

# minds AND mettle

MSPL NEWS BULLETIN

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## A Lifetime of Excellence

Shri Narendrakumar A. Baldota honoured with a  
**“Lifetime Achievement Award”**  
by the honourable President of India

An individual with a relentless drive to push back the boundaries of impossibility; an individual who has made outstanding contributions to one's field; an individual who is an inspiration for others to set unparalleled examples of excellence. These are the characteristics that embody the spirit of a “Lifetime Achievement Award”.



Under the leadership of Shri Narendrakumar A. Baldota, MSPL became one of India's largest exporters of high grade iron ore from private sector and one of the country's largest producer of wind power.

16th December, 2008 became a landmark for MSPL, when its CMD Shri Narendrakumar A. Baldota was awarded the prestigious "Lifetime Achievement Award" by the honourable President of India, Smt. Pratibha Devisingh Patil. This honour was conferred as a part of the 11th set of "Niryat Shree" and "Niryat Bandhu" awards of the Federation of Indian Export Organisations (FIEO) at Vigyan Bhawan, New Delhi.

**FIEO represents the Indian entrepreneurs' spirit of enterprise in the global market. This apex body of Indian export promotion organisations was set up jointly by the Ministry of Commerce, Government of India and private trade and industry in the year 1965.**

FIEO 'Niryat Shree' is awarded to government recognised export houses, multi-product groups (non-export houses) and service providers for their outstanding export performance. The goal of this award is to recognise and publicise the excellent work done by outstanding performers of the Indian export industry.

This award is a recognition of Shri Narendrakumar A. Baldota's inspiring leadership which propelled MSPL to an industry leader in the 21st century. He has been instrumental in opening the Chinese market for Indian iron ore in the 1990s. Under his aegis MSPL scaled new highs and rose to become one of India's largest exporters of high grade iron ore from the private sector.



**Shri Narendrakumar A. Baldota was the prime force behind the introduction and implementation of mechanised and scientific mining which manifested in significant productivity gains and higher output from the mines.**

**It was his foresight for the need of a more sustainable future and a more energy independent India that led MSPL to diversify into Wind Power. Its persistent efforts in producing green energy have been accorded recognition by national renewable energy agencies and one of its projects has been registered as the largest renewable energy CDM project in the world by UNFCCC.**

**“ It is a great honour. The Company's consistent success is based on its ability to secure access to land, people and capital. We use our expertise to harness these resources, creating prosperity for our shareholders, employees, communities, government and business partners. ”**

**Shri Narendrakumar A. Baldota**  
CMD, MSPL Limited



To ensure that social and cultural development keeps pace with economic development, Shri Narendrakumar A. Baldota has ensured that MSPL plays an active role in supporting the society and various voluntary organisations and trusts. MSPL has also been running an active afforestation program since the 1970s, much before it became a norm. To date over 1.7 million trees have been planted and 240 hectares of mining terrain has been transformed into a lush green landscape.

During his illustrious career he has held several key positions in industry bodies and institutions and his contribution to develop and liberalise the Indian Iron Ore and Mining Industry is immense. He has served as the President of FIMI (1979-1981) and of Iron Ore Mine Owners & Suppliers Association of Bellary Hospet sector (1974-1981). He was also the Chairman of Mines Safety Association Karnataka during 2002-05.

During the awards ceremony the honourable President recognised the important role that exports play in the economic growth of the country. She said that positive contribution made by this sector to

**The year ended on a crescendo for MSPL as this citation marked the high point in a series of awards & recognitions received by the company.**

- ④ **First Prize for Independent Power Producer under Wind Program (2002-2007) by the Ministry of New and Renewable Energy.**
- ④ **“Business World-FICCI-SEDF Corporate Responsibility Award” for commendable work done as a socially responsible Company.**
- ④ **CAPEXIL’s Top Export Award, 2007-2008 in addition to several Special Export Awards every year since 1999.**

employment is of utmost importance to the vision of equitable growth. Reaffirming her belief in the export sector she said that, with the efforts of exporters India's total merchandise trade which accounts for nearly 1.5 percent of world trade, will reach the target of 5 percent by 2020.



# Guest of Honour

## Shri Narendrakumar A. Baldota felicitated at GSI Golden Jubilee ceremony

Shri Narendrakumar A. Baldota, Chairman & Managing Director, MSPL Limited is committed to the healthy growth of mining industry and to a value system based on concern for industrial workers. He was felicitated for his unflinching sense of responsibility on the occasion of the Golden Jubilee Celebration of the Geological Society of India (GSI) on 12th October, 2008 at J.N. Tata Auditorium, Indian Institute of Science Campus, Bangalore. As a corporate member of GSI since 1996 he shares a close association with ideals and purpose of the society. Shri Narendrakumar A. Baldota was felicitated along with 16 distinguished Directors of National Institutions and Presidents of National and International Scientific Unions. Many delegates and renowned international scientists, special invitees and fellows from different parts of India were present at this ceremony. Each speaker dwelt briefly on the status of scientific and professional advancement within the organisations which each of them represented and reiterated their close association with the ideals and purpose of GSI. GSI, with over 2,500 members, promotes advanced study and research of Indian geology in all branches, outside influence of the government and its policies.



# Safety First and Always

## Mines Safety Week Celebrations

At every Baldota Group mine, the health and safety of employees is our first priority. Alongside achieving operational excellence, all our processes, awareness training, best of breed equipment are focused on making our mines a more safer place. During the Mines Safety week we have, time and again, led by example in showcasing how safety is an active everyday feature across multiple levels.

