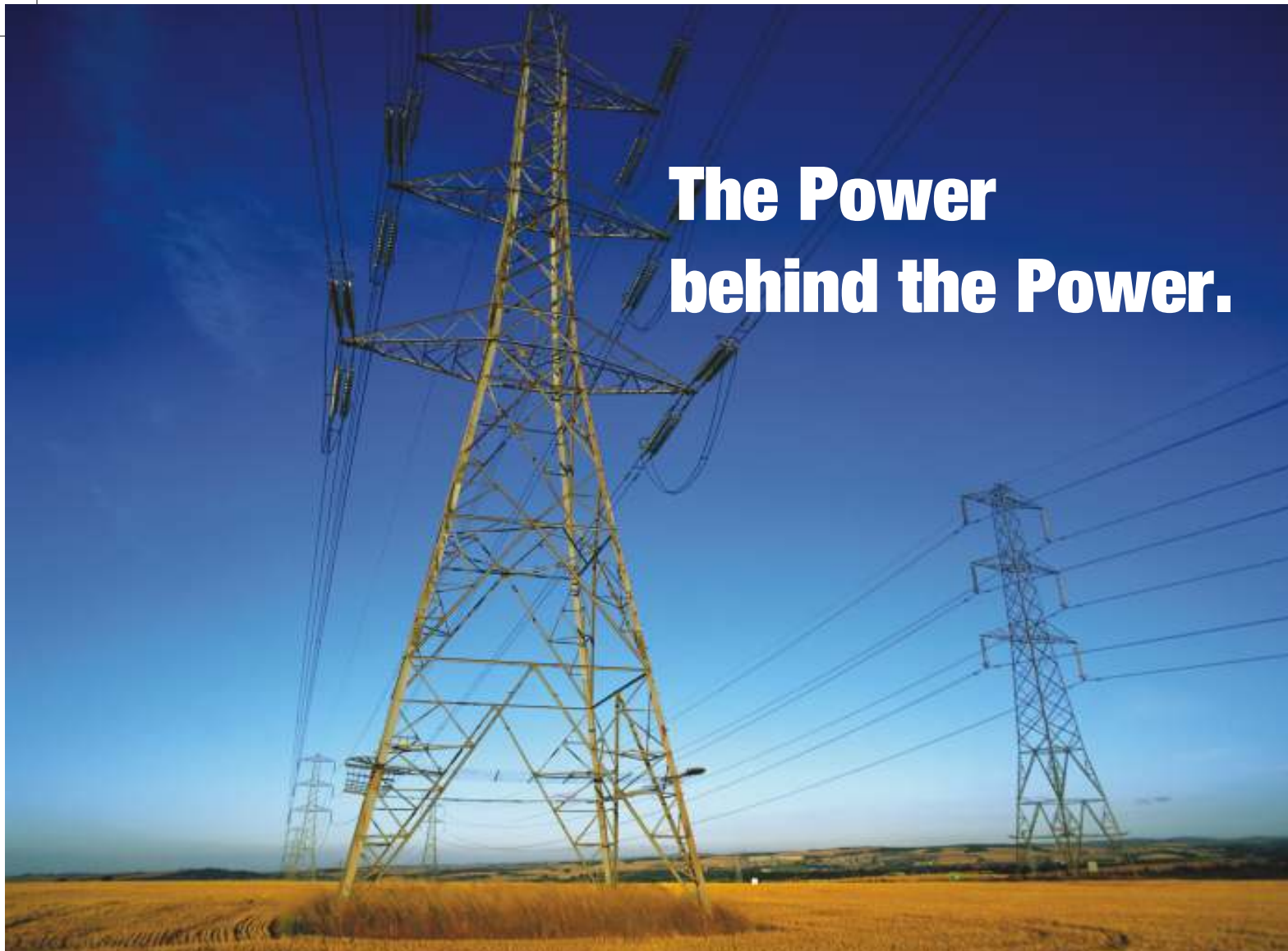


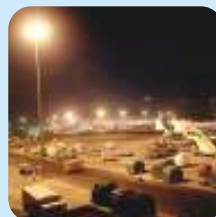
# The Power behind the Power.

# EPisodes

House Journal of E&P BU | Issue 8 ■ November 2011



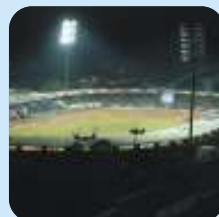
Rural Electrification -  
Power Distribution



Sahar International Airport,  
Mumbai



Power Station Lighting



GMC Balayogi Stadium,  
Hyderabad



Monument Lighting, Ajanta Caves  
(Fibre Optic Lighting)



Street Lighting  
Kharghar, Navi Mumbai

Bajaj Electricals is truly empowering India through solutions across the entire power lifecycle. First, by illuminating power stations themselves. Then, through transmission lines that transport electricity across states and regions. And finally, with infrastructure solutions that aid distribution of electricity to homes, factories, offices and public facilities. Life without power is unthinkable. Power without Bajaj Electricals is pretty hard to imagine as well.

**Bajaj Electricals. Proudly Empowering India.**

For enquiries contact: Bajaj Electricals Ltd., Engineering & Projects BU.  
801, 10th Floor, Rustomjee Aspiree, Bhanu Shankar Yagnik Marg,  
Off Eastern Express Highway, Sion (East), Mumbai 400 022. Tel: 022 2406 4000.  
E-mail: [epd@bajajelectricals.com](mailto:epd@bajajelectricals.com). Website: [www.bajajelectricals.com](http://www.bajajelectricals.com)



**BAJAJ**

*Inspiring Trust*

An Engineering & Projects BU Initiative.



**Bajaj Electricals Ltd.**

*Inspiring Trust*

An Engineering & Projects BU Initiative.



