

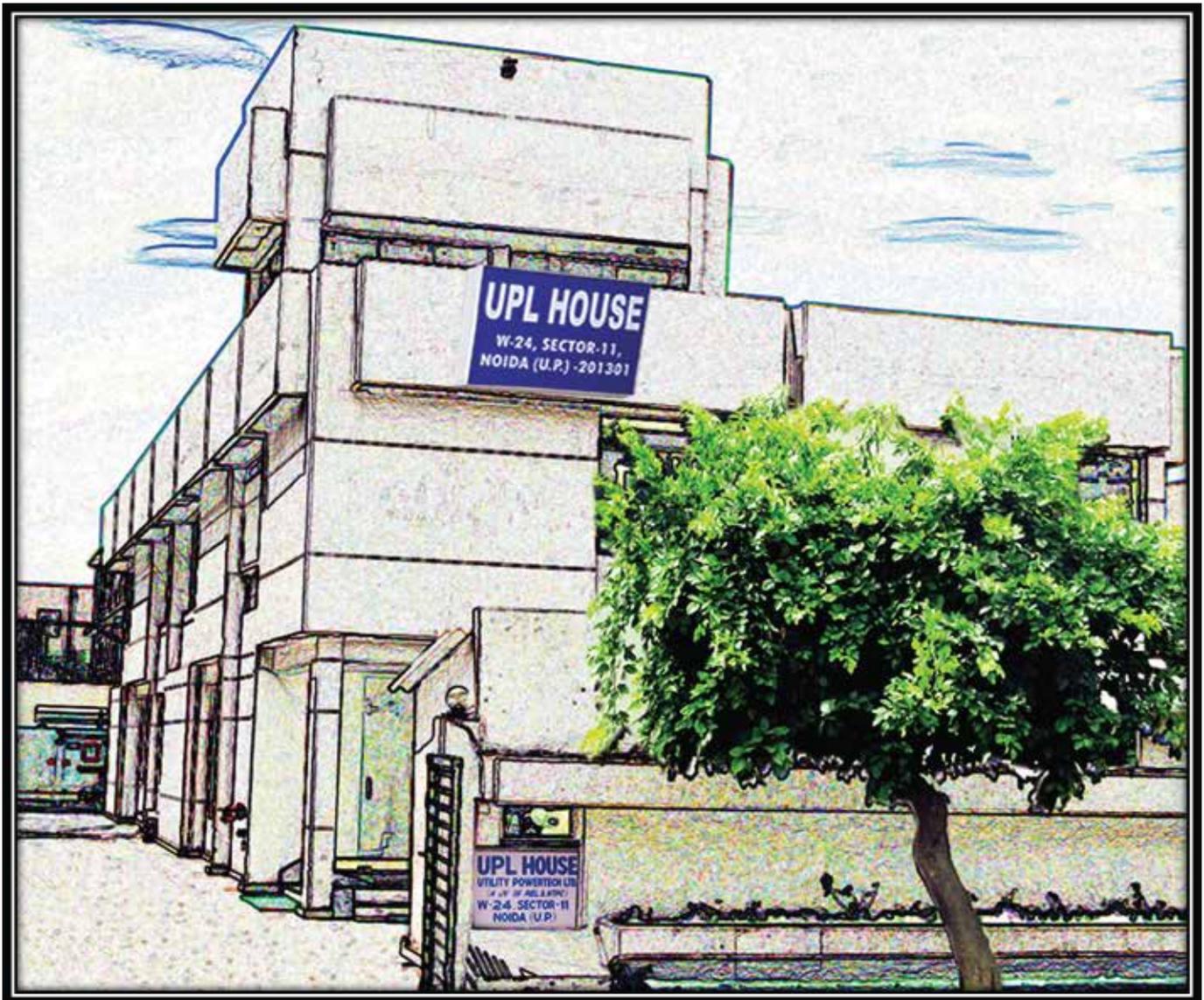


UPL NEWS

In – House Quarterly e-Magazine

Issue # 09

Quarter Ending December 2016





Dear Colleagues,

At the outset, I wish you and your family a very happy new year 2017. This 9th issue of UPL magazine is on your system. The quarter gone by was the time of year many of us await due to festivities it symbolises. Deepawali was celebrated at head office NOIDA, on 29th October 2016. Raising day of UPL on 23rd November was another important event. This year UPL completed 21 years of its journey of excellence. My congratulations to you all.