This year was an encore as the Baldota Group proved that it has one of the safest mines in the region and bagged multiple accolades for its excellence in safety.

VIOM of M/s MSPL Ltd. stood 1st in zonal level trade test by winning 19 prizes in 25 competitions

lyli won 1st prize for overall performance in Mechanised A3 (Hospet) group at zonal and state levels.

SIOM won 2nd prize for overall performance in Mechanised A3 (Hospet) group at zonal and state levels

Baldota Group mines won 30 out of 127 prizes in trade test competitions



This year the Mines Safety Association Karnataka observed "Mines Safety Week - 2008" between 24th Nov. and 14th Dec., 2008 across three zones of Karnataka.

The state level final day function was hosted by M/s. NMDC Limited at Donimalai on 14th December, 2008.

ZONES	SAFETY WEEK	FINAL DAY	FUNCTION HOST
1	1st Dec to 6th Dec	7th December	M/s. SMIORE Limited, Deogiri
2	8th Dec to 13th Dec	14th December	M/s. NMDC Limited, Donimalai
3	24th Nov to 29th Nov	30th November	M/s. Madras Cements, Chitradurga

**Mines Safety Association Karnataka (MSAK) is one of the oldest mining associations in the state of Karnataka. Its primary objective is to propagate best practices and inculcate safety awareness among workers and supervisory staff.**



## Mines Inspections

All mines of Bellary - Sandur - Hospet sector were inspected by a team nominated by Mr. D. Saha, Dy. Director of Mines Safety, Bellary.

The inspectors were satisfied by the safety performance of the mines measured across a wide spectrum of parameters like daily functioning of mines, maintenance of records, vehicle & machinery maintenance and performance of other mining activities such as bench formation, drilling and blasting. They also lauded the team effort displayed by the employees.



## VIOM

VIOM is one of the largest private sector iron ore mine in Bellary - Hospet region, Karnataka and has an immaculate record of zero fatal mining accidents in last eight years.

Group	Inspection Date
A	2nd December

### Inspection Team

#### Mr. G. Srinivas

Madaram Dolomite Mine,  
M/s Vizag Steels Limited.

#### Mr. Ravi Kiran

Mines Manager,  
M/s Kuduremukh Iron Ore Mine.

#### Mr. B. Thomas Kutty

Sr. Manager (Mech),  
M/s NMDC Limited.



At the post-inspection function a play based on safety-Madiddu Unno Maharaya, directed by Mr. N. Honnurappa, was enacted.

Mr. Meda Venkataiah, Executive Director (Mining), Mr. Tapas Chattopadhyaya, Vice President (Mining), Mr. K. Madhusudhana, GM (Mines), Mr. D. Saha, Dy. Director of Mines Safety, Bellary, Mr. P.N. Krishnamurthy, DGM and the inspection team handed over prizes to trade test winners and outstanding employees of VIOM.

Mr. S. Srinivas, Manager-Geology concluded the function with vote of thanks.

Vyasanakere Iron Ore Mine being a voluntary participant did not compete for any safety awards.



### Inspection team

#### Convener:

#### Mr. Bangaru Babu Ryali

Manager Mines,  
UltraTech Cement Ltd.

#### Members:

#### Mr. V Ramachandram

Manager Mines,  
Anjani Cements

#### Mr. Srikant Deshpande

Priya Cements.

Various entertainment programs were organised during the post-inspection function at each mine. At lyli, two plays based on "mines safety" and a performance on "rumours" were presented. Prizes were also distributed to the trade test and safety award winners.

## SIOM | IYLI | PVS

Group	Mine	Inspection Date
A3, Hospet	Sachidananda Iron Ore Mine	1st December
A3, Hospet	Iyli Gurunath Iron Ore Mines	5th December
A3, Hospet	P. Venganna Setty & Bros.	3rd December



# BIOM

## Inspection Team

### Convener:

**Mr. J. Srinivaulu**  
General Manager, BTC

### Members:

**Mr. Srinivas Reddy**  
Deputy General Manager,  
Penna Cement

**Mr. R.L. Shetty**  
Manager-Mechanical,  
M/s NMDC Limited

### Chief Guest

**Mr. K Ganapathi**  
Owner of BIOM



Group	Inspection Date
Group B1 (Hospet)	4th December



## Trade Test Winners

Various trade test competitions held for employees witnessed a participation from 45 mines.

### Iyli Gurunath Iron Ore Mines

Winners	Trade Test	Zonal Level	State Level
K. Anjappa	Telugu Songs	1st	-
Naveen Kumar	Hindi Slogans	2nd	-
G. Jagadeesh	Electrician-Diploma	2nd	-
Govindappa	Cricket	2nd	-

### P. Venganna Setty & Bros.

Winners	Trade Test	Zonal Level	State Level
Ramanjini	Tug of Water	1st	-
J. Anjaneyulu	Welder	2nd	-
Samid Ali	Hy. Excavator	3rd	-
Abeed Sab	Best Male	Consolation	-