Dear EPDians,

The new office in Sion brings new hope and new aspirations. Being together under one roof, in a better environment will bring out the best in all of you.

The second quarter has been better but with commodity prices coming down, improvement in working capital, fixed cost reduction and improved sales, one can look at a strong and improved second half. The main worry is the slow inflow of new orders which will impact the second half and next year. We should aim for a Rs. 1000 Cr order pending end December and Rs. 1500 Cr order book pending on 1st April, 2012.

**Shekhar Bajaj**  
Chairman & Managing Director



Dear EPDians of Team Bajaj,

Horizons are always exciting and far reaching and we keep ourselves in awe to reach and surpass these horizons. There is a beautiful opportunity beyond every success and a strong team knows how to create new benchmarks.

E&P BU has had stormy, and some unpleasant, weather to deal with at times, thankfully there is sunshine after every such experience.

The team has Aspiree as its new home to inspire even greater team work.

In fact, September 2011 has already been the strongest month of FY 2011-12.

This is a great sign for the success to expect in this new environment.

With the eco-friendliness and vibrance of EPDians, all the glory for becoming a global major is a dream that can be made a reality in the next decade to come.

Duniya EPDian ke Haath, leke Sabko Saath.

**Anant Bajaj**  
Executive Director



Dear EPDians,

My heartiest congratulations on moving into the beautiful new office at Rustomjee Aspiree recently. I am confident that this will mark a new beginning towards greater success, higher revenues, better operational efficiencies and significantly better profitability for Team Bajaj E&P BU.

I am certain that the auspicious pooja ceremony that we had for the new office will bring in favourable winds that will pave the way for a fantastic, fun filled, joyful journey for all EPDians.

I wish you godspeed and all success in your future journey.

**R. Ramakrishnan**  
Executive Director



Dear Friends,

In India, as families grew, got educated and moved out of their parental homes in search of greener pastures for better job opportunities or to expand their business, the concept of HUF (Hindu Undivided Family) or joint family system slowly got eroded. Now with the hectic pace of life, working couples, stressful children's education, the advantages of joint family system are back in focus.

EPDians based in Mumbai were in a similar predicament. We were split into three offices, with each Division – TLT, Special Projects and Highmast spreading out to different offices and locations. Team work suffered; common services like purchase, design and commercial also had to be split, slowly leading to disharmonious operations.

Our new modern, environment-friendly office in Sion has brought our 'joint family' back under one roof and we are really enjoying and celebrating this reunion.

We now eagerly await the moving of our Marketing BU cousins to Sion and the reunion as one big joint Indian family.

**Lalit Mehta**  
Executive President (E&P BU)

## FROM THE EDITOR'S DESK



It's probably the most hackneyed cliché, but *change* is the only constant that is eminently relevant to our current situation.

More *move* than *change*, actually. The Mumbai team across hierarchies have been upbeat and busy more recently. Because we've all moved! *All of us* at E&P BU. Coming together literally under one roof, in Sion, in central suburban Mumbai.

All Mumbai E&P BU functions will now be operating out of this HQ of sorts. All of 8383 sq ft carpet area, the best thing about the new office is that it adheres to green norms. In everything, from lighting and resource utilisation to water and waste management, it's a green office.

It's been an exciting development for all of us at E&P BU. The more central location suits everybody and, with everyone now on the same floor, interaction between departments will be that much more fluid and time-saving.

We of the Editorial Team have been enthused enough to feature this shifting to our new consolidated address as our main story in this quarter's *EPisodes*. There are a few people who have been at the vortex of this shifting. We've talked to them and told that story between these covers.

From our new address then, here's reconnecting with the rest of the E&P BU family across the country. The shift has been made... it's business as usual again.

Editorial Team





# THE BIG MOVE

E&P BU, HO, Mumbai, has shifted and consolidated. Now spread over an entire floor in a modern building, Rustomjee Aspiree, this swanky new centralised office in central suburban Mumbai is the epitome of a Green Office. The responsibility for ensuring this was vested with Mr. Peter D'Souza, Sr. GM (Comm.) under specific directives from the CMD, Mr. Shekhar Bajaj, ED, Mr. Anant Bajaj and EP, Mr. Lalit Mehta and he didn't disappoint. Mr. D'souza took us through the entire timeline of planning and execution, and this is the story of E&P BU's new consolidated office...

For many years now, Engineering & Projects Business Unit (E&P BU) has been the heartbeat of Bajaj Electricals, contributing about a third of the company's turnover. It has grown steadily and consistently, since being launched as a separate division around 1994. What began as a small team of 10-12 engineers and a turnover of just Rs. 9.5 crore, has today burgeoned into a Rs. 1000 crore entity, across 19 locations and 90 running sites, cumulating to a workforce of around 300, plus an additional 400 people at Ranjangaon.

E&P BU has come a long way. Such a long way, in fact, that it soon outgrew its offices. HO Mumbai, especially! What started out as a compact second-floor premises in Reay Road, expanded with the acquisition of the ground floor as well. A more spacious office, it was ergonomically partitioned into dedicated areas for the various divisions – Special Projects, Highmast, Transmission Line, Commercial, etc.

## The Spadework Begins

The hunt was on for a bigger, better and more centralised office. It all fell in place thanks to Executive Director, Mr. R Ramakrishnan, who identified and negotiated a bargain for an 8383 sq. ft. premises in Sion, in central suburban Mumbai. Chairman & Managing Director, Mr. Shekhar Bajaj, and Executive Director, Mr. Anant Bajaj, then approved and allotted the office to E&P BU. With Paryavaran Mitra as the guiding force, everything started to fall in place. The moving began. Everything was being consolidated again and the growth story is ready to continue with greater gusto and commitment.

