack of regular exercise, irresponsible eating



and lack of sleep resulted in severe blockages in the arteries of his heart. When the Doctor informed that his passing out was a signal from his body to be more responsible towards his well being and to take more care of himself, Kumar was very determined to do his best to improve the situation.

This incident set Kumar to think when things spiralled out of control. He then realised that the main culprit was his wrong habits. He started reviewing his daily routine. Why was

he getting up late? Why was he skipping his breakfast? Was the hours spent on TV and social media adding to his well being? How many cups of coffee was he having during the day? Was he spending time any quality time with his wife and kids? Why was he not having any hobby? Why wasn't he spending time on physical activity and meditation? And why was he continuing to gorge on the oily, calorie-filled spicy food with drinks during official dinners?

These thoughts made him reach out to Suri, his school mate, who was incidentally in the same city. Suri convinced him that the very fact that Kumar was determined to make a start in the right direction was in itself an excellent beginning. Suri suggested that Kumar make small, yet right beginnings. He suggested diverting the time he was spending on social media to physical activity. And they both chalked out a simple physical routine which Kumar would follow for a week. And then improvise.

After a month of changed routine, Kumar was feeling happier, lighter and more refreshed and more focussed. His wife Anu was very happy with his changed routine, his kids were elated that he was spending more time playing with them and his colleagues and superiors at work were astonished to see him more focussed at work. He ensured that more important things in his life were not at the mercy of least important things. He now realised that habits can make or mar an individual's life. Have you?

Art

BUBBLE WORLD

Mr. A. Pramod Kumar
Assistant Engineer
(EDTD)
Corp. Office

Our world is as
fragile as a bubble
save the
environment save
the world



LETTER WRITING AND RECORD KEEPING OF IMPORTANT DOCUMENTS

Mr. Suhas Eklahare
Executive Vice President
RO-Mumbai



Dear Project Managers,

Most of you are well aware of the contract conditions, specifications, item-rates, descriptions etc. - to execute the project efficiently.

However any project is a complex set of activities. Therefore in most cases either variations in quantities, change in specifications, extra items, change in ground conditions, change in location etc. do take place.

Typically client/consultants give verbal/sometimes written instructions for such changes.

It is important for a project manager to ensure that such changes are brought on record, establish that additional work is payable, claim for the same and realize payment as per contract terms at the earliest.

This requires clear understanding that works beyond agreed scope are being executed. You should know the clauses of contract under which they are payable and write letters citing those clauses. The letters should be written within time lines stipulated in the contract to raise such claims.

The letter should also convey who and when he/she gave the instruction to carry out such work, reference of records of works carried out, rate analysis in case of extra items, and claim of the appropriate amounts in monthly R/A bills.

In general we should avoid use of any adjectives in contractual letters.

For example detail analysis, thorough study, complete knowledge, total claim etc. phrases should not be used. We should also never refer to the phrase 'COST' in our letters. Costs are required to be proved and amount/price is what we charge.

You should always take guidance from contract and claims department to vet important contractual letters.

Every month before raising bill, you should discuss about any incidences which may give rise to claims and draft appropriate letters.

All acknowledged original letters to and from client/consultant must be kept carefully and chronologically to ensure that they are readily available when the need arises. When there is larger volume of correspondence, it is always useful to keep original documents in spiral bound booklets.

Similarly, many a times we have to provide design calculations for temporary structures, specialized equipment like launchers etc. we should produce original

drawings, design calculations for verification to client but handover only copy to client/consultants. This will ensure that original design documents are available with us for use in future works. Typically original documents should be preserved at HO/RO.

Sometimes works are executed at site as per old drawings. This happens when photocopies/uncontrolled printouts of working drawings are issued at site.

You should decide number of drawings to be issued at working level and in site offices. Please ensure that original signature of NCC site authorized person and NCC stamp are put on each drawing being issued at site. As soon as any revision of drawing is received, the full set of original drawings is to be collected back and fresh set of drawings -signed and stamped – to be issued at site to avoid any mistakes in execution.