## Vyasankere Iron Ore Mine

Winners	Category	Zonal Level	State Level
Basavaraj Bisnal	Mine Foreman (Dip)	1st	1st
Adinarayana	Electrician (ITI)	2nd	2nd
R. Venkatesh (Capt.) R. Sreerama Shastry K. Ramu Rajashekar G. Srinivasa	First Aid	2nd	2nd
R. Venkatesh	Best Captain (First Aid)	2nd	2nd
Imam Sab K. Neelappa	Wagon Drill	2nd	-
Virupakshi	Best Male (Hospet sector)	2nd	-
Smt. Kali Bai	Best Female (Hospet sector)	2nd	-
Raja Hussain Devaraj Chand Basha S. Narayan Panduranga	Tug of War (Hospet sector)	2nd	-
S. Rammohan	Telugu Songs	1st	-
Y.M. Nataraj	Kannada Songs	2nd	-
Y.M. Nataraj	Hindi Songs	2nd	-
Y.M. Nataraj	English Songs	2nd	-
K.H. Manjunath	Kannada Slogans	3rd	-
N.M. Basavaraj	English Slogans	3rd	-
M. Jaleel N. Parasappa	Rock Drill Assembly	3rd	-
Armugam	Hy. Excavator (Less than 3 Cum)	3rd	-
N.M. Devappa	Wheel Loader Operator	3rd	-
Bhaktha Sikamani	Plant Maintenance Crew	3rd	-
Raghavendra	Cricket	1st	-

## Sachidananda Iron ore Mine

Winners	Category	Zonal Level	State Level
T. Hanumanthappa	Blaster	3rd	-



**The safety awards won by individual mines are as follows:**



<p><b>P. Venganna Setty &amp; Bros.</b>  <b>Category</b>                      Operation &amp; Maintenance of Machinery                      Drilling &amp; Blasting                      Propaganda &amp; Innovation</p>	<p><b>Position</b>                      2nd                      1st                      1st</p>
<p><b>Banashankari Iron Ore Mine</b>  <b>Category</b>                      Welfare Amenities                      Operation and Maintenance of Machinery</p>	<p><b>Position</b>                      1st                      2nd</p>
<p><b>Iyli Gurunath Iron Ore Mines</b>  <b>Category</b>                      Overall Performance                      Standard of Working                      Human Resource Development                      Propaganda &amp; Innovation                      Hazard Identification &amp; Risk Management</p>	<p><b>Position</b>                      1st                      2nd                      1st                      1st                      1st</p>
<p><b>Sachidananda Iron Ore Mine</b>  <b>Category</b>                      Overall Performance                      Operation &amp; Maintenance of Machinery                      Propaganda &amp; Innovation                      Hazard Identification &amp; Risk Management</p>	<p><b>Position</b>                      2nd                      1st                      2nd                      2nd</p>

**NEWS  
MAKERS**

# An Encore

## CAPEXIL Top Export Award

**MSPL Limited received the CAPEXIL Top Export Award, 2007-08 for the 2nd year in a row. Mr. R.S. Gujral, DGFT, Government of India presented the award to Mr. A.S. Vijayaraghavan, Asst. General Manager, Logistics, MSPL Limited at New Delhi on 10th November, 2008.**



# MSPL Gases

## Growing at Express Pace

MSPL Gases has put its growth plans on fast track. It has won a contract from Indian Railways to set up a 650 cum/hr Air Separation Plant at Rail Wheel Factory (RWF), Yelahanka, Bangalore on a Build, Own, Operate and Transfer (BOOT) basis.

This comes on the heels of successful commissioning by MSPL Gases of a 50 TPD Air Separation Plant for SAIL at Bhadravathi which is operating to the fullest satisfaction of the customer.

Mr. B.B. Modgil, General Manager, RWF, Indian Railways, laid foundation stone for the plant on 29th December. The RWF-Yelahanka, is one of the most prestigious projects in Karnataka and aims to manufacture wheels and axles which will cater to the rising requirements of Railways within India and abroad.

Traditionally, the Railways were sourcing oxygen from outside market to meet their requirements in steel melting and refining process. This innovative in-house plant will ensure round-the-clock availability of oxygen for this process. The innovative infrastructure of this plant has been customised to suit the requirements of the Railway Wheel Factory and promises to be a milestone in the history of Indian Railways.

Mr. Shrenikkumar N. Baldota, Executive Director, MSPL Gases said, "This contract is a recognition of our innovative solutions. We have been innovative in marketing this concept and this contract will make all other railway units in the country to think innovatively to economise in sourcing their requirements."



**“This plant will ensure oxygen utility more effectively and economically in the manufacturing process of wheels and axles at RWF. This innovative in-house Air Separation Plant will become a role model plant for other railway units to explore implementation of same plants in other places.”**

**Mr. B.B. Modgil,  
General Manager, RWF**



# Empowering Employees with Skills of Success

## The ongoing SHINE training program

Winning at work involves achieving a perfect blend between IQ and EQ. MSPL believes that professional excellence and technical skills may help an employee to meet job expectations, but soft skills help one perform beyond these job expectations.

At SHINE, an ongoing soft skill training program for MSPL employees, each individual is personally trained in a way to positively influence his/her professional, personal and social life. The program is conducted by Mr. G.N. Seshadri, Director, SHINE. During this 11th session for MSPL, three batches were conducted between 3rd November and 6th December, 2008 wherein 67 participants successfully completed the training.

The training was flagged off by appraising the participants on the fact that for MSPL its employees are its most important assets and it does not believe in retrenchment even during these difficult times. This

motivated the participants and they reciprocated by committing to increase work productivity and reduce costs.

The program received an overwhelming response. Participants across cadres found a positive difference in their approach towards life. Many of them even quit their smoking and drinking habits. The program also helped them to become punctual as well as overcome anger, jealousy and hatred. They were greatly benefitted by 'Atma Avalokan' (Self Introspection) that helped identify their own weakness and overcome it.