While lots of people were involved in the planning and execution of the new office, the task to spearhead the entire event was assigned to Mr. Peter D'Souza, Sr. GM (Comm.).



It proved to be the good luck charm, as moving into this new office coincided with E&P BU growing at a steady 30% every year. But more business meant more requirements of people, space, equipment, facilities...

It necessitated moving out of a single premises and into three separate offices in Mumbai. But, after a while, co-ordination became difficult, things moved slower. The need was felt to return to a large, consolidated office where everyone concerned would be under one roof again – or at least at the same location.

The guiding star was Mrs. Kiran Bajaj, a visionary in her own right and who, in her personal capacity, commits time and energy to the protection of the environment. She saw the need to spread the movement and so, seven years ago, founded the NGO, Paryavaran Mitra, promoting it with a mission to reduce air, water, sound and soil pollution.

Strongly backed by the CMD, and in keeping with Bajaj Electricals' own CSR thrust, the movement permeated various levels of E&P BU, and the entire workforce has become active participants. Given this background, it was no surprise that, when the new premises was allotted to

E&P BU, the directive from the CMD was to make it a 'Green Office' - a reflection of the company's commitment to the cause of the environment.

The choice of Mr. D'Souza to spearhead the planning and execution of the new office was almost automatic since he had proven his mettle with previous renovations of E&P BU offices. Executive President, Mr. Lalit Mehta, did not look any further and appointed him. However, his instruction was categorical - *Green Interiors!*

### The Science Behind Going Green

Green Interiors isn't just a fancy term. It is specifically defined by the International Green Building Council: *A green or sustainable building is one that uses less water, optimizes energy efficiency, conserves natural resources and provides healthier spaces for occupants as compared to a conventional building.* The term 'building', of course, covers both interior and exterior.

As work or residential habitats, buildings put huge pressure on the earth's resources. It has been estimated that they account for a sixth of the world's fresh water withdrawal, a fourth of its wood harvest and 40% of its material and energy flows. Which makes it almost critical to the planet that we *'build green'* and hence use the earth's resources more judiciously and efficiently, while building a healthier environment for people and reducing costs. It all adds up. Not only are utility bills curtailed, but the environment is preserved through the reduction of greenhouse gases and air pollution.

Today 'Greening' can actually be quantified. Many countries have established organisations and grading that evaluate and rate how 'green' a building is. In India it's called GRIHA - Green Rating for Integrated Habitat Assessment for India.

### LEEDing the Way

However, with the new office, the scope was restricted by the fact that the developer had not designed a green structure (the entire building is not dedicated to E&P BU). The maximum extent possible was now limited to a 'green interior'. The only official benchmark to follow was, thus, LEED (Leadership in Energy and Environmental Design) laid down by the United States Green Building Council. An open and transparent process, LEED criteria are reviewed for approval by more than 10,000 members - hence a comprehensive evaluation.

The rating system awards points for each item used in the construction project and a grading is allotted - Certified, Silver, Gold or Platinum (score over 80 points). LEED is a comprehensive, stringent and ongoing evaluation that begins right at conception and ends with completion of construction. It begins with registration and payment of fees; an assessment of points that can be scored; with documentation being maintained and procedures followed at each stage.

Points are awarded on the 3R principle - Reduce, Recycle, Reuse. For example, material should be locally sourced inside a radius of 500 kms, thus *reducing* transportation. Or, the use of aluminium furniture sections count high as they can be *reused*. Again, MDF panelling boards are bio-degradable and hence *recyclable*.

Sometimes, contingencies come in the way of intention. For instance, in certain sections, MDF board may lack the required strength and durability, but use of natural forest wood like timber or plywood would count for no points. The compromise would be 'green plywood' - wood from specifically



cultivated forests, certified so by the manufacturer. Similarly, a non/low VOC paint may not deliver the desired finish, leaving one with no option but to go with conventional paints and sacrifice further points. In short, it is a huge challenge to achieve a high degree of 'green interiors'.

### Meeting the Challenge

And so it began. First of all, the general layout as per Vastu principles was obtained. Then, practical considerations of number of occupants, cabins, cubicles, stores, server room, cafeteria, reception, etc, determined. Designs and proposals from green-complaint contractors were invited next, and their work and credentials verified. The LEED consultant was appointed. And finally, contracts awarded.

For various tasks - lighting, smoke and fire alarm systems - in-house Bajaj experts were appointed. It was quite a comprehensive list - everything from architecture, design, execution, lighting, control and alarm systems, internet and telephone networks, air-conditioning, furniture and fixtures, screens, cafeteria crockery and cutlery, etc.

Once the work orders were awarded, the work itself had to be regularly monitored and reviewed, to ensure timeline and quality were being honoured. There were a few lucky breaks... Since the developer was of repute (Rustomjee Group), the toilet and wash areas were already fitted with sensor based water-saving fittings, which helped meet LEED specifications on water management.

