



Samashti

Jan - March 2023
Issue 64

in-house magazine of NCC

**SCALING UP
ART & CULTURE
OF MEGHALAYA
THROUGH SICPAC**



“These are challenging times, and we must gear up to face the challenges, whether it is in work or in our lives.”



Dear NCCians,
Greetings to you all

Welcome to the 64th issue of Samashti.

Wishing you and your family a happy, prosperous, and blessed Ugadi.

Starting this issue, we are introducing a new section 'They Said It.' This page will offer insightful bytes from thought leaders, politicians, business honchos, and prominent personalities.

Featured on the cover is a traditional folk dance of Meghalaya. Along with other stakeholders, NCC has recently constructed the Shillong International Centre for Performing Arts & Culture (SICPAC), an imposing structure with a massive seating capacity. Inaugurated on 14 November 2022, SICPAC is an ideal platform for promoting performing arts and the indigenous culture of the people of north-east India.

On the health front, with the change in weather, there has been a spike in viral fever cases, which is more stubborn as it lasts for at least a week and even when the fever is gone, other symptoms like cough, nausea, vomiting, sore throat, and body ache takes longer to recover fully. As per information from National Centre for Disease Control, most of these cases are H3N2 influenza virus. According to the medical body, "The infection usually lasts for about five to seven days. The fever goes away at the end of three days, but the cough can persist for up to three weeks." I therefore request each one of you to take utmost care.

These are challenging times, and we must gear up to face the challenges, whether it is in work or in our lives. Regardless of the obstacles, one perseveres and performs to succeed. Here are a few thoughts on the topic: "Rise to the challenges."

Rise to the challenges

Just because a job is challenging, you are not excused to be lower than your best. On the contrary, you should use the opportunity to rise to the challenge at hand. Great success is not achieved by just taking the easy way out. Great success is the result of being willing and even enthusiastic about working through the challenges. Each challenge you encounter can either be a reason to quit or a pathway to achievement. Through your attitude and your actions, you decide which it will be.

Difficult, complicated, and challenging work is not a curse but a valuable blessing. It is your chance to learn, grow, and become stronger. As a result, you will become more adaptable and will undoubtedly achieve more.

In every challenge there is a way for you to make a meaningful positive difference in the world. If you welcome the challenges, you welcome the potential for new richness in your life.

Samashti is your magazine. We constantly endeavour to improve it with your valuable support. Your feedback matter to us. Please send in your comments and suggestions to samashti.feedback@nccltd.in.

Best Wishes


AGK Raju

TABLE OF CONTENTS

This is for internal circulation only. The views expressed in the magazine are not necessarily that of the management. Edited by editorial team and printed & published by the Corporate Communications department for and on behalf of NCC Limited.

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2

EDITOR IN CHIEF WRITES



4

FROM THE MD'S DESK



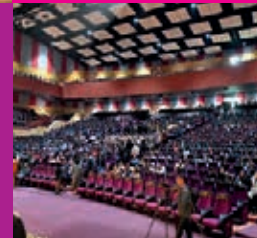
6

ORDERS BAGGED



16

SITE WATCH



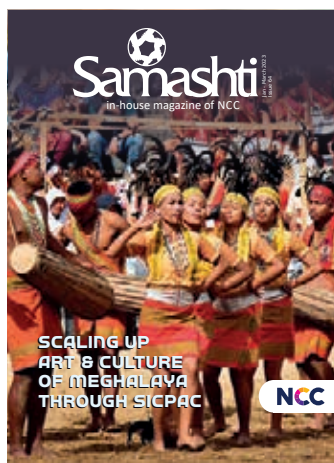
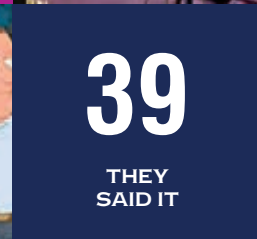
19

ONE-2-ONE



39

THEY SAID IT



ABOUT THE COVER

The cover picture depicts Wangala, or the festival of 100 Drums, a post-harvest festival of the Garos tribe of Meghalaya. It is held every year to honour 'Saljong', the Sun God of Garos.

During the celebrations, people dress up in colourful costumes with feathered headgears. Drums and bamboo flutes are played to the tunes of various folk songs, and people dance to the rhythms of long oval-shaped drums.

NCC has recently completed the Shillong International Centre for Performing Arts & Culture (SICPAC) project, which is a one-of-its-kind platform for the promotion of performing arts and culture in Meghalaya. The completion of SICPAC has been a dream come true for performing artistes, as well as art and culture lovers of north-east India.

Setting up inspiring and Challenging Goals for Ourselves

Dear Colleagues,

I am glad to connect with you on this New Year. My heartiest wishes to you and your family. It is time to unfold new horizons and realise new dreams, rediscover strengths and faith within you, rejoice in the pleasures of life and gear up for new challenges.

2022 has been a good year for NCC in many ways for all the verticals, adding quantitatively and qualitatively to the overall growth of the company. The fast changing economic and business environment and the pace at which we are growing at present sets up inspiring and challenging goals for ourselves. As we move ahead in the new year, it gives me pleasure to share some facets of the year gone by and the road ahead.

A feather in our cap is being part of an ambitious project like Nagpur Metro project, which is featured in the Guinness World Records for being the longest double decker viaduct metro measuring 3.14 km on Wardha Road, Nagpur. A few of the important projects completed

a single vertical but into multiple verticals, we are well positioned to capture the opportunities.

On a standalone basis, we clocked a turnover of ₹ 3313 crore in the third quarter of this FY 23 yielding a net profit of ₹ 150 crore in the period. We registered an EBIDTA of ₹ 349 crore in Q3, which is 10.53% higher compared to that of Q2 FY23 (9.61%), mainly due to lower commodity prices. The numbers reflect 23% growth in top line and 65% growth in bottom line, which is a commendable contribution by each one of us.

As always, we need to focus on our core competencies and align them with our vision, mission, and values. Maintaining positive stakeholder relationships helps us work together more effectively and enables more holistic decision-making. My strong belief is that we can achieve anything if we adopt a focused approach with a positive attitude.

“On a standalone basis, we clocked a turnover of ₹ 3313 crore in the third quarter of this FY 23 yielding a net profit of ₹ 150 crore in the period.”

in 2022 include Agartala airport, SICPAC Shillong, AIIMS Bathinda, AIIMS Bilaspur & Nagpur-Mumbai Samruddhi Express Highway. NCC's credit rating increased from A to A+; 'stable' outlook. This reflects the enhanced bankability of the business model we are following.

In this new year, we need to carve out new business avenues, towards which, as a team, we shall work. Indian infrastructure growth is something that is keeping India's feet on the accelerator. Amid fears of pandemics in neighbouring countries such as China, the ramifications of the Ukraine war, and other global concerns such as tightening monetary policies, falling forex reserves, and so on, government infrastructure spending is critical to keeping the economic vehicle moving at its current pace. NCC is as poised as ever to take advantage of any opportunity coming in its way of growth and we are well positioned in this new year as well. As NCC is not into

Successful projects and progressive partnerships are built on trust. In this contemporary, interconnected world, companies that can foster a deep level of connection with their stakeholders will have a significant competitive advantage.

I am thankful for the level of dedication and hard work each of you has put in, the impact of which can propel our company to become a world class construction and infrastructure enterprise. Wishing you all a delightful new beginning in 2023.

Best Wishes

A R R A J U

A Ranga Raju

NCC'S CREDIT RATING INCREASED
FROM A TO A+; 'STABLE' OUTLOOK.
THIS REFLECTS OUR ENHANCED
BANKABILITY OF THE BUSINESS MODEL
WE ARE FOLLOWING.



New Projects New Opportunities

October to December 2022

**NCC Wins Multiple
Projects Worth
₹ 5377.47 Crore
Across India**

Five Piped Water Supply Projects Bhubaneswar, Odisha

The Engineer-in-Chief, Rural Water Supply & Sanitation, Odisha has awarded piped water supply order of ₹ 456.51 crore to the Water Division of NCC. The order, comprising 5 individual projects, will provide increasing access to improved and sustainable water supply to the people of Odisha.

The work involves execution of 5 individual rural piped water supply projects pertaining to Tangi block, Balipatna block, Balianata block, and two Bhubaneswar blocks, including 5 years O&M on EPC contract.

Lift Irrigation Ms Pipeline Project Mansa, Gujarat

NCC's Water Division received Lift Irrigation order of ₹ 707.30 crore from The Executive Engineer, Water Resources Investigation Development Corporation Ltd. Division, Gujarat.

The project involves the work of MS (Mild Steel) Pipeline Lift Irrigation for transmission of water from NMC (Narmada Main Canal) at Mansa village to Dantiwada reservoir with O&M for 10 years.

The development of this project will allow intensive farming and full use of the land, which is not yet cultivated under the current farming practices. This project will also create employment opportunities in the project area.

Drinking Water Supply Project Tiptur, Karnataka

Rural Drinking Water and Sanitation Department (RDWSD), Tumkur has awarded ₹ 334.31 crore drinking water supply project in Karnataka to the Water Division of NCC.

The project involves providing drinking water facilities to 403 habitations of Tiptur taluka, Karnataka through design, build, operate & transfer mode. The supply of Safe Drinking Water will significantly improve the health and well-being of the people living in this area, and this project will have a positive impact on the socio-economic development of the region.

Drinking Water Supply Project Ongole, A.P.