On 17th. Oct 2016 Training started for the First batch of Assistant Loco Drivers Trainees. The three months training program in collaboration with NTPC and Indian Railways aims to augment the availability of Trained Diesel Loco drivers. After training, the first batch has already been deployed, presently under mentoring at Rihand, Shaktinagar and Vindhyachal site.

Vigilance awareness week was observed during the period 31st Oct. to 5th Nov. 2016. We saw good participation by employees during various events. For the first time, an interactive session with Vendors was also organised during the week. On this occasion UPL received a certificate of Commitment from Central Vigilance Commission (CVC) for adopting the Integrity Pledge. A copy of Certificate of Commitment has already been given to all employees of UPL to motivate them to achieve and maintain highest standards of integrity. We were privileged to have Shri D. Chakrabarty, Executive Director (Vigilance) NTPC, as an eminent speaker on 2nd Nov 016.

Resident Managers' meet was organised on 6th and 7th December 2016. The meeting was the first formal interaction of the newly appointed Director -HR of NTPC, Shri S Roy, with the Resident Managers, the flag bearers of UPL Sites.

Friends, as I have also mentioned in my earlier message, UPL is at a crucial juncture. We have an experienced team, market credentials and strong backing of our promoters. Such an opportunity can establish us firmly in the Power and Infra sector, however, we need to put in our best efforts. As mentioned in my earlier messages, Non-PSOMA is our focus area for increasing our Turnover and Profitability. Realisation of outstanding payments would improve our financials.

At the end of Quarter ending Dec. 2016, we could achieve an overall 88.82 % of our set turnover target. I call upon all the Resident Managers to rise to this challenge and work wholeheartedly to achieve our targets / objectives.

With Best Wishes,

15th February 2017

R K S Gahlowt

ACTIVITIES AT UPL

TRAINING FOR THE FIRST BATCH OF ASSISTANT LOCO DRIVER

Training at Diesel Training Centre of Northern Railways, Shakurbasti, Delhi started on 17th October, 2016. The three months training Programme was attended by trainees from Shaktinagar, Vindhyachal and Rihand sites of UPL. The inauguration of the Training Programme was done by Mr. Ramji Mishra, GM (FT), NTPC in presence of Shri B. Mukherjee, Chief of Commercial & Contracts - UPL. On this occasion Shri. Bipin Kumar, DME, Shri. Nitish Pandey, Principal Diesel Training Center, Northern Railways, Shakurbasti along with other officials of NTPC, UPL and Northern Railways were also present. It is expected that these trainings will meet the demand gap for Diesel Trainee Assistant for various sites of NTPC.



DEEPAWALI CELEBRATION

Festival of Light Deepawali was celebrated on 29th Oct' 2016 at UPL House, Noida. On this occasion employees of UPL prepared beautiful Flower Rangoli with Diyas. The celebration was attended by Shri. RKS Gahlotw, CEO UPL, Shri. B Mukherjee, Chief of C&C, all HOD's and employees of UPL.



We are what we repeatedly do. Greatness then, is not an act, but a habit – Aristotle



VIGILANCE AWARENESS WEEK

Vigilance Awareness Week 2016 was observed at UPL from 31st Oct. to 5th Nov. 2016 with full zeal, participation and support from all employees and other stakeholders. On the occasion, the vigilance awareness “Pledge” was administered amongst the employees of HO by CEO-UPL and by RMs at various sites of UPL. UPL has adopted the integrity pledge and a copy of the “Certificate of Commitment” has also been given to UPL and its employees, to ensure high standards of integrity so that “Good Governance” is achieved in UPL.