### Cool Planning

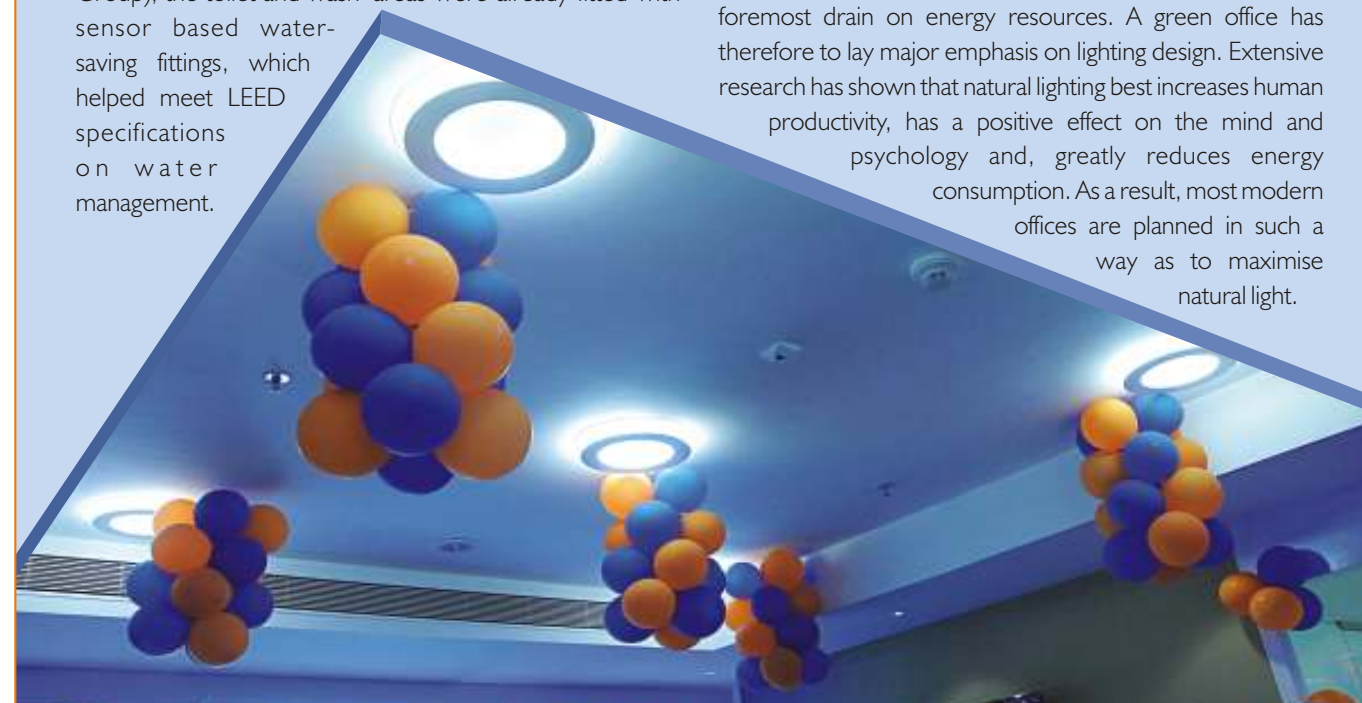
For ventilation and air-conditioning, Daikin's world famous VRF technology was selected. This intelligent system, branded VRV, helps keep operating costs to the minimum by controlling each zone individually to a tolerance of +/- 1° F, and automatically shutting down in unoccupied areas. Even the capacity is modulated automatically - delivering only the required level of heating or cooling. The R-410A coolant used in this system is avant-garde and a global benchmark - a considerable advancement over competitive systems. Inverter technology is also being used, which promotes better dehumidification and incurs lower compressor stress.

This concept of 'cooling on demand' along with its several other features such as elimination of the continuous on/off cycles, translates into considerable savings in the power bill, increased system life and reduced maintenance costs. Also, users can regulate temperature as per their individual need.

### Its Light... Naturally!

Illumination of the new office, of course, was totally an in-house Team Bajaj project. This aspect was completely within our control and hence achieving LEED specifications was far easier.

At the base of it all was the reality that office lighting is the foremost drain on energy resources. A green office has therefore to lay major emphasis on lighting design. Extensive research has shown that natural lighting best increases human productivity, has a positive effect on the mind and psychology and, greatly reduces energy consumption. As a result, most modern offices are planned in such a way as to maximise natural light.



E&P BU's new office has been able to optimise natural lighting in a big way. Fitted on three sides with floor-to-ceiling clear glass walls, natural daylight floods in during the day, vastly reducing dependence on artificial lighting and hence slashing energy costs. Once the day fades, carefully planned artificial lighting takes over – providing a glare-free, comfortable ambience that promotes extended working hours. These imported luminaires are best-in-class – energy-efficient T5 lamps in combination with LEDs that optimize energy consumption.

**An Ethereal Ambience**



Open workstations and cubicles are fitted with aesthetically pleasant diffused light fixtures. In the closed cabins and meeting rooms, similar fixtures are fitted with slender specular louvre systems. A touch of blue in the ceiling cove helps break the lighting monotony; as it does in the reception area too. The visitor is immediately greeted by a Bajaj logo that appears to float in blue LED light. Similar light effects at the entrance glazing and ceiling, and warm highlights around the receptionist's workstation add to an entrancing ambience.

Every area of the office has lighting to satisfy the specific requirement and match the mood. For example, the conference room is enhanced by a three-stage lighting architecture – central, peripheral and cove. Each of these can be individually controlled to suit different requirements. Control is through a pre-programmed scene selection system and IR remote control facility. Linear suspended fixtures with diffusers provide sufficient volumetric illumination to ensure high quality video conferencing.

The cafeteria is imbued with a more decorative ambience. A dual layer canopy – one layer glass, the other satin finished translucent glass – complemented with glowing coves on the ceiling, adds a rejuvenating level of space to the area.

**Intelligent and Aesthetic**

Warm LED floor lights running through every corridor as well as around reception, peripheral workstations and areas, aid a smooth transition from bright sunlight to the interiors, even as they lend a fuzzy cosiness to the entire office. Lighting hues have also been carefully selected to go with the mood of each zone.

To integrate artificial and natural lighting, environmental light sensors have been installed at five corners of the office. Fed through programmed occulux sensors, the result is optimal threshold lighting at every desktop – intelligently calibrating a balance between natural daylight and artificial lighting.