NCC's Water Division secured a drinking water supply project of ₹ 1056.67 crore from Rural Water Supply and Sanitation, Ongole.

The scope of the work involves providing drinking water supply in western part of Prakasam district in Andhra Pradesh. This project will increase the scope for further development of ground water in the district and contribute to the overall economic development of the region.



In keeping with Prime Minister Narendra Modi's vision of making India a developed nation by 2047, and Minister of Road Transport and Highways, Nitin Gadkari's goal of raising India's road infrastructure to US standards, NCC is committed to nation-building by undertaking major infrastructure projects across the country. During October – December 2022, NCC bagged various orders for the development of infrastructure across India.

Two Electrical Distribution Infrastructure Projects Moradabad, U.P.

NCC's Electrical Division received two electrical distribution projects from Pashchimanchal Vidut Vitran Nigam Limited, Uttar Pradesh.

The first project of 603.23 crore involves development of electrical distribution infrastructure for loss reduction at Moradabad cluster-1 in Uttar Pradesh. The second project of ₹ 568.10 crore involves development of electrical distribution infrastructure for loss reduction at Moradabad cluster-2 in Uttar Pradesh.

Sub Station & Lilo Lines Moodabidre, Karnataka

Karnataka Power Transmission Corporation Limited, Bengaluru has awarded a transmission project of ₹ 378.62 crore to Electrical Division of NCC.

The project involves establishing substations and LILO Lines on turnkey basis in Moodabidre Taluk, Karnataka.

This substation is the part of an electrical supply system which transmits the high voltage from the generating substations to the local distribution networks.

Irrigation & Drinking Water Project Chittoor, A.P.

NCC's Irrigation Division received ₹ 1217.49 crore irrigation project from Water Resource Department, Telugu Ganga Project, Tirupati, Andhra Pradesh.

This project entails widening of Punganur branch canal. The project will meet the irrigation and drinking water needs of the people of Chittoor district, Andhra Pradesh.

Infrastructure Project Ranga Reddy, Telangana

Hyderabad Metropolitan Development Authority, Telangana has awarded ₹ 55.24 crore infrastructure project to the Transportation Division of NCC.

The scope of the work involves providing infrastructure facilities at proposed layouts in Kothur, Ranga Reddy district, Telangana. Development of these infrastructure facilities will promote and secure the planned development of the area.



Landmark Incremental Launching of Spans Achieved at Pune Metro Project

The Pune Metro Reach-1 Heavy Engineering and Erection Department (HEED) team of NCC has achieved a major landmark during the erection of Harris Bridge River Spans in the Pune Metro Project. The central four spans of the bridge were erected using incremental launching method.

Harris Bridge has 12 spans, and each span consists of two sets of two steel girders. The girders of each set are connected by cross bracing.

The weight of each girder varies from 21.5 MT to 47.5 MT, and the overall weight of all 4 girders of one span varies from 85 MT to 220 MT.

The erection of seven structural steel girders on either side of the river was done by Tandem Lifting Method in which the steel girders are first assembled at ground level and then lifted and placed in position with the help of two 200 MT cranes.

However, the girder erection of the central four spans was not possible by this method due to the constraints of placing heavy capacity road cranes on the deck of existing road bridges, which are old structures. Hence, Incremental Launching Method was adopted.



The Pune Metro Team

What is the incremental launching method?

In incremental launching, temporary supports are erected to support the steel girders before they are launched incrementally into their final locations.

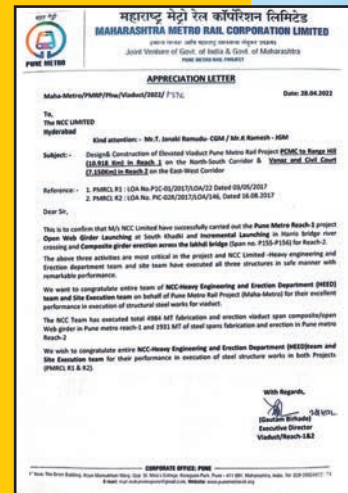
Under this method, the rollers are fixed on each temporary support for the movement of the steel girders. Side rollers are also used to guide the pulling direction of girders. Then, the splicing of these girders is done to facilitate their movement during the pulling process. After connecting the wire rope arrangement, the entire girder assembly is pulled with a winch machine. After the first set is completed, the second set of two plate girders is assembled on the temporary supports and then attached to the first set. After pulling off all four girders, the girder is lowered onto bearings for final alignment.





MMRCL Lauds NCCs Remarkable Performance at Pune Metro Project

Maharashtra Metro Rail Corporation has appreciated the safe and remarkable execution of Open Web Girder launching at South Khadki, Incremental launching at Harris Bridge and composite girder erection across the Lakhdi bridge in the Pune Metro Project. It also congratulated NCC's Heavy Engineering and Erection (HEED) team for their excellent performance in the execution of structural steel works in the project.



NCC Launches Open Web Girder in a Record Time

The Heavy Engineering and Erection Division (HEED) team of NCC has successfully carried out Pune Metro Project's Open Web Girder launch over Railway tracks (Main Line at South Khadki) in a record time.

The 102 m launch of open web through truss girder, including a 33 m temporary launching nose, was executed in a record time of traffic and power block of 4.5 hours. The entire assembly, weighing 680 MT, was launched in a single traffic block. This feat was possible due to the meticulous planning, preparatory works, dedication, and hard work of team of Maha-Metro engineers, NCC Ltd and RITES Designers. Thanks to Central Railway for all the support and cooperation extended and especially to the Commission of Railway Safety. Indeed, a proud moment for all of us.





Maharashtra Government Appreciates NCC's good work at Samruddhi Expressway Project

Government of Maharashtra awarded a certificate of appreciation to NCC Limited on 11 December 2022 in recognition of its valuable contribution towards the prestigious project of Hindu Hrudaysamrat Balasaheb Thackeray Maharashtra Samruddhi Mahamarg.

Led by Maharashtra State Road Development Corporation (MSRDC), Mumbai – Nagpur Samruddhi Expressway is India's longest greenfield road project. Package 3 of the project, which is supposedly the longest package with a scope of 73.367 km, from village Ashta to village Wadhona Ramnath in Amravati district, has been awarded to NCC Limited.



Seen at the certificate presentation function are Honourable Chief Minister of Maharashtra Eknath Shinde (4th from left), Dy Chief Minister of Maharashtra Devendra Fadnavis (2nd from left), and Neeraj Kumar, Sr General Manager, NCC Limited, Samruddhi (NMSCEW) Project (3rd from left).



SITE VISIT

Chennai Trade Centre (CTC) Project, Chennai

Pradeep Singh Kharola, IAS (Retd.), Chairman and Managing Director of India Trade Promotion Organization (ITPO), visited CTC Project, Chennai site on 3 December 2022 along with R Rajendran, Managing Director of Tamil Nadu Trade Promotion Organisation (TNTPO) to review the work progress. Officials from ITPO and TNTPO were also present.

Nagpur Metro Creates Guinness World Record

Nagpur Metro in Maharashtra has entered Guinness World Records for creating the longest double-decker viaduct metro measuring 3.14 km on Wardha Road. A viaduct is a long-elevated roadway usually consisting of a series of spans supported on piers or columns.

Executing the project on Wardha Road was a major challenge for NCC. It is part of a three-tier carriageway, with metro rail on top, National Highway flyover in the middle and the existing road at the ground level.

The double-decker viaduct measuring 3.14 km is the longest such structure across any metro rail system in the world and has three metro stations: Chhatrapati Nagar, Jai Prakash Nagar and Ujjwal Nagar.



Seen are Sreerama Babu, EVP(Tech), Afzal Shaik, VP(Tech), Raghuramaiah K, SGM(Tech), and Rajasekhar Benda, CM-Planning.

NCC Presents Water Solutions at AWWA International Conference

Sreerama Babu, Executive Vice President (Tech), NCC had given a presentation on "24x7 Continuous Water Supply" at "AWWA International Conference & Exhibition 2022," conducted by American Water Works Association (AWWA) – India.

The event, which was held at Taj Ganges, Varanasi from 5 - 6 December 2022, deliberated on the topic of "Total Water Solutions". It was hosted by AWWA India Association and supported by the Ministry of Housing and Urban Affairs, Govt of India and AWWA, USA.

International speakers, industry stalwarts, government authorities and academic and industry representatives were among those present. Forty six speakers and more than two hundred participants had attended the conference.





Director's Visit

Chennai Trade Centre Site Visit

ASN Raju, Director visited Chennai Trade Centre Project to monitor and review the work progress.

Chennai Trade Centre, the gate way to trade and business, is situated at Nandambakkam at a distance of 5.5 km from Chennai International Airport. It is connected by road facilitating easy access from the Chennai city and major international business hubs.

Promoted jointly by India Trade Promotion Organisation (Government of India) and Tamil Nadu Industrial Development Corporation (Government of Tamil Nadu), Chennai Trade Centre has established itself as the most sought out destination for all trade related activities in South India.



ASN Raju, Director accompanied by SRK Surya Krishna Raju, Director (Projects) visited Chennai Trade Centre Project. P Ramakrishnaiah, JGM (Tech) was present



Fire Safety Training

Fire safety training was conducted by Kapston training team at NCC CWS Shankarpalli, Hyderabad on 19 October 2022. Employees were taught the basics of fire prevention and various fire extinguishing methods.