Similar precautions should to be taken by establishing simple systems to avoid delays and high costs being at sites due to improper record keeping or correspondence.





BHAGAVAD GITA

భగవద్గీత

Ms. Lakshmi Shashikala
Chief Manager (Accounts)
Corp. Office



Om

Bhagavad Gita is the "Song of God" which He sang to motivate and inspire mankind and its relevance is meticulous even after many centuries of its rendering. We are all blessed to have such a sacred book which will shape every human being into a gem, if followed. It tells us the duty and responsibility rather than renunciation. It is being mistaken as a book of last resort but it is not. It should be read at the threshold of the career which ensures success with no side effects. It is a book of management of character.

It all started when Arjuna in the midst of battle field gets dejected after seeing all his relatives and beloved ones to fight with and decides against it. Then the Lord preaches how to handle the situation. The Lord said "births and deaths are not in your hand and it is only the duty of your profession that you need to fulfil without being attached to the result of it. The main gist of the Gita is that it is the Aatma which is permanent and not the Body.

Sri Aadi Shankara and Swamy Vivekananda also stressed on following the Gita in one's life. Both have given extensive illustrations on the Gita. In the present society, it is imminent that we all read at least one Sloka every day and try to imbibe the quality of its message to have great inner peace which ultimately leads to good society, and good health as well.

ఓం

భగవద్గీత... మన దేశానికి చెందిన ఒక చక్కని జీవిత పాఠం మరియు అద్భుతమైన మేనేజ్‌మెంట్ లెస్సన్. శ్రీ కృష్ణ పరమాత్మ ఒక మానవుడు, ఏ పరిస్థితులలో ఎలా ఉండాలి అన్న విషయాన్ని చాలా స్పష్టంగా పూనగుచ్చినట్లు, అరటిపండు ఒలిచి ఇచ్చినట్లు అందించారు.



గీతా సారాంశములో ఏ ఒక్క విషయాన్ని బనా మన దైనందిన జీవితంలో, కార్యాలయాలలో, వ్యాపారాలలో, వృత్తులలో అవలంబించినా, మన జీవితం ఇతరుల ప్రవర్తనతో ప్రమేయం లేకుండా చాలా సాఫీగా, సంతోషంగా సాగిపోతుంది.

భగవద్గీత ప్రథమ అధ్యాయం - అర్జున విషాద యోగం. ఈ అధ్యాయంలో అర్జునుడు అంతటి మహాయోధుడు యుద్ధానికి అన్ని విధాలా సిద్ధమై, ఏమి చెయ్యాలి తెలియక కృష్ణునితో తన ఆవేదన వ్యక్తం చేసుకుంటాడు.

ధర్మక్షేత్రమైన కురుక్షేత్రములో కౌరవ పాండవ సేనలు మోహరించి యుద్ధానికి సిద్ధమై వున్నాయి. రెండు ప్రక్కల మహాయోధులు తమ తమ శంఖాలను పూరిస్తూ, యుద్ధానికి తమ సంసిద్ధతను తెల్పుతున్నారు. అర్జునుడు తన శంఖమైన దేవదత్తాన్ని సమరోత్సాహంతో పూరించి, ఇరు వర్గాల సేనలను పరిశీలించడానికి యుద్ధభూమి మధ్యకు కదులుతాడు. అంతా సిద్ధమయ్యాక తాతలు, పెద్ద తండ్రులు, చిన్న తండ్రులు, గురువులు, మేనమామలు, సోదరులు, పుత్రులు, పౌత్రులు, మిత్రులు, హితులు అయిన స్వజనులను చూసి పరిపరి విధాలుగా బాధపడతాడు.