As a part of the program a valedictory function was organised, where Mr. Nagesh Shenoy, DGM (Mines), Mr. Sitaram, DGM (Mines) and Mr. A. Solomon, Mines Manager not only appreciated the effectiveness of the program but also suggested that this program be extended across higher level management of MSPL.



### Highlights of the Program

- **Pranayama, Dhyana, Atma Avalokan**
- **Stress Management**
- **HR Golden Cards 1 to 8**
- **Communication Skills**
- **Health Improvement**
- **Time Management**
- **Memory Improvement & Relaxation**
- **Success Triangle Theory**
- **Group Discussion, HR Meets, Role Plays**
- **Self Confidence Building & Goal Setting**
- **Self Awareness, Overcoming Stage Fear**
- **Adapting to Change, Positive Attitude**



## **Knowing is not doing, doing is doing**

In following the above Mahamantra of SHINE and to ensure that participants practice the learnings, a one day dedicated review training session was arranged for individual batches. During the review session it was observed that, a majority of them benefited from the training program and had made it a part of their everyday life. Almost all participants regularly practiced human relation principles taught during the training program. The impact is clearly visible in a sampling of the feedback given by various employees

**“ I had never thought of cost savings before. But the training program motivated me to avoid unwanted expenditure on oil, diesel and spare parts repair. ”**  
**Mr. Hanumantha**

**“ The program helped me get rid of my drinking habits. I have also become punctual and self disciplined. ”**  
**Mr. Sudheendra**

**“ I am thankful to SHINE because it helped overcome my stammering problem. ”**  
**Mr. Chandrashekar**

**“ My communication skills have particularly improved, post SHINE training which has increased my work productivity. ”**  
**Mr. Imam Hussain**

**The feedback & responses received from participants have been commendable and encourage us to continue this program in the future.**



## On a Mission

Inspired by the vision of former President Dr. A.P.J. Abdul Kalam, MSPL has adopted ten villages located close to the operations of our mines and wind farms. Our aim is to bring about a grass root transformation in these adopted villages of Danapur, Galammanagudi, Ingiligi, Hanumanahalli, Shankarnagar Camp, Basapur, Halavarthi, Hosahalli, Kanavihalli and Jaisingpur. A need based assessment was conducted across these villages last year, following which four focus areas of improvements were zeroed upon:

**Health and hygiene**

**Livelihood generation**

**Sports and education of children**

**Basic village amenities**

The following activities undertaken are in line with these focus areas:



### Sustainable skill building

Empower women, empower the society. This is the mission of the six tailoring training centres that have been established in six different villages by the Company. These centres aspire to provide skill based training for women so that their talent and potential can be realised to the fullest extent; in turn aiming to achieve better economic and social development for them. So far 103 women have enrolled for this training in these villages.

At the Kanavihalli vocational training centre 20 unemployed women are expected to benefit from this program. Free sewing machines will also be provided to them so that they can put in to practice their learning, make it a profession and earn a living.



## ➤ **Creating learning opportunities**

To enable the rural youth to score better and compete with students from urban areas, the Company organised special classes for 10th standard students at Hanumanahalli and Danapura. The training was also provided to II PUC/XII rural students since this is a crucial year for all students as the scores determine which professional college they get into. This support for 59 students also focused on improving their English. Results were visible in the form of reduced school drop-outs.

For MSPL, availing students with proper infrastructural facilities is as important as imparting quality education. The Govt. of Karnataka constructed four rooms at Halavarthi School for higher primary students of Koppal taluka. Yet the school lacked basic infrastructure and students had to sit on floor. Towards this, MSPL provided 50 desks, 50 carpets, 4 tables and 2 chairs to improve the comfort level of students and motivate them to study further.



## ➤ **Development through self-reliance**

To further the goals of village development and improve their economic status, nine Self Help Groups (SHGs) were given financial assistance on a revolving fund basis. These funds were utilised to create income generation programs. MSPL also tied up with the Pragathi Grameen Bank to finance 12 SHGs. This partnership accrued financial assistance to the tune of Rs. 4,20,000.

### **The aim of these SHGs is:**

- Organise poor families and bring them into institution.
- Inculcate saving habits so that the villagers can build their own capital.
- Enhance the level of awareness on the concept of development and furnish information on available programs offered by the Govt. and other development agencies.
- Encourage them to grasp new skills and sharpen existing ones.
- Generate awareness on women rights and gender equality.
- Create a common platform where problems are discussed and solutions are found.
- Make loan procurement timely and easy.
- Involve them in village development activities.
- Enhance their leadership qualities.
- Encourage them to utilise locally available resources.