Even though organisations insure things, safety of lives is the vital factor. Some objects are too valuable or customary to be replaced or purchased again. Therefore, taking fire safety precautions are critical to protect valuable assets.

One Million Safe Man-Hours



Seen are the Project Seabird staff

NCC Celebrates One Million Safe Man-hours at Project Seabird, Karwar

The Project Seabird, DB-02, Karwar Team is excited to announce the achievement of one million safe man-hours without LTI (Loss Time Injury) on 11 June 2022. A Loss Time Injury is a work injury of an employee that results in the loss of productive work time.

This significant safety milestone demonstrates NCC's commitment to follow and implement the highest safety standards at its project sites.

NCC believes in a proactive approach to all aspects of health and safety, driven through a program of consistent employee engagement from the top down. NCC's objective of "safety first" ensures the best working conditions for all employees, contractors, and visitors across all its worksites.

INS Rajali Site Visit



ASN Raju, Director, accompanied by P. Narasimhan (VP) Accounts, visited INS-Rajali Navy Runway Project, Arakkonam to inspect and review the work progress. INS Rajali, also known as Arakkonam Naval Air Station, is near Arakkonam in Ranipet district of Tamilnadu.

Sitapur Site Visit



ASN Raju, Director visited State Water & Sanitation Mission (SWSM)-Sitapur project site. Satish Kumar M (GM-Tech) was also present. SWSM is a State Government Mission to facilitate clean drinking water to the citizens of UP in next few years.

ISO Activities



Quality Management System (ISO9001:2015) Internal Auditors Training Program

was conducted at HEED-CWS Shankarpally on 3 October 2022. This program was organized by Professional Management Service Hyderabad. Program was attended by 9 Trainees.



Quality Management System (ISO9001:2015) External Audit

was conducted at HEED CWS Shankarpally on 19 September 2022. Audit was conducted by Global Management Certification Services Pvt. Ltd. Hyderabad.

Integrated Management System (ISO9001:2015, ISO14001:2015 & ISO45001:2018) second Surveillance Audit

was conducted by TUV Nord at Corporate Office on 24 September 2022. Closing meeting was attended by Sudhakara Moorthy (Sr.VP-HR) along with all the Departmental Heads, Internal Auditors, Auditees and IMS Team.



Integrated Management System (ISO9001:2015, ISO14001:2015 & ISO45001:2018) Second Surveillance Audit

was conducted by TUV Nord at Chandini Chowk NH Project, Pune on 22 September 2022. Closing Meeting was attended by Vijaya Narasimha Raju(Project In-charge) along with Departmental Heads and IMS Team.



The Internal Audit for Integrated Management System (ISO9001:2015, ISO14001:2015 & ISO45001:2018)

was conducted from 22 November to 24 November 2022. The Opening Meeting was held at Lucknow International Airport Project.

All departmental In-charges along with SK Mahadevan (Project In-charge) and M Satish Kumar (Regional Coordinator) attended this Opening Meeting which was conducted on 22 November 2022.

Integrated Management System Internal Audit was done by Dr. P Haribabu (IMS In-charge) along with Lawrence Kumar CH.



Free General Health Checkup And Cancer Screening



Seen are MP Raju from NCC Foundation, Dr Kumar from Grace Foundation, Satish from Grace Foundation, Buji Raju from Vasudha Foundation, D Suryanarayana Raju, Contractor

At NCC Housing Colony Antarvedipalem

Free General health check-up and cancer screening camp was organised at NCC Housing Colony, Antarvedipalem, East Godavari District Andhra Pradesh on 20 October 2022. The team consisting of five lady technicians, seven male technicians and three doctors carried out the general check-up and cancer screening of the residents and people

living in the vicinity. One hundred eighty persons were examined. The team gave medicines to the patients for minor ailments. The results of the cancer screening would be intimated to the respective persons for any follow up. Economically poor patients would be treated free of cost. Grace Foundation, Vasudha Foundation and NCC Foundation sponsored the camp.



NCC
donated
mid-day
meal vans
to Akshaya
Patra
Foundation



NCC donated a mid-day meal van to Akshaya Patra Foundation, Visakhapatnam, AP on 25 November 2022. PNS Kumar of Admin. Department of Visakhapatnam office attended the flag off ceremony of the van. The Midday meal van is stationed at Gambhiram village on the outskirts of Visakhapatnam. NCC also donated another mid day meal van at Thane, Maharashtra.

SICPAC-MEGHALAYA

SICPAC Inaugurated by Meghalaya CM

“The facility will serve as the venue for mega cultural events in the domains of dance, theatre, music and host film festivals and particularly showcase art and crafts from the northeast region.”

- Meghalaya Chief Minister, Conrad Sangma

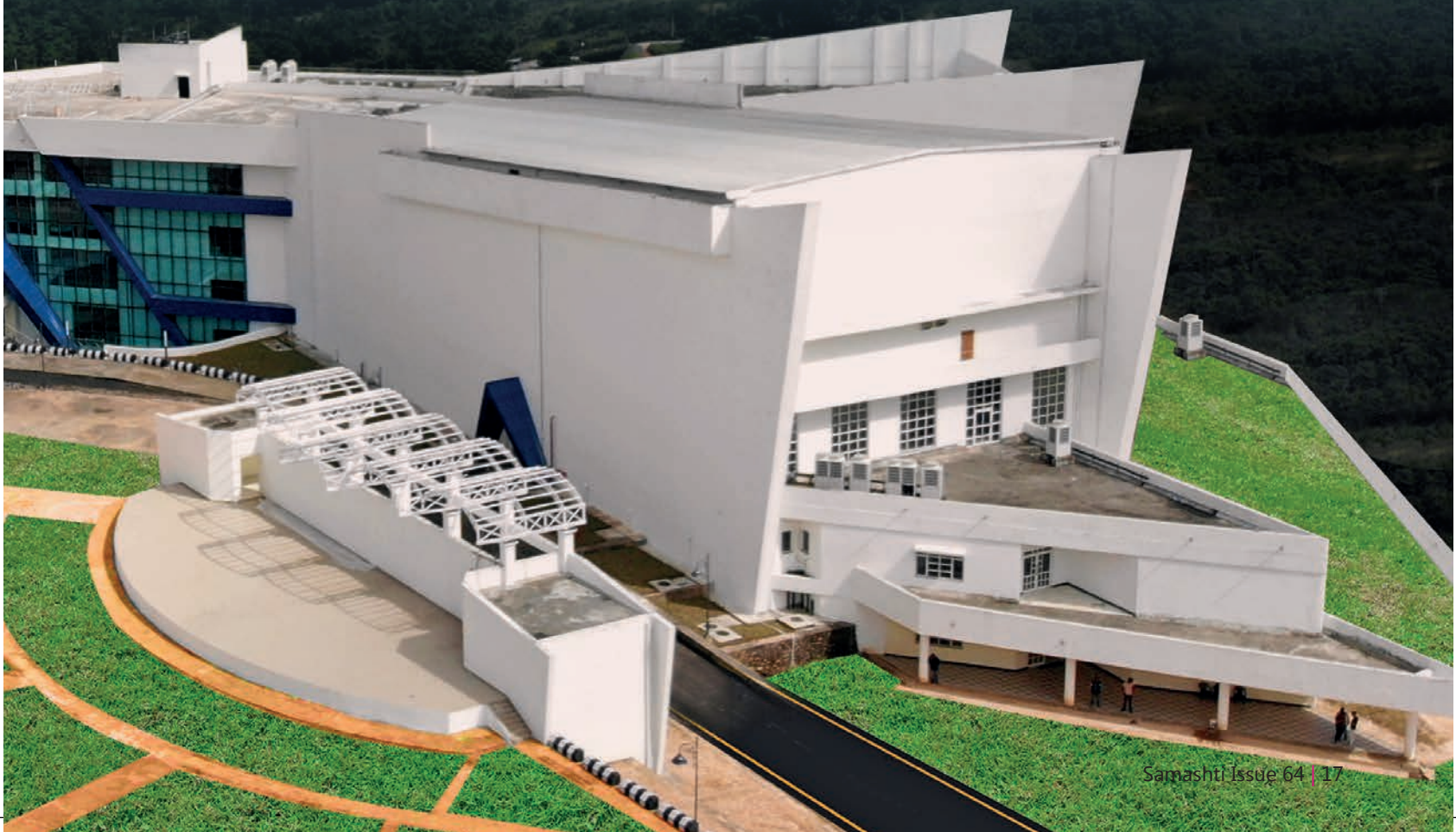


NCC, along with other crucial stakeholders, has successfully completed the Shillong International Centre for Performing Arts & Culture (SICPAC). SICPAC boasts of a huge seating capacity, which is the first-of-its-kind in the state of Meghalaya. The project was inaugurated on 14 November 2022 at Mawkasiang by Meghalaya Chief Minister, Conrad Sangma in presence of Deputy CM, Prestone Tyngsong, Minister of Arts & Culture, Sanbor Shullai, Chief Secretary, Govt of Meghalaya, Donald P Wahlang, and Commissioner & Secretary, Arts & Culture Dept, Frederick Roy Kharkongor.