ఇప్పుడు యుద్ధం జరిగితే తన వాళ్ళు అందరూ పోతారు. కులక్షయం అవుతుంది. దాంతో అధర్మము పెరిగిపోతుంది. కులస్త్రీలు చెడిపోతారు. పితరులకు పిండోదకాలు పెట్టేవారు ఉండరు. కౌరవుల లాంటి పాపులను చంపితే పాపం ఒడికట్టుకుంటాను. దీనివలన నేను పొందే సుఖము కాని, యోగము కాని లేదు అని తన రథము వెనుక చలికిల పడతాడు. ఎంతటి యోధుడైనా, మేధావి బనా పరిస్థితిని తన సొంతంగా భావిస్తే, కర్మవ్యాన్ని మరచిపోతాడు. అని ఈ అధ్యాయం గుర్తుచేస్తుంది.

ఒక యోధుడిగా, క్షత్రియుడిగా దుష్టశిక్షణ అనేది తను చేయవలసిన ధర్మం అని కూడా మరుస్తాడు. ఇటువంటి పరిస్థితులను ఒక వ్యక్తి ఎలా ఎదుర్కొనాలి అని తెలిపేది గీతా సారాంశం.

హరి ఓం



COOKERY
CORNER



INGREDIENTS

Whole sabudana	160gm
Chopped green chilli	25gm
Salt	to taste
Crushed black pepper	5gm
Peanut	10gm
Chopped onion	25gm
Curry leaf	2gm



Chef: **Mohd Ismail**
Manager: **Sreekanth Devunuri**

METHOD

1. Soak sabudana for 20 minutes into water, drain and keep for 2 hours at room temperature. 2. Roast peanuts and crush them coarsely. 3. After that add all the ingredients into the soaked sabudana and make 8 to 10 tikki (vada) 4. Heat oil in a pan until oil turns hot enough and then do deep fry on a medium heat. 5. Fry until light golden and crisp on both the sides. Serve sabudana vada hot along with tomato and coconut chutney.

SABUDANA VADA

Courtesy: Anna Native South Indian Kitchen, Sainikpuri, Secunderabad

STATUE OF EQUALITY- PRIDE OF HYDERABAD

The Statue of Equality, Hyderabad, is 16 kms from Rajiv Gandhi International Airport in the scenic Muchintal Sriramnagar village and commemorates Sri Ramanujacharya (1017-1137 AD) who promoted the idea of equality in all aspects of living was inaugurated by Sri Narendra Modi, PM on 5th February 2022. This is the brainchild of HH Tridandi Chinna Jeeyar Swamiji who is an erudite Vedic scholar. He is a philosopher, an unparalleled spiritual teacher and practitioner of selfless service to mankind. The festival of equality was held from February 2 to 14. (Sri Ramanuja Sahasrabdi Samaroham)



SALIENT FEATURES

2nd largest sitting statue in the world

Total cost - 1000 crore

Took 7 years to construct with a workforce of 2700

Made of Panchaloha

Constructed in an area of 45 acres

Total height - 216 ft.

Total height of statue of Ramanuja - 108 ft.

Total height of Bhadra Vedi - 54 ft.

Total height of Padma Peetam - 27 ft.

Total height of Thridandam - 135 ft.

Number of Lotus petals - 54

Number of Elephants under Lotus - 36

Number of Sankhas and Chakras - 36

Educational gallery featuring exhibits about the inspiring life story of Ramanujacharya.

A library with all the Vedic scriptures.

Auditorium for seminars and panditha sabhas.

Omnimax theatre for different shows.

A few reminiscences of Ramanujacharya's life will come alive through technology.

Replicas of 108 Divya Desams around Ramanujacharya Swamy - built in stone, rich with ornate architectural detailing and accompanied with audio guides.



AGARTALA AIRPORT



Sri Narendra Modi, Hon'ble PM, inaugurated Agartala Airport on 4th Jan, 2022. This was constructed by NCC.