Meeting rooms, server rooms and toilets that have intermittent tenancy are fitted with occupancy sensors that automatically switch off the lights when no one is around. In any case, there is also a manual override option. The entire system runs on KNX bus technology and is future proof to an extent.



The credit for an intelligently illuminated office that upholds the principles of green lighting while sacrificing nothing on aesthetics goes to Mr. Ashim Datta – AGM (Design) & team. His design, inputs and supervision at every stage – from material and fixture procurement to quality control throughout execution – has truly ensured an office to be very proud of.

**A Gold, Green Office!**

It's all completed and occupied now. If the end product has been outstanding, special thanks and appreciation must go to Executive President, Mr. Lalit Mehta, who was always there to lend invaluable support and guidance and also intervene when any major problem arose. Equally, the efforts of Mrs. Kiran Bajaj and Mrs. Pooja Bajaj have to be valued immensely. They took a lot of personal interest in the project, right from design to completion. It is their choice of elegant colour schemes, paintings and graphics that lend the new office a delightful sophistication.

It's a *Green Office* to the extent possible. Truly a model office and one planned and executed to promote higher productivity. Lighting, material, water and pollution management, this one captures Mother Earth's own soul.

When it was all done and the LEED points estimated, it potentially scored high on a classification that grades energy efficient offices on a global certification system.

LEED grades 40-49 points under standard certification; 50-59 qualifies for silver; 60-79 strikes gold; while a cumulative points score in excess of 80 confers the highest rating – platinum. Internal assessments peg the score at 67 points, which is good enough to be certified LEED Gold! However, the official rating will be conferred only once the final application to USGBC is submitted – something that will happen as soon as all the documentation is complete.

Bajaj E&P BU hasn't just moved... but truly upgraded to another level. In an infinitely nicer and more ergonomic ambience, it's back to business as usual. We have a growth story to rejoice. E&P BU, Mumbai stands ready to deliver... and in style!





**Small Screen inspires Dandiya**



The festive season is already ticking along nicely. On 5th October, 2011, *Dandiya* and *Garba Raas* was organized by E&P BU HR Team at E&P BU, Sion Office. This year the theme for the day was 'Tele-Serial Characters'. Going by the characters recreated on the day, the most popular serials appeared to be *KBC*, *Ek Pavitra Rishta*, *CID*, *Tarak Mehta Ka*, *Home Minister*

and *Bajirao Mastani*. It was delightful to see characters like Mr. & Mrs. Bhide, Adesh Bhaiji and Vahinies and *Bajirao Mastani* virtually take on life-size avatars.

*KBC*, however, proved to be the most popular as all its different characters were represented, with Mr. Anil Tomar playing the genial host. As a result, the first prize winner of the day was the popular game show.



CID - Z Security to EP of E&P



Bajirao - Mastani



Ek Pavitra Rishta  
Manav - Archana



Tarak Mehta Ka  
Mr. & Mrs. Bhide



## Holistic Training

E&P BU HR – Mr. Sanjay Gurav and Team organized a training programme for site personnel at various sites. The focus of the training programme was to sharpen site employee skills and educate them about company values of trust and integrity.

Mr. A.K. Prasad – General Manager (Special Projects Division) trained participants on Basic Project Management and Team-building. This programme

covered Special Projects Division and Transmission Line Division Site employees. Mr. Prasad also covered topics like Contract Management, Store Management and safety measures that would help employees in their day-to-day working.

Other topics covered by the HR Team were Statutory Compliances and various team building exercises.



Training at Bharuch



Training at Murshidabad

## Engaging the Customer

August experienced a unique event from an E&P BU perspective. For the first time since inception, a seminar on 'City Beautification and Street Furniture' was conducted. Hosted at Hotel Fortune, Vashi, the objective of the seminar was to generate awareness amongst customers about the developments in the trade and our new products.

The event was attended by officials of NMMC, TMC, KDMC, JNPT, RCF and other similar organizations of Navi Mumbai, Thane, Kalyan, Dombivli, etc. About 75 invitees – all potential customers – attended the meet.

The meet began with an introduction and preface to the seminar by Mr. Ashok Rawat. Product presentations followed – Mr. Cyril S.M. addressing Highmast, and Mr.

Sanjeev Malik covering new products. The audience was clearly impressed and expressed their appreciation for the variety and quality of BEL E&P BU products. They promised to incorporate these into their upcoming projects.

Thanks to efforts of Team Mumbai, lead by Mr. Raj Mathuria, the seminar was well attended with an excellent turnout by almost all invited dignitaries. The Vote of Thanks was raised by Mr. Shirish Tambe. The evening was capped by dinner and gift distribution. The success of this seminar can be gauged from the subsequent huge inflow of enquiries from Mumbai and Navi Mumbai.



GRP Polysteel poles at Display Photo



Esteemed audience



The team behind the success of the program.

## I-Day at Ranjangaon

On the occasion of Independence Day, Mr. Arun Pardhi – Head HR, Ranjangaon Unit, organized a celebration that was highlighted by the hoisting of the National Flag. The Security team and RU employees enthusiastically and reverently participated. Mr. Pardhi then addressed the gathering; focussing on the theme of integrity and teamwork.

The very presence of participants in large numbers indicated that teamwork and co-ordination in Ranjangaon is truly alive and broadly focused on this vision. Mr. Pardhi also touched upon the importance of teamwork and determination in achieving business goals.



## Raksha Bandhan goes Green

This year, *Raksha Bandhan* took on a green hue as our very own NGO, Paryavaran Mitra, introduced the 'Bajaj Band of Solidarity – Contest' where participants had to make eco-friendly *rakhis* and tie them to a tree in their localities.