Built at a cost of ₹ 150.92 crore, SICPAC project has an iconic RCC framed structure. The building cluster comprises different theatres and auditoria halls, such as: a multipurpose theatre with a capacity of 1739 seats, a small theatre with 302 seats, a black box theatre with 574 seats, and an open-air theatre with a standing capacity of 15,000 people, all connected through a central block surrounded with water bodies. The composite structure is aesthetically placed on the hill slopes of Shillong, overlooking a valley. Speaking at the inaugural programme, CM Sangma said, "The Shillong International Centre for Performing Arts & Culture will set a new benchmark as an infrastructure platform for Performing Arts in the national and international arena. The facility will serve as the venue for mega cultural events in the domains of dance, theatre, music and host film festivals and particularly showcase art and crafts from the northeast region."

A few of the available utilities at SICPAC include a contemporary art gallery, a sky theatre, a special exhibitions space, a VIP enclosure area, an auditorium hall with a rotating stage, a VIP banquet hall, a VIP lounge, automated elevators, a tribal museum, and administrative workspace, among other facilities.

Meghalaya Government Construction Corporation Ltd was appointed the PMC (Project Management Consultant) and Hindustan Steelworks Construction Ltd (A Govt of India Undertaking), NCC Limited and Skematic Consultants were crucial stakeholders towards completion of the project.



MANAGING COMPLEX CHANGE



Sudhakara Moorthy
Sr. Vice President

The Five essential elements for effectively managing complex change are – Shared Vision, Skills, Incentives, Resources, and an Action Plan. All the five elements are to be present for Effective Change. Absence of any one of the elements may derail the Change Effort.

Vision is the picture of the Future when the Desired Change is realized. It must be the answer to the question – Why we need the Change. This Vision must be Shared with all involved – even better if the Vision is created together. Only a Shared Vision will ensure all involved to consider the Desired Change as their Own True Desire. This will make each one to take Ownership and put their heart and soul into the Change effort. Absence of a Shared Vision would result in Confusion.

Skills are the capabilities required to be able to implement the Change. Change requires that people move into unfamiliar territory, but if they feel that they lack the necessary skills or training to effectively carry out their part, they will experience anxiety. The Skill element should address the requirements and availability of existing skills in the workforce and implement plans to augment the people with the needed skills, support systems, processes, and methodologies to enable complex change. Absence of Skills would result in Anxiety.

Incentives are the motivation that makes people act towards implementing the Change. If people do not see the value of the change – what is in it for them – they are more likely to exhibit resistance to change. Incentives could be Tangible – Financial or Intangible – recognition, prestige, personal achievement etc. Incentives, while giving a rational for change, also help to build consensus. Absence of a Incentives

would result in Resistance. Resources are physical or emotional things required to implement the Change. Without suitable and appropriate resources available to carry out complex change, people are likely to feel frustrated. This Element should answer questions about the reusability, flexibility, and portability of resources. Questions related to accessibility and equitable distribution of the resources, resource augmentation, and gains through integration must also be considered. Absence of Resources would result in Frustration.

Action Plan is a measurable, manageable, clear set of sequential steps that are to be taken. The action plan is best developed with people's involvement. It must be valid given the rapidly changing nature of business. Lacking a clear action plan, will lead to false starts – a sense of being on a treadmill, not really being able to get any traction. Action Plan must clearly elicit - ATR

who needs to take what **Actions**
by what **Timelines** must the actions be completed
who is **Responsible** for completion of the actions
Absence of an Action Plan would result in False Starts.

Additionally, the five essential elements provide Change Leaders with the ability to troubleshoot change initiatives by observing the negative outcomes - | Confusion | Anxiety | Resistance | Frustration | False Starts | - currently being experienced in the Change Initiative and work backwards to identify the element(s) that need to be addressed to troubleshoot the change initiative.

HONEST AND HARD WORKING

Shanti Chhatri,
Security Guard working
at Bangalore Metro rail
Corporation Limited (BMRCL
Pkg-1) shares with Samashti a
slice of his life.



Shanti Chhatri, working since 33 years, carries out his duties with sincerity with self-satisfaction. He maintains a healthy work-life balance. Honesty is his hallmark.

How long have you been with NCC?

I have been working with NCC for the past 33 Years. I worked 3 Years as a sub-staff and then for 30 years as a staff.

What is your unforgettable moment at NCC?

It was when I received an appreciation letter, after the completion of 5 years of service. This gesture was very heartwarming. I was felicitated and praised for my good work as well.

What gives you that happiness and thrill while working at NCC?

Cooperative and supportive people, flexibility at workplace, and the good guidance of the project in charges make my work light and easy. I am happy working here.

What makes your daily routine in office?

As soon as I enter the office, I begin my day with a small yoga drill, so that it keeps me alert all day. Post that, I pray for a few minutes, and begin my day by taking up small activities like logging the journal, barricading the entry and exit points etc. My daily routine also involves greeting and meeting new people, whose details, I enter and log. Their smile refreshes my day as well.

My Strength

I consider honesty and hard-working nature as my strength at work. However, maintaining a healthy work/life balance is also among my top priorities. Support from my family members is my actual strength.

My Weakness

I am quite emotional, and at times this could be my weakness as well.

Your Concept of Happiness

Happiness is an emotional state characterized by feelings of joy, satisfaction, contentment, and fulfilment. For me, happiness is feeling positive emotions and having life satisfaction.

Please Share few experiences and few memories in NCC

I have had the pleasure of training new security guards at work. Independence Day and all the other national events are often led by me. The birth of my grandsons was celebrated at NCC. This was a very happy moment for me and my family as well.

Success Means

Working sincerely to the utmost satisfaction to myself first, and then to my superior in charges.

Please Share your family details

My wife's name is Promila Chhatri, who is a homemaker. I have two sons. My first son is Hari Chhatri. He is married and his wife's name is Jayanti Chhatri. The second son is Binay Chhatri. His wife's name is Manita Chhatri. I have two grandsons: Chhabiram and Chharsiva.

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

No specific hobbies. But I enjoy eating delicious food and spending my leisure time watching TV.



SIXER

In this page, six senior/middle level management employees share their brief insights on common workplace topics



Suhas Eklahare
Associate Director,
Buildings Divn.



RV Ravi,
Sr EVP(Technical)
W&E Divn.



Prasada Rao DVV
EVP (Tech)
Buildings Divn.

1 One cost cutting measure you suggest at the workplace.

Plan Meticulously before carrying out any activity.

Timely Decisions, actions and eschew procrastination

Preparation of project cost estimate (PCE) before starting the work to keep track of project costs and manage the site work effectively, limiting the expenditure within the planned cost.

2 One Tip for Time management.

Prioritise and sequentially carry out activities.

Complete Understanding of all aspects of roles and responsibility

Organising critical activities as per the construction schedule to achieve the milestones. Raising of RA bills every month to manage cash flow will also help for time management.

3 One technique for handling anger.

Imagine yourself representing the other side.

Understand the other side, there is always a way/mild anger enhances performance

Listen carefully to what other person is saying and take your time before answering.

4 One good thing about the new generation.

Tech Savvy and better informed.

Boldness

The new generation by utilising the rapidly updating technology available, is achieving their goals within short time.

5 A Stress relief Tip.

When you can spare time, indulge into your favourite pass time.

Understanding the nature of stress and its effects. Learn and Practice

Doing meditation daily

6 Your Hero in the Business world (outside of NCC)

Ratan Tata
Former Chairperson of Tata Group

Anne M. Mulcahy
Former Chairperson of Xerox Corporation.

Anand Mahindra,
Chairperson of Mahindra Group.



Ramesh Babu Ravuri
EVP (Tech)
Transportation Divn.

By Economical Mix design of Concrete and proper cutting schedule of reinforcement.



Sripadi R Chary
Sr Vice President
Mining Divin.

Introducing automation in planning and execution of the projects, fuel efficiency practices, and hiring multi-tasking employees to achieve maximum productivity.



Shaik Afzal,
VP (Tech.),
W&E Divn

Adopting Budgets, standards, expressions of Quantitative and Qualitative objectives.

Prepare & update a 'to do' list with schedule.

Define and prioritize the activities, set the timelines and schedule the task.

Set clear expectations, monitor progress regularly, effective interaction, trust, explaining the reasons effectively.

Move on to different activity immediately.

Express emotions and angry feelings in an assertive manner, without hurting others.

Practicing deep breathing, get enough physical activities, taking a mental vacation.

Grabbing new opportunities to grow.

New generation is into next-gen technology. They are creative, progressive, adaptable for change and have out-of-the-box thinking.

Technological proficiency and adaptability.

Close eyes and remember loved ones.

Practice yoga and meditation. Connect with friends and family members. Involve in a physical activity.

Manage time, physical activity, spending time with nature, positive thinking, spending time with Family & Friends, Book reading and listening to music.

Ratan Tata.
Former Chairperson of Tata Group

Ratan Tata.
Former Chairperson of Tata Group

Ratan Tata.
Former Chairperson of Tata Group



Annual Return - Turnover Reconciliation



RS Raju
Director - Projects

GST Annual Return (GSTR-9)

GSTR-9 is an Annual Return to be filed on or before 31st December of the year subsequent to the relevant finance year by the every taxpayer which is summary of all monthly/quarterly returns (GSTR-1, GSTR-2A, GSTR-3B) filed for that year. It consists of details regarding the outward and inward supplies made/received during the relevant year, ITC availed and utilised, Refund claimed under different tax heads i.e., CGST, SGST & IGST. GSTR-9 is to be filed by every registered taxpayer if aggregate turnover of taxpayer is more than Rs 2 Crores except Composition Dealer, Casual Taxable Person, Input Service Distributor, Non Resident Taxable Person, taxpayer paying TDS u/s 51 of CGST Act.