Name of Project

Construction of New Integrated Terminal Building (NITB) and associated works at Agartala airport, Tripura

Client :

Airports Authority of India

FACILITIES

Peak Hour Handling (PHP) Capacity	: 1200 Pax (1000 Dom + 200 Int)
Check in counters	: 20 Nos
Custom counters	: 5 Nos
Immigration counters	: 10 Nos
Lifts	: 4 Nos
Escalators	: 4 Nos
Baggage conveyers	: 4 Nos (3 Dom + 1 Int)
Car Park	: 150 Nos
Bus Parking	: 10 Nos

SERVICES

Centralised Air Conditioning | Fire Fighting System | Fire Detection and Alarm System | STP
Public Addressing System | IT Networking | Flight Information Display System | CCTV | IBMS | EPABX | DFMD | WTP





Art by **Raginee Hota**,
d/o Mr. Jitendra Hota,
DM (EDP), RO-BBSR (W&E)



Art by **Beeram Haneesh**,
s/o Mr. B Madhusudhan Rao,
System Admin., (EDP),
W&E Divn., Corp. Office



Art by **Haasini**,
d/o Ms. Amrutha Valli,
Officer (Taxation Dept.)
Corp. Office



Art by **P Nandini Rao**,
d/o Mr. P Surender Rao,
Chief Manager (Finance),
Corp. Office



Art by **Sai Teja Surathu**, 4th Class (CBSE), s/o Mr. Hema Sankar S., Officer (Accounts),
Samruddhi Pkg 3 CY, Sultanpur, Amravati, Maharashtra.

HDL, LDL CHOLESTEROL & TRIGLYCERIDES



What is Cholesterol?

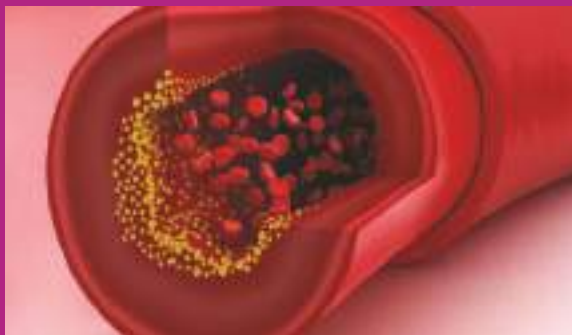
Cholesterol is a waxy substance. It's not inherently "bad." In fact, your body needs it to build cells. But too much cholesterol can pose a problem.

You can make lifestyle changes to improve your cholesterol numbers.

Your body naturally produces all the LDL (bad) cholesterol it needs. An unhealthy lifestyle makes your body produce more LDL cholesterol than it needs. This is the cause of high LDL cholesterol for most people.

Behaviors that can negatively affect your cholesterol levels include:

- Unhealthy diet
- Lack of physical activity
- Smoking or exposure to tobacco smoke
- Being overweight or obese



THE GOOD AND THE BAD

Two types of lipoproteins carry cholesterol to and from cells. One is low-density lipoprotein, or LDL. The other is high-density lipoprotein, or HDL. A test measures the amount of each type of cholesterol in your blood.

LDL (BAD) CHOLESTEROL

LDL cholesterol is considered the "bad" cholesterol, because it contributes to fatty buildups in arteries (atherosclerosis). This narrows the arteries and increases the risk for heart attack, stroke and peripheral artery disease (PAD).

HDL (GOOD) CHOLESTEROL

HDL cholesterol can be thought of as the "good" cholesterol because a healthy level may protect against heart attack and stroke.

HDL carries LDL (bad) cholesterol away from the arteries and back to the liver, where the LDL is broken down and passed from the body. But HDL cholesterol doesn't completely eliminate LDL cholesterol. Only one-third to one-fourth of blood cholesterol is carried by HDL.

TRIGLYCERIDES

Triglycerides are the most common type of fat in the body. They store excess energy from your diet.