An initiative has been taken to spread awareness on “Public participation in promoting integrity and eradicating corruption” by organizing essay competition, workshops at Head office and sites of UPL. Presentation by HOD’s on preventive vigilance and corruption were also made. An interactive session (grievance redressal) with vendors was also organized at UPL HO and site offices. During the programme CEO- UPL, emphasised the need for active participation of all employees in strengthening the systems and procedures of UPL. The event was also graced by Sh. D. Chakrabarty, Executive Director (Vigilance) NTPC who stressed that every employee should remain vigilant and work towards enhancing the reputation of the organization.

INAUGURATION OF THE RENOVATED FLOOR ON UPL, H.O. TERRACE

Inauguration of the renovated floor on Terrace was done on 11th November, 2016 (on the day of 102nd Board Meeting of UPL) by the officiating Chairman of UPL, in presence of the Board of Directors (present on that day), CEO - UPL , HODs and employees of H.O.



UPL RAISING DAY

Raising Day of UPL was commemorated on 23rd November, 2016 – This year UPL completed 21 years of its formation. On this occasion all employees of UPL Head Office gathered at ‘UPL House’, Noida where CEO UPL addressed the gathering on the performance of the organization in the year gone by and the road ahead. Raising Day was also observed across all UPL sites.



RM MEET

The 10th RMs' Meet was organized on 6th & 7th December, 2016. The meet was inaugurated by Shri S. Roy, Director HR, NTPC. He was welcomed by Shri R.K.S. Gahlwot, CEO-UPL. The meeting was attended by HODs of UPL, Resident Managers / Site In-charges and other delegates from Head Office. On this occasion, Shri Roy congratulated Team UPL for its steady growth. He also had a word of advise for Resident Managers and employees of UPL on the future ahead. Various operational issues were discussed in-depth along with site performance on its allocated business objectives.



No tree, it is said, can grow to heaven unless its roots reach down to hell. – Carl Jung



WORDS OF WISDOM

1

TEAM SPIRIT

A business man gets stranded in a lonely highway in the US. The tyres of his car got stuck badly in a mud pool. He looks around for help and finally finds an old farmer. This businessman goes to him asking for help to get his car out of the mud. Farmer gauges the situation, and agrees to help him and says, let us take the help of Warwick. Warwick was an old bull around, but the helpless business man agrees.

The farmer ties the bull to the car and start shouting loudly, 'FRED, PULL!.. JACK, PULL!.. JOHN, PULL... WARWICK, PULL'. As the farmer keeps shouting these words, the bull Warwick gets the car out of the pool of mud. Businessman is relieved but has a doubt in his mind. He thanks the farmer and asks him, 'you said the bull's name was Warwick, and he was alone, then who were these Fred, Jack & John?' Farmer coolly answered, "See, Warwick is old and is also blind. He does not know he is pulling this car alone. The moment he hears the other names, he thinks he is in a team, and he gives his best".

***MORAL*:** So is the case with all of us. The very thought that there are people to help us blesses us with a great deal of comfort, hope, confidence and entuses us to put our heart and soul into any task that we undertake. Indeed, greatest civilizations have always been built on the foundations of a greater level of cooperation from their citizens, and the smartest animals we know – apes, elephants, wolves, dolphins, and crows – tend to live together in cooperative groups and work together for survival. As H.E.Luccock said, "No one can whistle a symphony. It takes an orchestra to play it."

It's not without reason that the very word ***TEAM*** is said to stand for ***"Together Everyone Achieves More"***.



You will not be punished for your anger, you will be punished by your anger. – Buddha



The following joined the UPL family in this quarter. UPL family extends warm welcome to each one of them.

NAME (S/Sh.)	DESIGNATION	SITE
Anil Kumar Saxena	HOD (Surveillance)	Head Office
Murthy BSSN Avasarala	Resident Manager	Gadarwara
Brijendra Kumar Awasthi	Resident Manager	Auraiya
Ram Ashish Singh	Resident Engineer	Tanda
S. V. Mandaogane	Sr. Manager	Dabhol

Following have taken charge in their respective areas on being transferred, in this quarter

NAME (S/Sh.)	DESIGNATION	SITE
Vijay R. Upadhyay	Officer (F&A)	Gandhar
Amit Kr. Mishra	Officer (F&A)	MEJA
S. N. Singh	DGM (Maint.)	Rihand
Mahesh Jain	Sr. Officer (F&A)	Kawas
Ravish Kr. Ravi	Jr. Engineer (Civil)	Nabinagar

We look forward to your suggestions specially for layout and design of cover page



WORDS OF WISDOM

2

Freedom from bondage

A man came to Junnaid, a Sufi mystic, and asked him, "What do you say about pre-determination, kismet, fate, and the freedom of man? Is man free to do whatever he wants to do? Or is he simply a puppet in the hands of an unknown puppeteer, who simply dances the dance that the puppeteer chooses?"