Reconciliation Statement (GSTR-9C)

GSTR-9C is a statement of Reconciliation between:

- (a) The Annual Returns in GSTR-9 filed for a Financial Year and
- (b) The figures as per the Audited Annual Financial Statements

The taxpayer can himself self-certify the GSTR-9C which is to be filed on or before 31st December of the year subsequent to the relevant finance year if aggregate turnover of taxpayer is more than Rs 5 Crores except Composition Dealer (GSTR-9A is prescribed for them), Casual Taxable Person, Input Service Distributor, Non Resident Taxable Person, taxpayer paying TDS u/s 51. These limits have been simplified in following manner:

Aggregate Turnover	Up to Rs 2 Cr	Rs 2 Cr to Rs 5 Cr	More than Rs 5 Cr
GSTR-9	Optional	Compulsory	Compulsory
GSTR-9C	NA	NA	Compulsory

Aggregate Turnover

“Aggregate Turnover” includes aggregate value of taxable supplies, zero rated supply of goods or services or both, exempt supplies and interstate branch transfers under same PAN but excludes inwards supplies on which GST has been paid on RCM basis and GST liability on turnover.

Details required to be furnished for Annual Return and Reconciliation Statement

GST Annual Return and Reconciliation Statement for any given financial year requires the following details to be reported in the prescribed forms-

- 1) Turnover including taxable turnover, exempted turnover, zero rated turnover for the year and output tax liability thereon as per books of accounts and GSTR-1 & GSTR-3B



- 2) Input tax credit per books of accounts and GSTR-3B & GSTR-2A
- 3) Details of ITC reversed during the year due to ineligibility of ITC or any other reasons.
- 4) Details of adjustments of turnover or ITC made in current year pertaining to previous year or to be made in next year pertaining to current year.
- 5) Details of refund applications filed, sanctioned and rejected during the year.

These details should be reported after due reconciliation of data reported in GST Returns and Books of Accounts so that any errors reported can be rectified.

Turnover Reconciliation

I) Turnover as per GSTR-1 is to be reconciled with Financial Books of Accounts (FA) and difference is to be rectified. Mismatch of Turnover would be due to the following reasons:

- Accounted in FA in Previous Year / Next Year but declared in GSTR-1 in Current Year
- Reversed in FA in Current Year but reversed in GSTR-1 in Previous Year / Next Year
- Accounted in FA in Current Year but declared in GSTR-1 in Previous Year / Next Year
- Reversed in GSTR-1 in Current Year but reversed in FA in Previous Year / Next Year

II) Turnover as per GSTR-1 is to be reconciled with GSTR-3B and difference is to be rectified. Mismatch between GSTR-3B & GSTR-1 would be due to the following reasons-

- Turnover declared in GSTR-1 but not declared in GSTR-3B due to various reasons.
- Turnover declared in GSTR-1 in Previous Year but declared in GSTR-3B in Current Year
- Turnover declared in GSTR-1 in Current Year but declared in GSTR-3B in Next Year.

Other Reasons for Mismatch of Turnover-

- Declared in GSTR-1 in Next Year but declared in GSTR-3B in Current Year or Declared in GSTR-1 in Current Year but

declared in GSTR-3B in Previous Year

- Reversed in GSTR-1 in Current Year but reversed in GSTR-3B in Previous Year or Reversed in GSTR-1 in Current Year but reversed in GSTR-3B in Next Year.
- Reversed in GSTR-3B in Current Year but reversed in GSTR-1 in Previous Year/ Next Year
- Reversed in GSTR-3B in Current Year but not reversed in GSTR-1

Errors / Mistakes are to be rectified on or before 30th November following the end of the financial year to which such invoice/ debit note / credit note pertains. Interest is payable @18% for delay in discharge of tax liability.

Issues in Accounting of Turnover/ Outward Supplies

Proper Control is required in raising of Tax Invoices and in Accounting of certain Outward Supplies as given below to avoid penal provisions:

Stock Transfers: Stock Transfers are to be verified with Way Bills and Books of Accounts. Bill of Supply to be raised for exempted stock transfers such as rigs, tools & spares and all goods on wheels like cranes, trucks, excavator, dozer, pavers, loaders etc.,

Asset Transfers / Sales: Value is to be verified with Asset Account

Scrap Sale: Tax Invoice is to be raised for Scarp Sales and to be accounted under Miscellaneous Receipts Account.

Issue of Materials on Debitable Charges: Tax Invoice is to be raised for materials issued on debitable charges to Subcontractors. Proper accounting and control is required for such transactions.

Mobilization Advance: Receipt Voucher is to be issued for Mobilization Advance received from clients. Proper control and accounting is required for adjustment of advance in RA Bills and in GST Returns GSTR-1 & GSTR-3B.

E-Invoices are being raised through offline system and hence proper control is required for timely accounting in FA.

LONG SERVICE



K Anna Dorai AGM (Tech), working at West Bengal Piped Water Supply Project -Purulia and reporting to N Dutta, CGM, had Joined NCC on 23 December 1992. He has put in over 30 years of long and distinguished service at NCC. He attributes his long stint in the company to the warm and friendly relationship he shares with his colleagues and the support of the top management of NCC. He has worked on several projects and has grown in his career by learning new things in project execution and adopting new technologies with the help of his superiors.

Samashti wishes him the very best in his career and thanks him for being such a valuable member of team-NCC.



MN Malleswara Rao, JGM (System Admin), working at corporate office of NCC, joined the organization on 1 December 1997. A tech-geek, Malleswara Rao is passionate about computers and has an excellent understanding on upgrading, installing, and configuring application software and computer hardware. He reports to Sudhakar James, Sr GM, and credits his long stint at NCC to the support and guidance of his superiors, who recognise his work and act as mentors.



A Nagaraju, JGM (Tech), working at project Seabird, Karwar had joined the organization on 3 October 1997. Through his experience spanning over 25 years at NCC, he has risen through the ranks to the present position of Joint General Manager. He reports to GRK Reddy, Sr. Vice President. A tech-savvy professional, Nagaraju ascribes his long stint to the excellent working conditions of NCC, where employees have ample freedom to work and prove their worth.



Dinesh Kumar Rana, Sr. Manager (Resource & Maintenance), working at Mumbai Metropolitan Region Development Authority project of NCC had joined the organization on 20 October 1997. He has a long-standing service of over 25 years and reports to J Srinivas Rao, AGM. A talented Manager, Dinesh is a resourceful person with good inter-personal and problem-solving skills. He credits his long stint in the company to the management of NCC, who take good care of employees.

And there's more

- B Rajesh Katte**, Sr Project Manager, TMC Flyover, Mumbai
- MVS Sundar**, AGM (Accounts) RO Kolkatta
- H Sudhakar**, AGM (Technical), BMRCL Project
- E Appa Rao**, Assistant, RO Bangalore

20 years



Atul Patemar, Sr Project Manager, U.P- Mahadev Water Supply Systems, being felicitated by R V Ravi, Sr EVP



M Venu Gopal, AGM, Secretarial Department, being felicitated by Srinivasa Murthy, EVP and Company Secretary



D Murali Mohan Raju, AGM, HMWSSB ORR WSP PKG-1, being felicitated by TV Parameswara Rao, Project Coordinator



S Avinash Kumar, AGM (Tech) Ranchi Water Supply Systems Project, being felicitated by SK Afzal, Vice President (Tech)



B Neeladri Raju, Project Manager, Greater Warangal Municipal Corporation Amrut Warangal Project, being felicitated by SSV Gopal Raju, DGM (Tech)



Janardhan Reddy, Sr Manager, Admin, GHMC Road Maintenance Contract Site, Miyapur being felicitated by RVS Siva Prasad, Sr GM & Project Incharge, GHMC CRMC Site, Miyapur



Thilosh Kumar PM, Civil, Mumbai Metro Rail Corporation Limited, Jaistambh Chowk Site, being felicitated by Dhananjay Vader, Sr Vice President (Tech)



KVD Ravi Kumar, Deputy Project Manager, AIIMS Guwahati, being felicitated by Biswajit Sarma, DGM (Tech)

And there's more

P Rama Krishnam Raju,
Manager, RWS Bhubaneswar

15 years



Tushar P Dhore PM (QS), Mumbai Metro Rail Corporation Limited, Jaistambh Chowk site, being felicitated by Suhas Eklahare, Associate Director and PNVS Murthy- Sr Vice President



Goutam Paul (Project Manager), RWSS-Khordha Project, being felicitated by P Kannan, Sr GM (Tech)



Bathula Venkata Raghu, Manager, Taxation, being felicitated by M Sriram, CGM



Shaikh Salim Basha, Manager, System Administration, Corporate Office, being felicitated by Sudhakar James, Sr.GM



L Ranga Nadh, Deputy Manager (Stores), SWSM – Burpura Project, being felicitated by Vijay Lokhande (DGM -P) and RVV Ramesh Kumar (Sr PM).