A high triglyceride level combined with high LDL (bad) cholesterol or low HDL (good) cholesterol is linked with fatty buildups within the artery walls, which increases the risk of heart attack and stroke.



courtesy: <https://www.heart.org/en/health-topics/cholesterol/hdl-good-ldl-bad-cholesterol-and-triglycerides>



*Made for
Each Other*



Ms. K Nikhitha, d/o Mr. Vijay Kumar K, Manager (HR), MKD OCM WCL Umred site, Hyderabad, married **Mr. Karthik** on 10 Dec'21



Mr. Rajesh Kumar R, Asst. Engineer (Formwork), CWS-Hyderabad (AMD), married **Ms. Deepika Lon** on 21 Nov'21



Mr. N Vasu Kumar, AE (QS), Samruddhi (NMSCEW) - CY, married **Ms. Vijaya Lakshmi** on 25 Oct'21



Ms. K Bhavya Sri, elder d/o **Mr. KV Gopala Krishnam Raju**, Sr. Manager (Liason), Irrigation Division, Corp. Office, married **Mr. U Aravind Varma** on 30 Oct'21



Mr. Prakash Kumar, Jr. Engineer (Electrical), ADB-FSP-Bulandshahr Project, married **Ms. Gitanjali Kumari** on 29 Nov'21



Mr. Rajesh Hati, Officer (HR & Admin), Rubber Dam Project, Gaya, married **Ms. Antara Kundu** on 21 Nov'21



Mr. Ankit Priyadarshi, Asst. Manager (EDP), Govt. Medical College Project, Konni, Kerala, married **Ms. Priya Shrivastava** on 12 Dec'21



Mr. Saraswata Mohapatra, Asst. Engineer (Electrical), ADB-FSP-Bulandshahr, married **Ms. Sipali Satapathy** on 13 Dec'21



Mr. Abhisek Panda, JE (Civil), BDA-Bhubaneswar, married **Ms. Ritimukta Mohapatra** on 21 Nov'21

MANY MANY HAPPY RETURNS...



Ratnala Yojith, s/o RDD Sankar, Jr. Engineer (Safety), CTC-Project, Chennai, celebrated his **1st birthday** on 21 Oct 2021



Giddaluru Hithika, d/o. GV Siva Ganesh, Asst. Engineer, Samruddhi Pkg-3 site, celebrated her **1st birthday** on 14 Sep'21



Harshavardhan, s/o Mr. M Avatharam, Officer (Admin.), Airport-Patna, celebrated his **6th birthday** on 07 Oct'21



L R Atreya, d/o Mr. Ranjithkumar Loganathan, SE (AIIMS), Bathinda, celebrated her **1st birthday** on 15 Dec'21



Chaitanya Krishna, s/o Mr. Akula Jagadeesh Babu, Officer (EDP), AIIMS-Bilaspur, celebrated his **1st birthday** on 24 dec'21



Mysha Fatima d/o Mr. Tamseel Ahmed, Asst. Engineer (Elect.), ADB-Kanpur Project, celebrated her **2nd birthday** on 03 Oct'21



M Molina, d/o Mr. M Nagesh, Dy. Manager, BMS Dept., Corp. Office, celebrated her **birthday** on 10 Dec'21



Korada Jaya Raja Siva, s/o Mr. Korada Andallu, Dy. Manager, Project Unnati, celebrated his **1st birthday** on 23 Oct'21



GS Mounish, s/o Mr. Senthilkumar Muthusamy, AE, RO-Chennai (W&E Div), celebrated his **4th birthday** on 06 Jan'22.