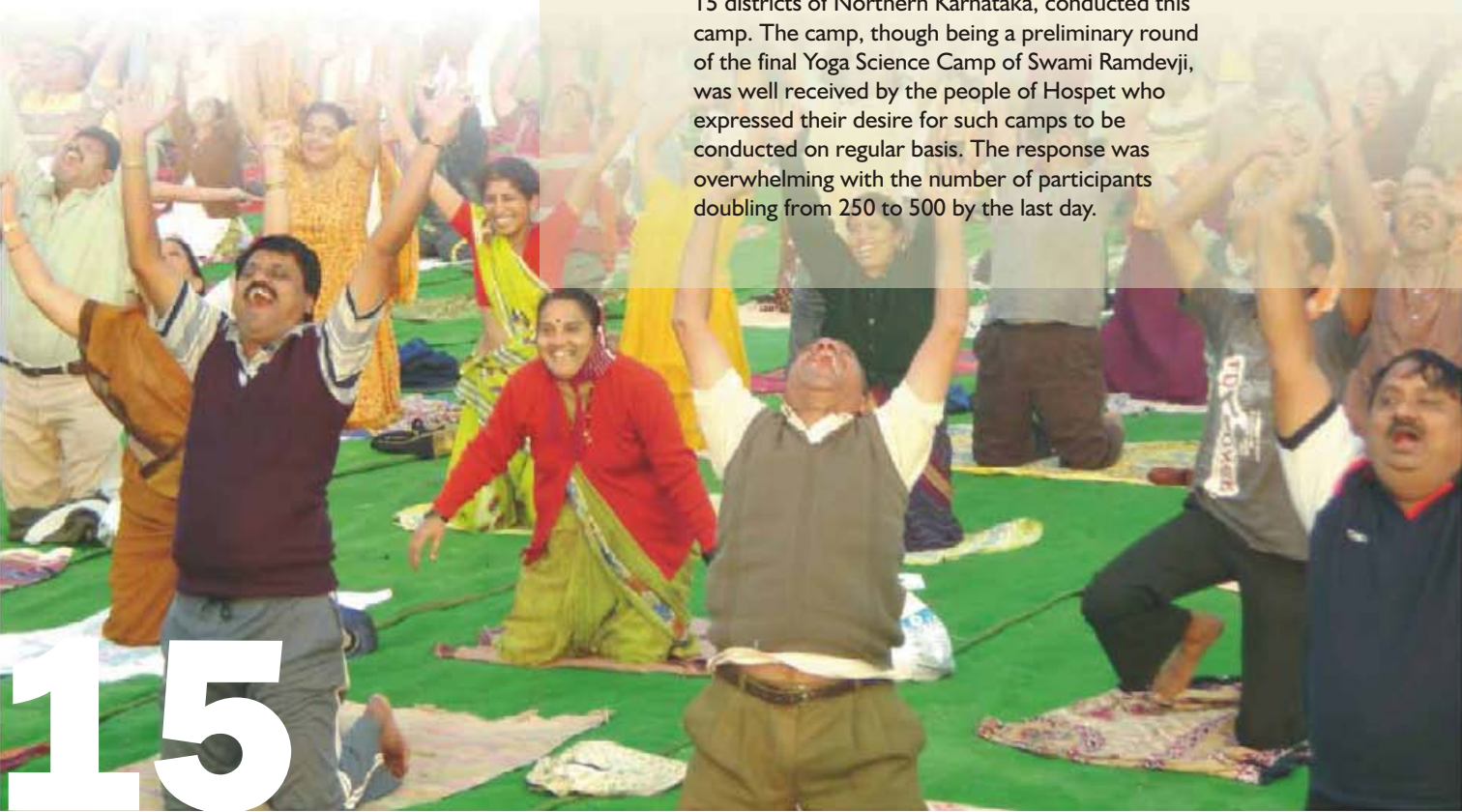
## Encouraging upcoming talent

MSPL has always played a staunch supporting role in recognising special talent. Master Niranjan Navalgund is one such bundle of talent. A national level Chess Champion; he has bagged the under 14 National Gold Medal in the Inter School Chess Championship in February 2008 and won several other medals across various prestigious platforms. Now to fulfill his international ambitions, the Company has sponsored Rs. 1,00,000 to compete in various international chess events.



## Vouching for a healthy living

Creating health awareness and promoting wellness among the community is a focus area for MSPL. Towards this the company sponsored a Yoga Camp held at PDIT grounds from 16th to 20th of December, 2008. Shri Bhawarlal Arya, Saha Rajya Prabhari of Patanjali Yog Peeth (Trust), incharge of 15 districts of Northern Karnataka, conducted this camp. The camp, though being a preliminary round of the final Yoga Science Camp of Swami Ramdevji, was well received by the people of Hospet who expressed their desire for such camps to be conducted on regular basis. The response was overwhelming with the number of participants doubling from 250 to 500 by the last day.





## Teaching the teachers

A teacher's role in shaping a child's future is critical. It is therefore equally important for teachers to upgrade their knowledge base. This was the goal of a workshop organised on Teachers Day for teachers of Koppal district by the Karnataka State Primary School Teachers Association. MSPL sponsored workshop kits for all 1,200 teachers on this occasion.

## Baldota Park gets a face lift

In 1975 the Baldota Group created a park at Nehru Colony. Since then it has been maintained by the Group. The serene park with a sprawling area of 6,000 square meters, is open to one and all. It is designed to cater to all age groups; with a play area dedicated for children and a walkway designed for health conscious senior citizens.