It all tied in conceptually and traditionally, too. As per age-old custom, on occasion of *Raksha Bhandhan*, sisters tie *rakhi* to the wrist of their brothers as a symbol of protection in all life's difficulties. Linking this concept with the need of the hour, Paryavaran Mitra devised this interesting contest that, in essence, had participants pledging to protect trees and the environment at large, throughout their lifetime.

The contest brought out both the creativity and environmental concern of Ranjangaon personnel, as they enthusiastically tied vibrant and beautiful eco-friendly *rakhis* to the trees in their office and home surroundings.



RU Security Team tying rakhi to a tree.



Mr. Arun Pardhi - Head HR & Admin, tying a *rakhi* on the company premises.



Mr. Tushar V. Deshmukh's daughter and father tying an eco-friendly *rakhi* to a Sandalwood tree in their house garden.



# SARVOTTAM

## Loyalty Club

### Taking Relationships Further

In a novel and first-ever initiative, the *Sarvottam Club* was launched amidst much pomp and fanfare, for Northern Region contractors. The event, attended by around 100 Highmast and Street Lighting contractors and dealers of Delhi, Noida, Haryana and Rajasthan regions, unfolded at the Indian Habitat Centre, Delhi, on 24th September, 2011.

The idea of the club is to nurture a loyal network of dealers, agents and contractors who promote our products while resisting overtures of the competition.

The event was set rolling with the traditional lighting of the lamp by Executive President, Mr. Lalit Mehta, and a few eminent contractors of NR. The welcome speech was delivered by Mr. Deepanjan Gupta, RM North, after which Mr. Ashok Rawat, GM & Head – Sales, made a brief presentation on the company. The scheme launcher brochure was then unveiled at the hands of Executive President, Mr. Lalit Mehta, and the

scheme declared open. Mr. Mehta addressed the crowd, delving into the company's history and its desire to associate with the working contractors and dealers.

Mr. Rawat presented and explained the salient features of the Sarvottam Scheme, waxing eloquent on the benefits of associating with BEL and expectations from club members, while outlining the Gold and Platinum Club options. As an incentive, a special event for hitherto loyal members was announced to take the *relationship further* – in keeping with the club's punch line.

Mr. Cyril S. M. then held forth on Highmast and Street lighting, while Mr. Sanjeev Malik, AGM – New Products, delved into the finer points of GRP, Polysteel, CA-CI and various new products. Gratings, fencings, umbrella masts and decorative poles were also appreciated.



During the QA session that followed, the enthused audience – impressed by the range of new products and the business opportunity they offered – were keen to becoming dealers for this range and pledged their loyalty to BEL. The President of the Contractor Association appreciated BEL's efforts in furthering relationships, saying they had never before attended such a seminar.

The Sarvottam Scheme generated a greater-than-expected response with many showing interest in the

scheme details and modalities. They were promised information on how this would be taken forward, within a fortnight.

The business part of the event closed with a Vote of Thanks by Mr. Gaurav Bhalla, AGM. Dinner and a distribution of gifts brought additional cheer to an eventful programme. On the heels of its success, the scheme has been planned for launch around other regions some time in November.





## Mr. Fixit Delivers Again!

Staying with the tradition of interviewing one colleague in every issue of EPisodes, we didn't have to look far for this episode's man of the moment. We chatted up with Mr. Peter D'Souza, Sr. GM (Comm.), who has just delivered the humongous task of overseeing execution of the new E&P Office.

**Editorial:** Peter, first of all, congratulations on an outstanding assignment. The new office has exceeded all expectations.

**Peter D'Souza:** Thank you, it was personally very satisfying.

**Ed:** So tell us, Peter, when did it all begin for you at BajajElectricals?

**PD:** I joined the company on 1st August 1990 as Commercial Manager LPS (Lighting Project Services).

**Ed:** What influenced your selection as the one to oversee the planning and execution of the new office?

**PD:** Right from my student days, I was always interested in working with my hands. Living in a bungalow provided ample opportunity to carry out

small projects in carpentry, painting, polishing, plumbing, electrical and minor repair jobs around the house. Over the years, this hands-on experience has come in useful while designing and supervising interior work.

In 1996, we were located on the 2nd floor of the Reay Road office and all of us were troubled by the heat, dust and emissions from heavy vehicles passing by. The CMD sympathised with our situation but, being constrained by limited resources, sanctioned a budget of Rs. 12 lac, which had to cover air-conditioning and false ceiling work as well.

Taking up the challenge and mostly utilising old material, we completed the job within the budgeted cost and without the help of any outside architect – directly appointing various agencies and interacting with them for design and trouble shooting. This office is still in use today. From that time onwards, I was involved in all E&P BU renovation work.

**Ed:** Interesting! How many office renovations have you been involved with since?

**PD:** Totally five... The original Reay Road 2nd floor

office was followed by a smaller assignment also on the 2nd floor, exclusively for the Commercial Department. Then, in a limited way, for E&P BU Reay Road Ground Floor office, which was executed by Architect Porus Master; and later on, a small office near security on the ground floor and finally, this mega-project on Rustomjee 10th Floor.

**Ed:** After getting the lowdown from you, we covered the entire story of the making of the new office at Rustomjee Aspiree, Sion, in this issue. But we still want to briefly hear about it from your personal perspective...

**PD:** The most exciting aspect was the exposure to an amazing range of products, finishes, tools and designs. Perhaps, five years ago, some of these were already in use somewhere else in the world, but the cost factor and availability in India were major drawbacks, due to which usage was restricted to high-end big budget projects.

Another wonderful experience is the use of technology in almost every area. One can now say that as far as interiors go, India is on par with the best. Even with a limited budget we can deliver a marvellous job. A consultant who was in Dubai for many years and has now set up shop in India, recently visited our office and complimented the look and feel as being much better than what he had seen in Dubai.