Vegesna Ruhika, d/o V Ramesh, Asst. Manager (Stores), Jabalpur flyover project, Jabalpur, MP, celebrated her **1st birthday** on 17 Oct'21



Yashaanjali Yadav, d/o Mr. Dharmendra Yadav, Asst. Manager (Accounts), SWSMUP-Shahjahanpur, celebrated her **3rd birthday** on 26 oct'21



Ayushman Srivastava s/o Mr. Ajaya Kumar Srivastava AGM (Taxation Dept.) RO-Lucknow, celebrated his **birthday** on 15 Nov'21



Baby Vanga Rithvika, d/o Mr. Vanga Ramulu, Asst. Manager (Accts.), Samruddhi - AMD, celebrated her **6th birthday** on 14 Dec'21



Karwar Beach, clicked by **Mr. Ramdas Achari**, Dy. Manager (Admin.), Seabird Project DB, Karwar



Peacocks - Sirisha Trust, clicked by **Mr. MP Raju**, Consultant, Corp. Office



Mirjan Fort, Uttara Kannada Dist., Karnataka & **Murudeshwar Temple**, Karnataka, clicked by **Mr. G Pavan Kalyan**, Dy. Manager (EDP), Seabird Karwar Project



WTP & Intake site - RWS&S-Keonjhar, Odisha
clicked by **Mr. Sujit Kumar**, Sr. Asst. (EDP), RWS&S-Keonjhar site



Rohtang Pass - Himachal Pradesh,



Diwali Rangoli



Durgam cheruvu cable stayed bridge, Hyderabad, clicked by **Molina** d/o Nagesh, Dy. Manager (BMS Dept.) Corp. Office



Sunrise - Kanyakumari & Sunset - Chennai,

clicked by **Mr. V Krishna Chary**, Accounts Dept., RWS-Chennai



Gateway of India - Mumbai, click by **Mr. Harshu R. Patil**, Asst. Engineer (Contracts) RO-Mumbai



Beautiful insect - Corp. Office, clicked by **Mr. Ravi Kumar Saripella**, Sr. Draftsman, EDTD

CHIEF EDITOR WRITES

GIVE YOUR BEST



Every tick of the clock brings another opportunity to add new substance, new treasure to life. Keep yourself in the habit of fulfilling those opportunities as they come.

Dear MCCians,

The moments that make life rich are the moments to which you give value. As each day goes by, make it your mission to create more of those valuable moments. Every tick of the clock brings another opportunity to add new substance, new treasure to life. Keep yourself in the habit of fulfilling those opportunities as they come.

Give your attention, your love, your curiosity, effort, kindness and joy to each moment. In your wake spread laughter, warmth, progress and goodness. All the money, fame, and power in the world cannot equal the value of a day well spent. Claim that irreplaceable richness for yourself, for those you care about.

Choose to do what counts with the days and the opportunities you have. The difference you make is what makes life worth living. Right now you are here to live, care, engage and add your own flavor to the wonder of existence. With what you have, using all you know and feel, wherever you are, give your best.

Best Wishes

A handwritten signature in black ink, appearing to read 'AGK Raju'. The signature is written in a cursive style with a large, sweeping flourish at the end.

(AGK Raju)

SIRUSERI TCS IT PARK, CHENNAI

Designed by Uruguayan architectural firm Carlos Ott Architects in association with Carlos Ponce de León Architects, the Siruseri TCS IT Park is the the largest IT facility in the entire Asia region.

The architecture of the project is unique in the way it blends both business and lifestyle statements. It combines elements of traditional Indian architecture with contemporary design. An aerial view of the complex resembles six butterfly wings intertwined with a central spine. Laterally, the composition reminds one of Indian temple architecture. The designers have also included features to inspire creativity and harmony in work life on campus.

The campus comprises a total of 12 buildings with varying height featuring five storeys in eight buildings and seven storeys in five buildings. All of these 12 buildings will be divided across the central spine that is 400m long and 42m high, with six on each side. Each block has two wings connected through bridges leading to the two central core structures which house the elevator lobby. The two wings and the cores structures are covered with expansive multiple three-dimensional umbrella structures.

The building also incorporates eco-friendly processes, techniques and systems to meet the requisites for energy-efficient buildings and ISO 14001 certification. The complex is notable for its microclimate performance based on an open atrium office buildings, providing a naturally-ventilated system. An ecological stream beneath a large overhanging canopy of 400m provides a natural cooling system.