G. Sanjay Kumar, Manager (IS Department), VJNL Chitradurga Drip P3, being felicitated by Potlapalli Kishore , Project Manager



P Srinivasa Rao, Manager (Accounts), MKD OCM, Western Coalfields Limited site, being felicitated by RS Raju, Director (Projects)



Mukesh Kumar Pandey, Deputy Manager (IS) WBPWSP Purulia Pkg- 1, being felicitated by K Annadorai, AGM (Tech)



Pratap Chandra Pradhan (Manager QC), RWSS-Odisha-Jaipur site, being felicitated by Balai Chandra Pal (Sr. Project Manager)



Y Suresh, Officer Stores, ITC-Nauroji Nagar, New Delhi, being felicitated by Kota Rajasekhar, GM (F&A), Jagannath Jha, Chief Manager (F&A) and Sandeep Kumar, Asst. Manager (Admin)



Trinath Rautaray, Senior Field Assistant, BDA, Bhubaneswar, being felicitated by Sibasis Mohanty, PM & Nihar Ranjan Swain, DPM (QS)



T Vishnu, Sr Engineer, TDWSP Rangareddy Site (W&E Division), being felicitated by T V Parameswara Rao, Project Coordinator



Palepu Balaji, Senior Engineer from WBPWSP Purulia Pkg- I



Karunamoy Bandyopadhyay, DGM (Tech), RO-Bhubaneswar (W&E), being felicitated by P. Kannan, Sr GM

And there's more

D Satti Raju, Manager - Structures, AIIB-VSKP Project
SVSSN Raju, Asst Engineer, AIIB-VSKP Project
S Srinivasan, Asst Manager, ADB-Bulandshahr
K Prasad, Asst Manager, TSGENCO -YTPS Project
Jagannath Jha, Chief Manager - F&A, RO Delhi
K Rama Krishna, Asst Administration, RGRHCL, Ganigarahally
K Yesu Babu, Field Assistant, RGRHCL, Ganigarahally

Suresh Maroti Rao Narwade, Manager Projects, TMC Flyover, Mumbai
DV Krishnam Raju, Senior Manager (Stores), BESCO-Kengeri Project
Amit Chaturvedi, Chief Manager (Tech), MMRDA, Mumbai Metro Project

LONG SERVICE

10 years



K Krishna Rao, Executive Vice President and CFO, being felicitated by AGK Raju, Executive Director



Dasari Kranthi Joshi Babu, Asst Manager (Finance), Corporate Office, being felicitated by Vijay Kumar, Vice President



G Samiya Pandian, Project Manager (Electrical), Tamil Nadu Generation and Distribution Corporation, Tambaram Project, Chennai, being felicitated by A Panjanadhan, Project Manager.

And there's more

- Sanjay Kumar Deo, Officer Admin, ITC Nauroji Magar, New Delhi
- M Karthik Raj, Senior Engineer, RO Jaipur
- Chintaginjala Srikanth, Senior Engineer Mechanical, Jabalpur Flyover Project
- Raj Kumar, Asst Manager Stores, RWSS Odisha, Talcher



Chandan Sharma, Foreman, P&E, Mumbai Metropolitan Region Development Authority, Mumbai Metro, being felicitated by S Umasankar, DGM (P&M).



Amit Kumar, Deputy PM (Planning) from West Bengal Piped Water Supply Project, Purulia Pkg- I.



P Srinivasa Rao, Manager (Accounts), NCC Urban, being felicitated by G Srinivasa Rao, General Manager, Accounts



Sravan Kumar Kangora, Deputy Project Manager, Telangana Drinking Water Supply Project, Rangareddy, being felicitated by SSV Gopal Raju, DGM (Tech)



VV Subbaraju Chodraju, Dy Manager (Materials), being felicitated by Bangar Raju, Sr Executive Vice President

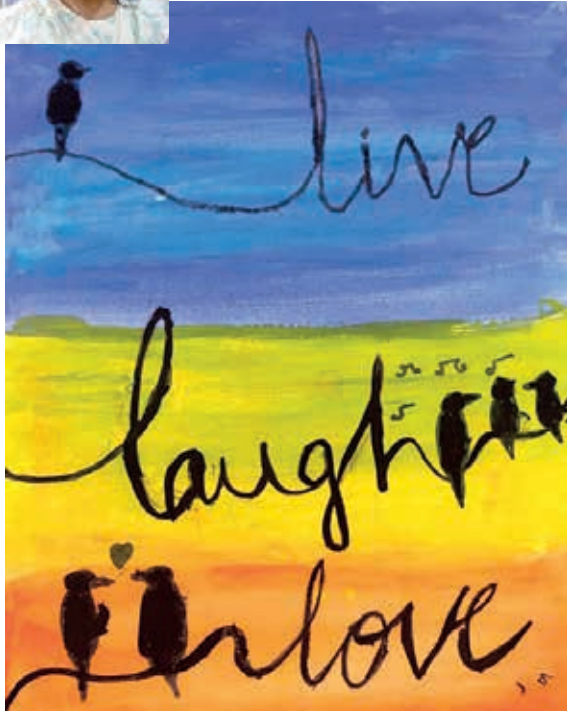


V Mahesh Babu, Assistant Engineer, Dindi Lift Irrigation Scheme III, PKG-IV Project being felicitated by SSV Gopal Raju, DGM (Tech).

- Vijaya Sai Billa, Deputy Manager Information System, WSS Project, UP Amlikaur
- Kamalesh, Senior Engineer, WSS Project, UP-Gulara
- Malay Roy, Sr Field Assistant, ADB-Bareilly Project
- PA Ravi Kumar, Foreman (G-5), TANGEDCO-Tambram



Drawing by Riya Anne Philip granddaughter of Philip Joshua, Corporate Communications.



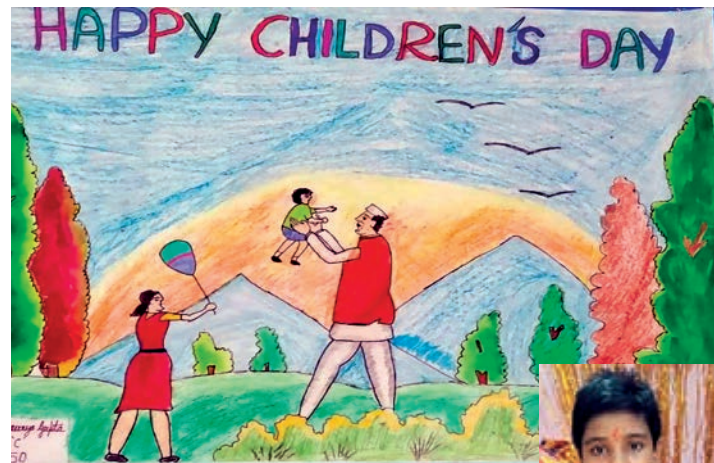
Puneeth Kumar son of S.Koteswara Rao (JE), electrical, ADB project, Visakhapatnam acted as Alluri Seeta Rama Raju in school during independence day.



Sketch drawn by K.Sujitha, ninth class, D/o of KVVM Prasad (Dy. Manager-Admin), Seabird, Karwar.



Hand drawings by Paarvathy S Nair, eighth class, D/o M Jayashankar, General Manager, GVMC-Projects, Visakhapatnam.



Drawn by Shaurya Gupta, third class, S/o Pramod Prasad Gupta, Asst. Manager (Information System), SWSM UP, Bareilly.



Well Done!



VSS Srikar Emany, S/o E V Pavan Kumar, Chief Manager (taxation) Corporate Office, was awarded a Gold Medal from Jawaharlal Nehru Technological University, Hyderabad for best outgoing student of B. Tech Electronics & Instrumentation Engineering for 2021 – 22 batch. He is presently pursuing MS in Sensors, Measurements & Instrumentation at Indian Institute of Technology, Palakkad, Kerala.



M. Kowsalya , D/o M. Apparao, driver currently working at AllB project, Vishakapatnam, has completed CA in single attempt, and she was awarded membership of The Institute of Chartered Accountants of India (ICAI) on 06 October 2022 .

WELCOME TO *NCC Family*

A warm welcome and lots of good wishes on becoming part of our growing team. Congratulations and on behalf of team NCC, we welcome you aboard and wish you a fruitful career. Your contributions and inputs will go a long way in keeping the flag of NCC flying high.



Akhilesh Kumar Tripathi

General Manager (Tech.)
Buildings Division, Karkardooma Project - Delhi Region.

Akhilesh Kumar obtained B.E. (Civil Engineering) from Motilal Nehru Regional Engineering College, Allahabad. He was previously associated with Gannon Dunkerley & Co. Ltd., Delhi, as Assistant Vice President, Tata Projects Limited, Hyderabad as Deputy General Manager (Construction), Simplex Infrastructures Limited, New Delhi as Joint General Manager (Project Head), Shapoorji Pallonji & Co. Ltd, Mumbai as Assistant General Manager (Projects), Nagarjuna Construction Company Limited, as Assistant General Manager (Projects), SAM (India) Built Well Pvt. Ltd, Delhi as Manager Project, Krishna Lifestyle Technologies Ltd., Gujarat as Project Engineer and Reliance Spinning Mills Ltd., Nepal as Senior Engineer.

He has an overall 31 Years of experience in Project Management, Construction and Contract Management.



Than Singh

General Manager (Tech.)
Buildings Division, Patna Metro.

Than Singh obtained AMIE - Civil Engineering from The Institution of Engineers (India) and Diploma in Civil Engineering from Board of Technical Education, Lucknow, Uttar Pradesh. He was previously associated with Montecarlo Limited., Ahmedabad, as Associate Vice President, Reliance Infrastructure Limited., Mumbai as General Manager, Tata Projects Limited, Hyderabad as Assistant General Manager (Construction), Simplex Infrastructures Limited., New Delhi as Assistant General Manager, JMC Projects (India) Limited, Ahmedabad as Assistant General Manager (Projects), Larsen & Toubro Limited., Mumbai as Senior Engineer (Civil) and GSJ Envo Limited, New Delhi as Project Engineer.