**Ed:** That's very good to hear, and all thanks to you! But was there anything different in the making of this new office as compared to the previous assignments you undertook?

**PD:** The main difference was that all the earlier projects were at Reay Road, which was our wholly-owned premises and hence no 'permission' or 'ownership' issues involved – one could concentrate entirely on the interior work. At Rustomjee, when we started out, only one floor belonged to Bajaj and, when we requested permission to begin work, the building was not completed; so there was a lot of co-ordination with various external agencies.

Also this is the first time that we are targeting LEED Gold Certification. That brought on a completely new dimension as we had to consider everything with respect to green building norms and specifications.

Finally, the budget of this project is probably about four times greater than the last major renovation, which would be E&P BU Reay Road Ground Floor office.

Given all this, the new office at Sion is a major responsibility.

**Ed:** What career moment would you most cherish after retirement?

**PD:** The area of interior design is a hobby or additional interest, so being a contributor to all those E&P BU offices does give me unique satisfaction.

However being a core team member of both major ERP implementations – JD Edwards and Oracle EBS – is what I would look back on as momentous events in my career.

**Ed:** Congratulations on all of it, actually! Finally, would you say you have delivered the perfect office that will satisfy everyone concerned?

**PD:** Lots of thinking, planning and expense have gone into the new office in order to make it healthy, comfortable and productive for everyone. The ambience of the building and the office interiors have impressed many, who say it is comparable to an MNC facility.

Therefore, the expectation is that we will deliver not just output in terms of our targets and official responsibilities, but also take good care of the new office and fit-outs as if it were our own home.

Nothing is perfect and presumably some may not find everything to their liking. While no effort will be spared in making everyone comfortable, some minor adjustments may still be necessary.

**Ed:** Our deepest gratitude to Mr. Peter D'Souza and everybody else who contributed towards giving us a truly world-class green office.

# What a Grate Idea!

Gratings add as much to the aesthetics of an area as do other features. Unfortunately, over a period of time, they are often ignored – which leads to their deterioration and even compromises safety.

Worldwide, gratings are featured extensively on walkways, platforms, stairs, bridges and even as trench covers and in swimming pools. In industrial environs especially, they run the risk of rapid deterioration due to constant exposure to a corrosive environment.

Where traditionally steel and aluminium gratings were used, a modern, aesthetic and long lasting solution is GRP Gratings. Bajaj offers these as excellent solutions for high-traffic locations and industrial floors that have to deal with chemicals and other corrosive agents on a daily basis.

Engineered for strength and to overcome corrosion issues, they outlast steel 20 to 1 in terms of longevity, while being remarkably low-maintenance. A long term investment, they are perfect where recurrent grating and walkway replacement costs are unacceptable. This is especially true of chemical, pulp and paper, electronic, food, beverage, aircraft, automotive, plating, textile and other industries where corrosive products are commonplace.

## APPLICATIONS

Flooring, bridges, ramps, walkways, platforms, assembly lines, work stations, wash bays, catwalks, stairs, trench covers, etc.



The best thing about GRP gratings is their versatility in usage across diverse environments. So while they find excellent application on factory floors as mentioned, they blend perfectly into exotic ambiances like fashion ramps and catwalks, corporate areas and workstations and even as stairs in residential locations.

## FEATURES

On every parameter, GRP gratings rate very high. From a safety perspective they are anti-skid, lightweight, anti-static, shock-proof, fire and corrosion resistant. Being non-magnetic, impact resistant, enduring and with high-impact strength, they are maintenance free. Aesthetically they have an attractive design and come in a variety of colours. Easy to install and with negligible resale value, they are not targeted by thieves.



## MOULDED vs PULTRUDED

GRP Gratings come as two variants – Moulded and Pultruded.

Moulded gratings are cast by pouring liquid resin where initially rovings are laid in the mould. After curing, the piece is released and mould taken apart. Pultruded gratings, on the other hand, require a mechanized process with combination of different shapes as per

requirement. The roving, stitch mat and surface veil are passed through a resin bath and heated die to produce different sections.

The resin to fibre-glass composition is diametrically opposite in each case. While the former has a 65% resin content, the latter has a 65% fibre-glass content. However, both show excellent corrosion resistance. Where pultruded gratings score over their moulded cousins is in the degree of durability, strength roving/resin mixing and workability. Even in terms of size, while the pultruded variety has whatsoever no limitations, moulded gratings are limited by their mould size. All of which make pultruded gratings about 30% more economical.

## THE DYNAMICS OF MOULDED GRATINGS

The moulded fibre glass grating or tread is a strong mesh panel that finds excellent use in industrial applications. Being moulded in one piece, loads get evenly distributed across bearing and cross bars. Significantly lighter than traditional metallic options, their high resin content ensures long-lasting and maintenance-free performance.

A higher fibre-glass content at the bottom imparts greater tensile strength. Efficient on-site cutting



minimises wastage. In addition to their high utility features, they are designed with superb ergonomics, which make them very comfortable to walk or stand upon. They are available in shades of green, orange, yellow, black and grey.

## GRP STAIR TREAD COVERS

Because of the high traffic they handle, stairs deteriorate at a faster pace. After a while they appear warped, shabby and chipped. In such circumstances, GRP moulded fibreglass provides an excellent solution as stair tread covers.