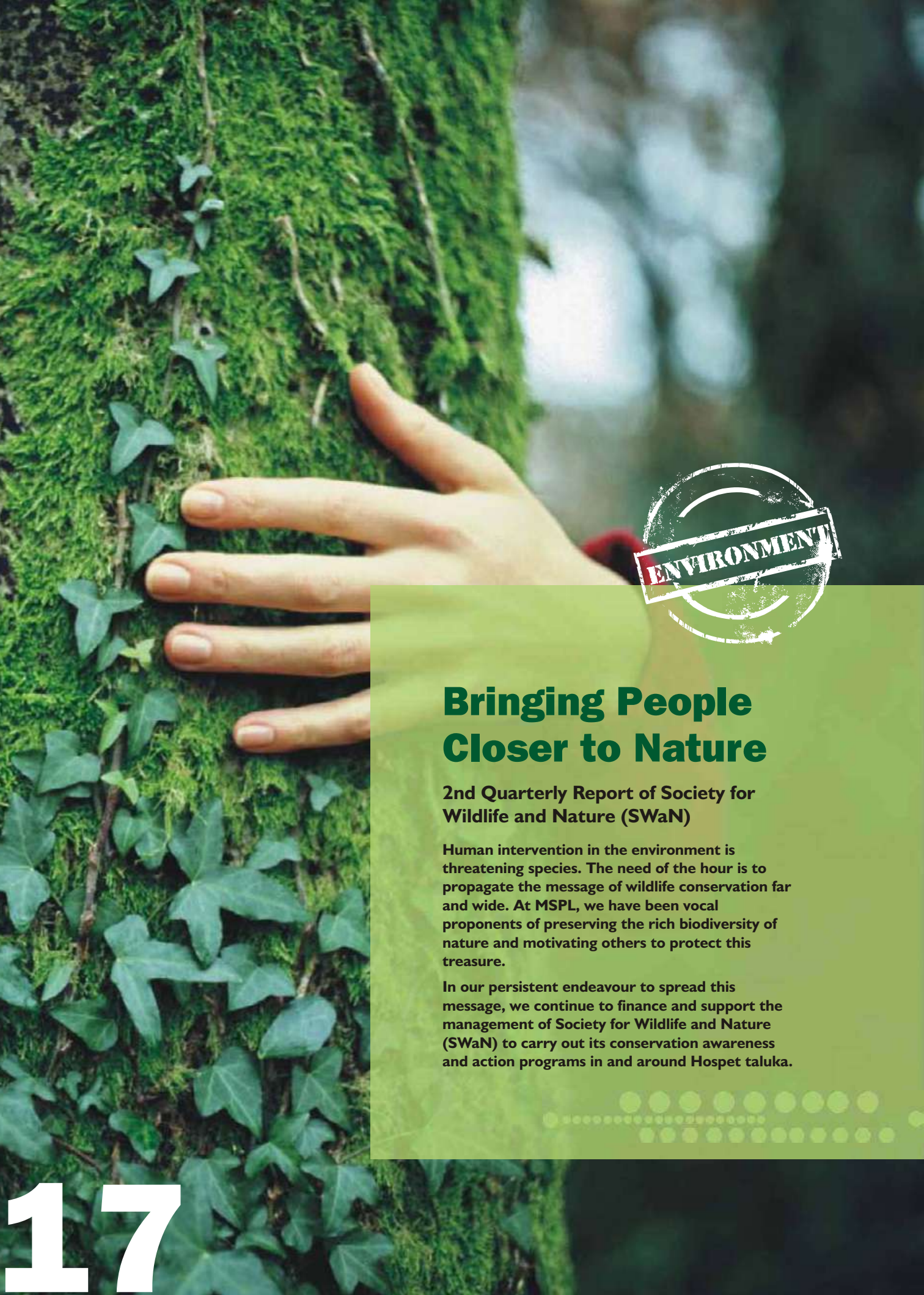
Now revamped, the new look of the park has taken everyone by surprise. It is now an assortment of hi-tech games, swings, roller slides, a safe play-ground where children can have fun even as they learn. New plantations and innovative landscaping has given a fresh look to the park.

The company has also developed parks in Danapur and Hanumanahally villages and are planning to create two more parks in Jaisingpur and Halavarthi villages. These efforts have garnered great appreciation by the people at large.

**“ This new look of the Baldota park aims to make playing more enjoyable and exciting.”**

**Shri Narendrakumar A. Baldota  
CMD, MSPL Limited**





## **Bringing People Closer to Nature**

**2nd Quarterly Report of Society for Wildlife and Nature (SWaN)**

Human intervention in the environment is threatening species. The need of the hour is to propagate the message of wildlife conservation far and wide. At MSPL, we have been vocal proponents of preserving the rich biodiversity of nature and motivating others to protect this treasure.

In our persistent endeavour to spread this message, we continue to finance and support the management of Society for Wildlife and Nature (SWaN) to carry out its conservation awareness and action programs in and around Hospet taluka.



During its 2nd quarter SWaN undertook the following activities:

### **Awareness camps for youth**

Various awareness programs were conducted in schools and colleges between April and June. During the camps SWaN members and staff focused on protecting nests of more than ten bird species at the backwaters of T.B. Dam.

Date	Name of the School	No. of Students
1.4.08	SVM Degree College, Ilkal, Bagalkot district (B.Sc students)	120
20.4.08	Prasiddhi School, H.B.Halli	300
22.4.08	Theosophical College, Hospet (Earth Day Observation)	150
28.4.08	Mahila Samaj High School, Hospet	140
20.6.08	Govt. Patel High School, Hospet (World Environment Day)	600
24.6.08	Govt. P.U. College, M.M.Halli (World Environment Day)	500
25.6.08	Govt. P.U. College, M.M.Halli (Global Warming)	700

### **Campaign against ritual hunting**

SWaN succeeded in eradication of ritual hunting of wild animals by locals of Hampi during Ugadi festival. This was achieved through relentless and systematic measures like requesting the Deputy Commissioner to ban ritual hunting and intensify forest patrolling, holding meetings for government officials and villagers to create awareness about the conservation of wildlife, distributing pamphlets and posters among villagers etc.