He has an overall 30 Years of experience in Construction & Infrastructure Projects.

**Indra Kumar**

Joint General Manager (Tech.)
Buildings Division, R.O. Lucknow.

Indra Kumar obtained B.E. (Civil Engineering) from Shivaji University, Kolhapur. He was previously associated with Ahluwalia Contracts (India) Ltd., New Delhi, as Additional General Manager, Unity Infra Projects Ltd., Bhagalpur as Assistant General Manager (Projects), Alstom T & D India Limited, Kolkata as Manager Construction, Pratibha Industries Ltd., Patna as Manager Project, Reliance Petro Marketing Private Limited, Kolkata as Manager, Hari Environmental Systems (HML-OCL India Ltd.), Orissa as Executive Engineer (Civil), and Creative Designers & Architect, Patna as Site Engineer.

He has an overall 26 Years of experience in Project Execution & Management.

**Veera Venkata Satya Anjaneyulu Tirugu**

Deputy General Manager (Formwork)
CWS - Buildings Division.

Veera Venkata Satya Anjaneyulu obtained Diploma in Civil Engineering from Sree Mullapudi Venkataraya Memorial Polytechnic, Tanuku, Andhra Pradesh. He was previously associated with Tata Projects Limited, Mumbai, as Assistant General Manager (Fleet & Resources), IL&FS Engineering and Construction Company Ltd., Hyderabad as Deputy General Manager (Formwork), Larson & Toubro Limited, Hyderabad as Manager(Civil) - Formwork, Prestige Group, Bangalore as Project Coordinator, IJM (India) Infrastructure Ltd., Hyderabad as Manager (Formwork) and Nagarjuna Construction Company Limited, Hyderabad as Junior Engineer.

He has an overall 25 Years of experience in Civil Construction Industry, Formwork Management – Tendering, Design, Planning & Execution and Project Management.

**Nagendra Nath Tripathi**

Deputy General Manager (Tech.)
Buildings Division, Guwahati Project.

Nagendra Nath Tripathi obtained B.E. (Civil Engineering) from Karnataka University, Dharwad, M.Tech. (Environmental Engineering) from Gandhi Institute of Technology, Bhubaneswar. He was previously associated with Medhaj Techno Concept Pvt Ltd., Lucknow, as General Manager (Execution), JMC Projects (India) Limited, Mumbai as Deputy General Manager (Projects), SPML Infra Limited, Kolkata as Deputy General Manager (Projects), Jain Infraprojects Ltd., Kolkata as Deputy General Manager (Projects), . Bholasingh Jaiprakash Construction Ltd., New Delhi as Senior Manager (Civil), . Jeewan Enterprises, Lucknow as Project Manager, UPAL Developers Pvt Ltd., Lucknow as Project Manager and Nagarjuna Construction Company Ltd., as Senior Engineer (QS).

He has an overall 27 Years of experience in Civil Engineering Execution



Pradeep Kumar Jena

Deputy General Manager (Designs)
Planning & Engineering Department.

Pradeep Kumar obtained Diploma in Electrical Engineering from State Council for Technical Education & Vocational Training, Bhubaneswar, Odisha. He was previously associated with GVPR Engineers Limited., Hyderabad, as Assistant General Manager (Designs), IVRCL Limited, Hyderabad as Senior Manager (Electrical), Reunion Engineering Co. Pvt. Ltd., Hyderabad as Project Engineer and Symatic Engineering Pvt Ltd., Mumbai as Quality Control Engineer.

He has an overall 25 Years of experience in Design, Engineering, Procurement and Construction Management.



Rallabhandi Sreenivas

Deputy General Manager (Tech.)
Buildings Division, Mumbai.

Sreenivas obtained B.E. (Mechanical Engineering) from University of Mysore. He was previously associated with Dogus Soma JV., Mumbai as Senior Manager (Mechanical), Afcons Infrastructure Limited, Kolkata as Senior Manager (Execution – Mech.), Pratibha Industries Limited, New Delhi as Manager – Tunnel Project, Coastal Projects Ltd., Bengaluru as Manager (Mechanical) and Midwest Granite Private Limited, Hyderabad as Manager (Materials).

He has an overall 30 Years of experience in Tunneling, Materials, Production and Marketing.



Mangu Venkata Ramdas

Deputy General Manager (Tech.)
Electrical Division, SWSM Project-Kushinagar.

Venkata Ramdas obtained B.E (Civil Engineering) from MIT, Manipal and Master of Engineering (Construction Technology & Management) from MITS, Gwalior. He was previously associated with GVPR Engineers Ltd., Hyderabad as General Manager (Projects), IVRCL Ltd., Hyderabad as Deputy General Manager - PMC, Transtek Consultants Pvt Ltd., Patna as Junior Engineer and Enarch Engineers Pvt Ltd., Patna as CAD Engineer.

He has an overall 20 Years of experience in Civil Engineering & Construction Management.

**Seeram Lakshmi Narayana**

Deputy General Manager (Taxation)
Taxation Department.

Lakshmi Narayana obtained Master of Commerce from Andhra University, Visakhapatnam, A.P, Bachelor of Commerce from Andhra University, Visakhapatnam, A.P and Bachelor of Law (LLB) from Osmania University, Hyderabad. He was previously associated with GKC Projects Limited, Hyderabad, as Assistant General Manager (Finance and Indirect Taxes), Dilip Buildcon Limited, Hyderabad as Manager (Indirect Taxes and Accounts) and Soma Enterprise Ltd., Hyderabad as Deputy Manager (Indirect Taxes).

He has an overall 20 Years of experience in Taxation & Accounts.

**Raja Balaji**

Assistant General Manager (Tech.)
Buildings Division, AIIMS Bibinagar Project.

Raja Balaji obtained B.E. (Civil Engineering) from Sastra Deemed University, Chennai. He was previously associated with Shapoorji Pallonji & Co. Private Ltd., Chennai as Senior Project Manager. Teejan Trading Contracting Company LLC, Oman as Senior Project Manager, All Hassan Engineering Co. S.A.O.G, Oman as Senior Project Manager and Shapoorji Pallonji & Co. Private. Ltd., Chennai as Planning Manager (Projects). He has an overall 26 Years of experience in Project Planning & Control and Contracts Management.

**Narendra Ranjal Manjunath Shenoy**

Assistant General Manager (Tech.)
Buildings Division, Guwahati Project.

Narendra Shenoy obtained B.E. (Civil Engineering) from Ramaiah Institute of Technology, Bangalore University, Bangalore. He was previously associated with Unicca Infrastructure Pvt Ltd., Bangalore as Assistant Vice President, Arabtec Construction Co. (W.L.L), Doha as Construction Manager, Gammon & Billimoria LLC, Dubai as Project Manager, Larsen & Toubro Ltd., Delhi, as Assistant Construction Manager, Gammon India Ltd., Mumbai, as Senior Engineer and Associated Cement Companies Ltd., Kalamboli as Site Engineer.

He has an overall 27 Years of experience in Project & Construction Management.



Ramji Kumar, Sr. Asst (Admin), Pune Metro Rail Project, married Anushka Kumari on 07 December 2022. Samashti wishes the young couple a happy married life. Congratulations!



Saurav Kumar, (Assistant Engineer QS), SWSMUP Mainpuri, married Mony Kumari on 7th December 2022. Samashti wishes the young couple a happy married life. Congratulations!



Shubh Vivah



Sumona Chatterjee, Junior Engineer, RO Kolkata, married Parag Chatterjee, on 21 November 2022. Samashti wishes the young couple a happy married life. Congratulations!



Kannam John Karunakar, SE (Civil), Buildings-APMSIDC, married Sunitha on 04 October 2022. Samashti wishes the young couple a happy married life. Congratulations!

Happy Birthday



K.S.R, Ansh celebrated his ninth birthday on 30 October 2022. He is the son of C Sreejith, Sr. Assistant, Safety SWSMUP-Shahjahanpur



Asipi Ketan celebrated his first birthday on 30 September 2022. He is the son of Asipi Vicky Rao, Officer Admin, Tinsukia Medical College and Hospital, Assam.



Avyukt Shibu celebrated his first birthday on 05 October 2022. He is the son of P Shibu, Deputy Manager - Materials, Regional Office Bangalore.

HAPPY BIRTHDAY



Samashti wishes all tiny tots a very happy birthday!

May you have many, many, more birthdays...little cutie pies!
Wishing all wonderful toddlers a good time ahead!



K Jaya Raja Siva celebrated his second birthday on 23 October 2022. He is the son of K Andallu, Manager, Accounts and Finance, working at Project Unnati / International Division.



Ganta Yathvika Saisri celebrated her first birthday on 10 October 2022. She is the daughter of G.S.R.C. Murthy, Officer (Accounts), Madurai Ring Road Project.



Jeshwik Naidu celebrated his third birthday on 27th December 2022. He is the son of Ch. Sudharsanarao (Officer, Accounts) Airport-Patna.



G Krithika celebrated her first birthday. She is the grand daughter of GV Lakshman Kumar, Materials department, NCC Urban.



A Kushalika Sai Sri celebrated her first birthday on 20 December 2022. She is the daughter of A Surendra, Senior Engineer, GVMC-ADB 24X7 Water Supply Project.