Junnaid is one of the few Sufi mystics, and was sitting under a tree. There was a rope hanging on the tree.

He shouted at the man, "Raise up one leg!"

The man was a very rich man; Junnaid knew it. All the disciples, the whole school knew about it – and he had shouted so loudly and so rudely, "Raise one leg up!" And the rich man had never followed anybody's orders; he had not gone there to follow orders. And he could not conceive even a far off, far-fetched, off-the-wall relationship between his question and this answer. But when you are facing a man like Junnaid you have to follow him.

He raised his right leg.

Junnaid said, "That is not enough. Now raise the other, too."

Now the man was at a loss, and angry also.

He said, "You are asking absurdities! I had come to ask a philosophical question – that you simply dropped without answering. You asked me to raise one leg, I raised my right leg. And now you are asking me to raise the other, too. What do you want?"

How can I raise both legs?"

Junnaid said, "Then sit down. Have you received the answer to your question or not?"

The man said, "The answer to my question has not been given yet. Instead you have been training me in this parade!"



There is no path to happiness: happiness is the path – Gautama Buddha.



WORDS OF WISDOM

continued...

Junnaid said, "See the point: when I said, 'Raise one of your legs' you had the freedom to choose either the right or the left. Nobody was determining it, it was your choice to raise the right leg. But once you had chosen the right leg you could not choose the left too. It is your freedom that has determined the fact of your bondage. Now your left leg is in bondage. You could have lifted your left leg too by catching the rope that was hanging on the tree."

Man is half free and half in bondage, but he is free first. And it is his freedom, how he uses his freedom, that determines his bondage. There is nobody sitting there writing in your head or making lines on your palms. Even an omnipotent God must be tired by now, doing this stupid thing of making lines on people's hands. And so many people are coming... writing in everybody's head what he is going to be, where he is going to be born, when he is going to die, what disease is going to kill him. All these details!

You are free, but each act of freedom brings a responsibility – and that is your bondage.

Either call it 'bondage', which is not a beautiful word, or call it 'responsibility'. That is what I call it. You choose a certain act – that is your freedom – but then the consequences will be your responsibility.

The rope represents spiritual journey, by holding to it you can put all your bondage, responsibility on God just by surrendering to God, means holding to that rope which will only lead you to your upward journey by climbing with the help of that rope.

People don't look for that rope, and give up easily. That is the tragedy.

'Anonymous'





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UTILITIES

“ हमारी दृष्टि

विद्युत क्षेत्र और यूटिलिटी के
लिए सर्वोत्तम सेवा प्रदाता बनना

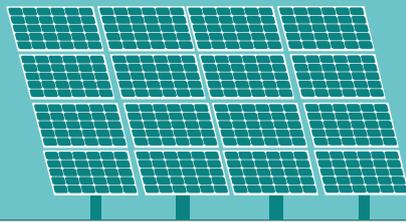


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FOR THE SUSTAINED GROWTH OF POWER AND
OTHER INFRASTRUCTURAL SECTOR.

“ हमारा लक्ष्य

विद्युत एवं अन्य इन्फ्रास्ट्रक्चर क्षेत्र के सतत विकास के लिए
मूलभूत एवं संविद्धत सेवा उपलब्ध करने के लिए सेवा प्रदाता
के रूप में कार्य करना



Editorial Board appreciates enthusiasm of all employees whose collective efforts and wisdom has resulted in publishing this edition.

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“ We are what we repeatedly do.
Greatness then, is not an act,
but a habit.

– Aristotle ”