## Securing shelter for migratory birds

The villagers have a practice of sowing crop seeds near the bank of T.B. Dam which hinders the nests of migratory birds. SWaN immediately appointed two caretakers to keep a watch on their movement and prevent them from entering into vast lagoon where a majority of nests existed. SWaN also distributed pamphlets on the importance of protecting birds and their eggs in surrounding villages of T.B. Dam.



## Frequent sighting of the rare Yellow Throated Bulbul (YTB)

SWaN discovered the presence of Yellow Throated Bulbul (YTB), a rare bird species, around “Mathanga Parvata” at Hampi. YTBs are difficult to spot but at Hampi they can be frequently seen at close quarters.

SWaN has approached the Hampi World Heritage Site management authority and sought permission for putting up a sign that announces the presence of these rare species in the vicinity.



## Protecting Crocodiles

SWaN identified potential breeding grounds of Freshwater Crocodiles in River Tungabhadra near Anegundi, Googi bandi, Kampli, Kenchana Gudda. The next plan of action is to persuade the concerned authorities to stop the illegal sand mining from the river since these crocodiles and turtles hatch their eggs in the sand mounds of the river.



## Documenting wildlife crime

SWaN has initiated documentation of wildlife crime at the River Tungabhadra. As per their research some rare turtle species like Tis Murgaa (*Melanochilyls Trijuga*) and Haalaame (*Licimus Punctata*) and Lagala or Parisame (*Aspidiratus Lithii*) face threat from poachers.

SWaN members tracked such poachers and warned them to discontinue these unlawful acts. They also met the President and Directors of Fishermen's Co-operative Society at Kampli and Gangavathi and sought their cooperation to prevent these poaching activities.



## Organising camps with NKBN

SWaN, jointly with North Karnataka Birders Network (NKBN), organised bird watching camps at Munirabad Dam, Daroji Bear Sanctuary and Hampi. NKBN is a non-formal organisation of birdwatchers that covers 12 districts of North Karnataka.



### Munirabad Dam

A bird watching camp was held in Munirabad on 31st May and 1st June wherein eight NKBN members visited T.B. Dam and observed the nests of different birds.



### Daroji Bear Sanctuary and Hampi

Bird watching camp was held on 28th June at Daroji Bear Sanctuary and Hampi. "Yellow Throated Bulbul", a very rare bird was spotted during the camp. The members also tried to track "Jerdon's Courser" with the help of a call box.

**Our efforts to conserve and nurture the riches of wildlife continue unabated.**



Month	Avg. Wind Speed (Km/Hr)	Min Temp. (°C)	Max Temp. (°C)	Total Rainfall (mm)
Oct-08	1.94	17.5	30.5	42.0
Nov-08	2.87	17.0	31.0	69.5
Dec-08	2.45	16.0	30.0	0.0



# Employee of the Month

## BIOM



OCTOBER 2008

**Mr. S. Raju,**  
Senior Wheel Loader Operator,  
merits recognition for his excellent  
work performance. He is hard  
working and maintains the machinery  
in optimum working condition. His  
diligent safety practices, extracts  
trouble free performance from the  
machines.



NOVEMBER 2008

**Mr. M. Ananta Sridhar,**  
Clerk,  
merits recognition for being a fast  
learner at honing his skills and  
maintaining all mining and machinery  
records. He is a self taught individual  
who has proactively updated his  
knowledge of SAP. He works hard and  
is dedicated to his duties.



DECEMBER 2008

**Mr. I.S. Gopinath,**  
Senior Foreman,  
merits recognition for his attention to  
worker safety. His efficient  
construction and maintenance of gully  
plugs and check bunds has saved a lot  
of time and money. He is hard working  
and dedicated in attending to his  
duties.

## PVS



OCTOBER 2008

**Mr. M. Ravi Babu,**  
Tamrock Operator,  
merits recognition for his superlative  
learning abilities, versatility and  
multitasking abilities. He ensures  
consistency in machines operation and  
safety.



NOVEMBER 2008

**Mr. M. Pakeerappa,**  
Supervisor,  
merits recognition for his excellent  
supervision skills at the reef. He  
possesses the ability to identify the  
work hazards and maintains quality  
control during the manual shortage of  
ore from the stock yard.



DECEMBER 2008

**Mr. R. Vinod,**  
Asst. Technician,  
merits recognition for his punctuality  
and obedience. His outstanding  
performance in monitoring and  
maintaining the HEMM is noteworthy.

## SIOM



OCTOBER 2008

**Mr. M. Younis,**  
Technician,  
merits recognition for his excellent  
work in renovating the interiors of  
Swaraj Mazada bus and the painting  
job done at SIOM mines. Both these  
have helped the company save  
Rs. 8000. He is sincere, punctual and  
willing to take up new assignments.



NOVEMBER 2008

**Mr. G. H. Sureshbabu,**  
Supervisor,  
merits recognition for proactively  
initiating and completing work for the  
HSD bunker. His efforts towards  
establishing a work procedure for  
proper issuing and unloading of HSD  
tankers is commendable. His sincerity,  
punctuality and willingness to take up  
new assignments are laudable.



DECEMBER 2008

**Mr. Ranjit Kumar Thakur,**  
Sr. Excavator Operator,  
merits recognition for his efficiency in  
making boundary trenches. He is  
multi-skilled, sincere, obedient and  
good at maintaining machinery.



## IYLI



OCTOBER 2008

**Mr. C. Vishwanath,**

Record Keeper,

merits recognition for his sincerity, obedience and hard work. He is focused and target oriented. His efforts towards updating and maintaining the ISO records and SAP data are commendable.