Somesh Sahoo celebrated his third birthday on 4 December 2022. He is the son of Manoj Kumar Sahoo (Sr. Asst, Stores) Airport-Patna.



Surbhi Kumari celebrated her second birthday on 27 October 2022. She is the daughter of Rajeev Kumar, Deputy Project Manager (survey), Pune Metro Rail Project.



Veera Devansh Reddy celebrated his first birthday on 15 November 2022. He is the son of G Brahmaiah, Officer (HR), Corporate Office.



Vivansh Mehta celebrated his first birthday on 06 November 2022. He is the son of Manish Anand, Officer Admin, SWSM- Mahadev Project, Mirzapur, U.P.

Super Woman Syndrome

After working in hospital settings for 7 years, I recently started working with corporates as their clinical psychologist. It's disheartening to say that almost 99.10% of women around us are suffering from the 'Super Woman Syndrome.' It might not be a life-threatening condition, but it is certainly a peace-threatening one!

So what is it exactly? Juggling your household, your career, your in-laws' expectations, your children, your husband's wishes, and society, while striving for perfection in everything, creates an ocean of anxiety. The idea that fulfilling all of your roles and responsibilities to perfection will lead to happiness and balance is definitely not realistic, nor should it be. 'Superwoman Syndrome' happens when a woman neglects herself as she seeks to "do it all" to perfection and stretches herself to make her the last on her priority list.

Social upbringing plays a vital role in its emergence. We are all now open to accepting well educated women who have achieved great roles in their careers and are earning very well. But at the same time, society has its own say about what women should do, say, wear, and think. There is a beautiful Marathi film called Umbaratha starring the marvellous Smita Patil. I strongly advise you to watch this film, which depicts the dilemma that a working married woman faces.

Who is more vulnerable?

Typically, mothers, wives, professionals, homemakers, sportswomen, leaders, community organisers, you, me, all of us!

What are the symptoms?

Check if three or more of the following ...

- Irritability
- Disturbed or excessive sleep
- Nervousness
- Self-doubt / Self blaming
- Anxiety
- Pains and aches not physically explained
- Inability to focus / concentrate
- Muscle tension
- Memory issues
- A continuous feeling of unhappiness

When you are tackling a lot of things together, it is very common to feel stressed, anxious, and fatigued instead of empowered or fulfilled. Accumulated stress opens the door to a plethora of health issues, especially all the autoimmune diseases.

What should be done?

First of all, just take away your cap and try to do the following:

Take help

The first rule is that you cannot do everything by yourself. Accept it and ask for appropriate help. Speak to your family members, friends, colleagues, children, or a psychologist.

Set realistic goals

Try to set goals that are realistic and attainable. Please consider your wishes when setting a goal.

Take time for yourself

Make time for your favourite childhood hobby, some art, and some exercise in your daily routine.

Vairagya

Vairagya does not mean leaving all activity and being a hermit or monk. Vairagya is a concept in yoga that talks about surrendering. Whatever you can do, do it. Perform your Dharma. But results are not in our hands. So, instead of stressing about it, let it go!

Mindfulness

Be mindful about your activities. Are you doing something unwillingly? Note down. Are you doing something at the cost of your happiness? Note down. Sooner or later, you will know how to make appropriate changes.

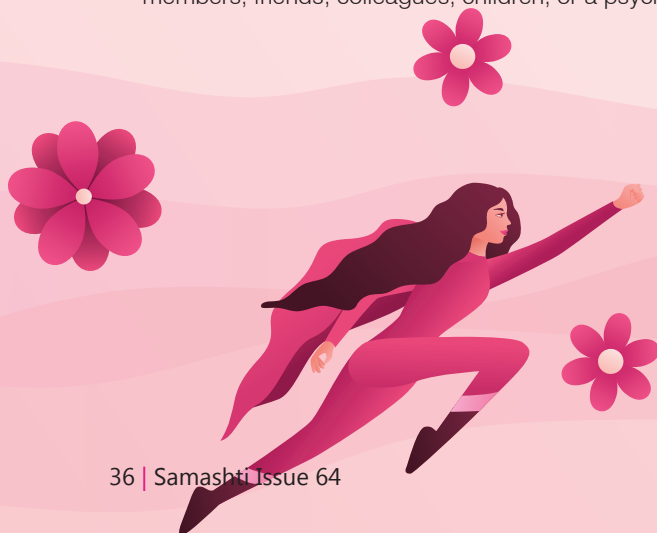
Keep perfectionism out of your life!

Let me tell you what my PNP i.e., philosophical, neurological, and psychological, experience says... It says perfection is an illusion. Because you never really attain that feeling that everything is amazing when juggling a lot of things, and if you somehow attain it, there will be no progress later. So being a perfectionist, which looks quite glossy in the beginning, becomes very tough with each passing day. It sometimes becomes extremely stressful and anxiety-provoking.

To recapitulate, thinking of yourself is not an act of selfishness. Self-care is important. When thinking about everyone's happiness, don't forget to make that face in the mirror happy.

Because you can never pour into a mug if you are empty! Mind that!

(An Article from Pradnya Mane, Clinical psychologist. Sourced from the internet and submitted by Durga Rani Narla, GM & Executive Assistant to MD)





Dear NCCians,

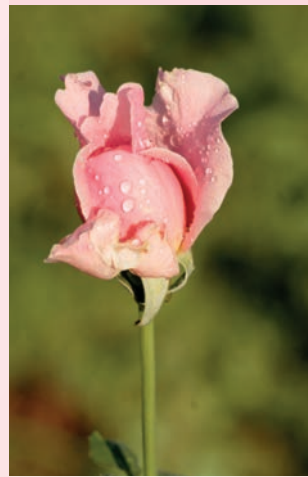
The editorial committee will select one click which is the best among the lot and a prize will be given. Keep sending in your best clicks.

Best Click Award

Amit Kumar, DPM, Nagpur Mumbai Super Communication Express Way project, receiving an award from M Neeraj Kumar (Sr. General Manager (Tech.)) for the photograph of the Moon, which was adjudged the best click submitted to Samashti. He received the book 'how to think like Stephen Hawking' as a prize.



'Dawn in Nizamabad' clicked by M Sanjeev Kumar, Photographer, Corporate Communications Department.



'Rose in Indira Park' clicked by Durga Kumar, Sr Project Manager, Irrigation Division



'Holding the Sun with thumb and finger' clicked by Ajeet Kumar Joshi, Strategic Planning Department.



'Clouds at Katra' Clicked by P Surender, Chief Manager (Finance)



'The Himalayas' as seen from from Nagarkot, Kathmandu, clicked by Sudhakara Moorthy, Sr. Vice President (HR)



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Or

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THEY SAID IT

Starting this issue, we are introducing a new section 'They Said It.' This page will offer insightful bytes from thought leaders, politicians, business honchos, and prominent personalities.



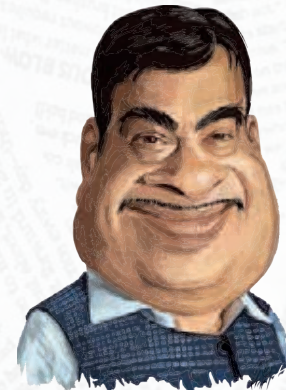
“Dedicated freight corridors, industrial corridors, expressways, logistic parks, these are becoming the identity of New India.”

Prime Minister Narendra Modi during the MP Global Investors Summit 2023



“I see a lot of businesses, a lot of companies looking to India as an investment destination as they try to diversify away from other countries, including China. It is very much on the world stage.”

Gita Gopinath, Deputy Managing director of the International Monetary Fund, in an interview to news channel CNBC-TV18 at WEF Davos 2023.



“Since we need a huge amount of clay to construct highways, I have given a proposal to the Gujarat CM that we will dig the canals, lakes and ponds in the state for free and use that clay for our highways,”

Nitin Gadkari, Minister of Road Transport and Highways talking to reporters at Kavitha village near Ahmedabad after inspecting the ongoing works for the upcoming Ahmedabad-Dholera Expressway.

“Some people call cryptocurrency an asset, some call it a financial product, but every asset or financial product needs to have an underlying value. But cryptocurrency does not have any underlying value. RBI’s position on crypto is very clear – it should be banned,”

Reserve Bank of India (RBI) Governor Shaktikanta Das while speaking at the Business Today Banking and Economy Summit.

“Every time you make the hard, correct decision you become a bit more courageous, and every time you make the easy, wrong decision you become a bit more cowardly. If you are CEO, these choices will lead to a courageous or cowardly company.”

Ben Horowitz, an American technology entrepreneur, investor, blogger, and author, who co-founded VC firm Andreessen Horowitz with Marc Andreessen.



THE COGWHEEL-SWEDEN

Kuggen (Swedish for 'the cogwheel') is a 5-storey building designed by Wingårdh arkitektkontor at the Chalmers University of Technology in Gothenburg, Sweden.

Completed in 2011, the round building's 'skin' is made of six shades of red and two shades of green in a glazed terracotta style; each successive floor also grows in size making for a striking building pattern and shape. The windows are also triangular, allowing daylight to follow the ceiling deep into the building while staying at a low ratio (30%) of the elevation surface.

Kuggen makes use of the following green building technologies: adaptive ventilation, adaptive lighting, interactive heating and cooling systems, and effective daylighting; its design has been awarded and recognized for its sustainability.

ENGINEERING

MARVELS