NOVEMBER 2008

**Mr. B.N. Md. Saleem,**

Maintenance Supervisor,

merits recognition for his sincerity, obedience and innovative thinking. His immaculate house keeping skills and excellent maintenance of all the Tippers are commendable. He contributed towards cost reduction by undertaking the in-house writing and painting of all the name plates.



DECEMBER 2008

**Mr. T. Govindappa,**

Mechanical Engineer, merits

recognition for his innovative and creative work. His efforts towards motivating the work force and inculcating a safety culture in maintenance are commendable.

The IYLI cricket team led by him won the 2nd prize at the Zonal Safety Week competition. His responsibility towards safe and efficient operations of Tippers, HEMM and the plant is noteworthy.

## VIOM



OCTOBER 2008

**Mr. B.K. Shanmukha,**

Sr. Technician,

merits recognition for his proactive action in organising the repair of EST-17 electric device of CLG-856 wheel loader. His early intervention saved Rs. 80,000/-. As a team leader, he is multi skilled and is able to attend to all type of machinery repairs.



NOVEMBER 2008

**Mr. Y.R. Eeeshwara Byali,**

Junior Officer (Data Entry),

merits recognition for his timely preparation of SAP reports along with all the ISO and plants records. He is a self-taught individual when it comes to operating SAP and also helps other departments for the same even though he is not a member of the Core team.



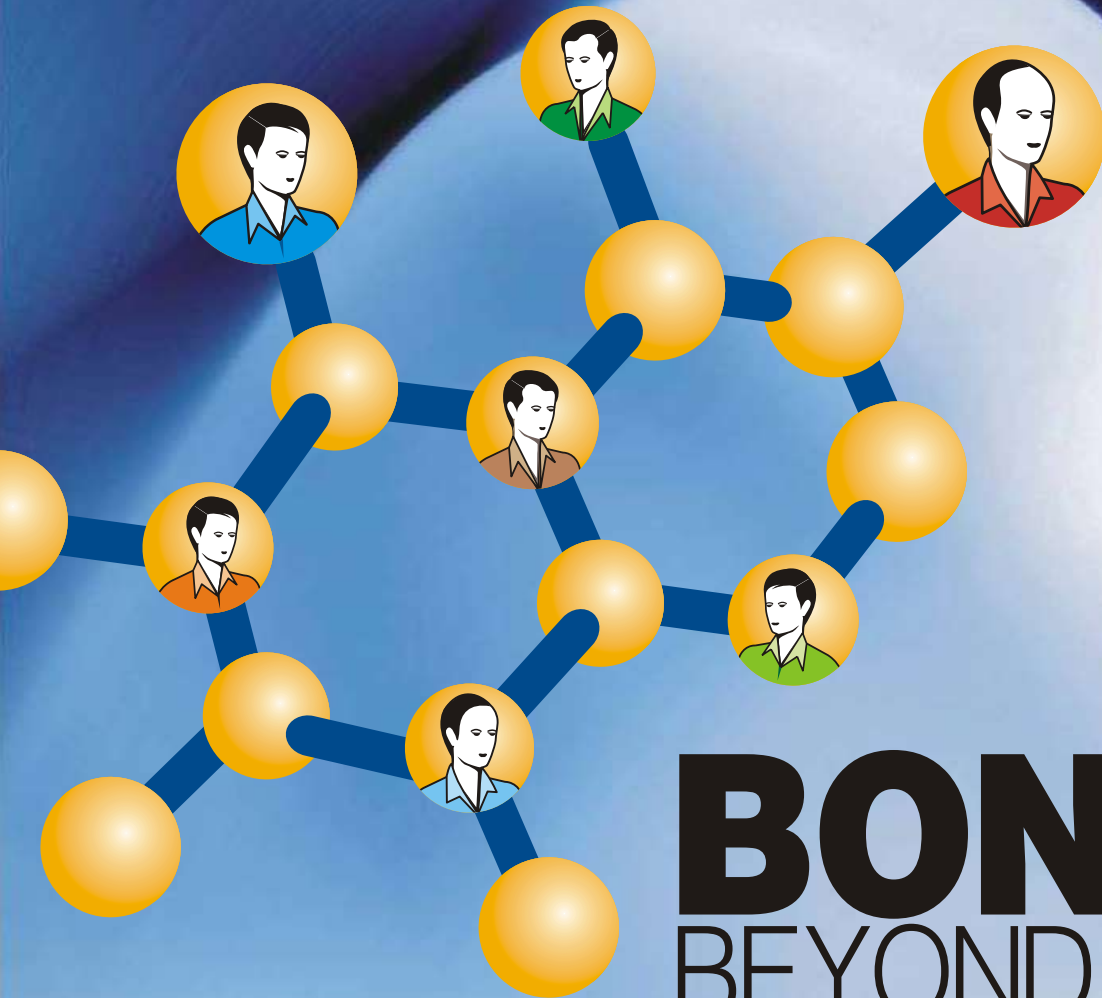
DECEMBER 2008

**Mr. G. Savarappa and**

**Mr. K. Mallikarjuna,**

Jr. Officers (HEMM Department),

merit recognition for incorporating their knowledge to update SAP, PMR, PMO and other reports in time. They also give guidelines to the sister concerned mines related to PM Module in SAP. Besides this, they have a zero complaint record in preparing all monthly reports and maintaining the driving license of operators and drivers.



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