Their durable gritted surface renders them anti-skid and, along with their highly visible nosing, increase the safety

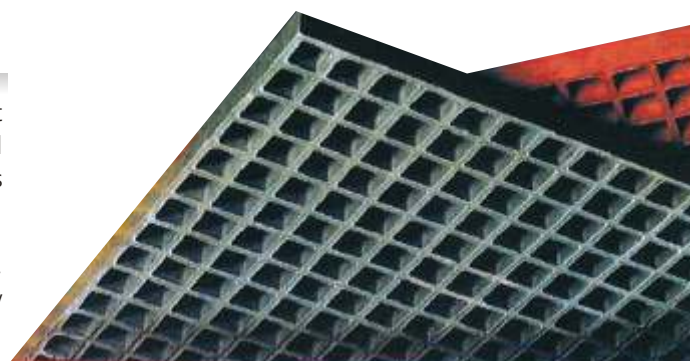


component manifold. Smart and elegant-looking, they add immense aesthetics especially to a corporate milieu.

## THE PULTRUDED ADVANTAGE

BEG pultruded gratings and treads can be designed and used like traditional metal grates, even while imparting the inherent strength of fibre-glass. All their excellent properties outlined earlier add up to a truly problem-solving product in situations where frequent grating and walkway replacement costs are unviable. Lightweight yet structurally strong, high impact and fatigue strength, low in electrical and thermal conductivity and non-sparking amongst other things, they are a wonder solution for industrial floors.

BEG pultruded gratings and threads are available in two standard colours – grey and yellow.





**POLE POSITION:**  
INSTALLATION OF ROTHAY POLES IN  
BHUBANESWAR



**HIGH AND MIGHTY:**  
30.5 Mtr FLAG MAST INSTALLED ON  
ROAD NO. I, BANJARA HILLS, HYDERABAD.



**ELECTRIFYING SIGHT:**  
THE 400KV M/C LILO INSTALLATION ON  
THE NELLORE SRIPERUMBUNDUR LINE AT  
ALAMATI SUBSTATION.



**COUNTRYSIDE CREATIVITY:**  
GFRP LODGE INSTALLED AT  
A FARMHOUSE IN CHATTARPUR, NEW DELHI.

Two women were comparing notes on the difficulties of running a small business.

'I started a new practice last year,' the first one said. 'I insist that each of my employees take at least a week off every three months.'

'Why in the world would you do that?' the other asked.

She responded, 'It's the best way to discover which ones I can do without.'



Employer to job applicant: 'In this job we need someone who is responsible.'

Job applicant: 'I'm the one you want. On my last job, every time something went wrong, they said I was responsible.'

Husband: Khana taiyar hai?

Wife: Thodi der aur.

Husband: Thik hai, main bahar kha leta hun.

Wife: Paanch minute ruko

Husband: Paanch minute me taiyar ho jayga?

Wife: Nahi main taiyar ho jati hun.



A man was removing two wheels from his car.

A girl asks him: What are you doing?!

Man: Can't you read the board, it says: 'Parking for two wheelers only!!!'

Son: Dad, Please share the secret of happy married life!

Dad: It is still a secret!!

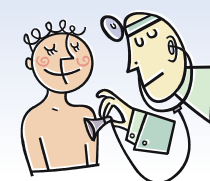


Harry: What's the best way to remember the wife's birthday?

John: Very easy! Forget it just once!!

Interviewer : Imagine, you are locked in a room, how will you save yourself if it caught fire?

Candidate: Very simple, Stop imagining...



Patient: In my dreams rats play cricket every night.

Doctor: Take this tablet, you will be fine.

Patient: Can I take the medicine tomorrow?

Doctor: Why?

Patient: Today is their final match!



# A World of Celebration

by Milton Frank

The festive season is well and truly upon us. Navratri, Dusshera, Diwali, Bakri Eid, Christmas, New Year... this stretch of the calendar has plenty to cheer about. But while we are very familiar with festivals that occur in our part of the world, exotic festivals that happen elsewhere are interesting too. Let's find out what and how the rest of the world celebrates.

## Almabtrieb

Literally translated from its German etymology to mean 'drive from the mountain pasture', this Alpine festival celebrates the bringing back of cows to their stables in the valley.

Over the summer, these cows are let out to graze high up



the Alps, but with the arrival of autumn, they must stay near their stables. The event involves large number of cattle – cumulating to around 500,000 in Austria and 50,000 in Germany. A real spectacle because several 'cow trains' are formed, and the elaborately decorated cows are then paraded through the towns and villages amidst music, dance and gaiety.

In several places, Almabtrieb is now a major tourist attraction, falling around mid September.

## Oktoberfest

Another festival from the same part of the world and calendar, is the very popular Oktoberfest. Lasting up to around 18 days until the first week of October, in Munich, Bavaria, Germany, it's a beer festival where, strictly, beer brewed within the city limits of Munich is permitted to be served.



A 200 year old tradition, it has its origins in a public celebration of a royal wedding. Today, a hugely popular tourist attraction, it extends into a gourmet indulgence with a vast variety of ethnic delicacies on offer – all washed down, of course, with large mugs of beer. It is estimated that over the length of the festival, some 7 million litres of beer is consumed.

## Parintins Folklore Festival



Brazil's second biggest festival after the Carnival, it is a unique one because it revolves around a story telling competition. Celebrated in late June, in the city of Parintins, Amazonas, it has its origins in a local legend about a resurrected ox.



The highlight of the festival is a contest between two traditional teams that attempt to outdo each other in retelling and elaborately extending the original story. The storytelling involves flamboyant dancing, singing and parade floats over a two and a half hour time limit. The makeshift arena supports an audience of around 35,000 during each nightly show.

preparation may sometimes take years.

## Ghost Festival

A Chinese tradition, it is observed by expats right across the world. Falling around August, the belief is that ghosts and spirits of ancestors emerge from the lower realm and visit their descendants who are expected to pay homage.

The ceremonies are often held in the memory of recently deceased souls, but within the main event, several sideshows unfold and none of them linked to death rites – such as settlement of debts, sorting disputes and other customary activities.

Traditionally, the highly crafted carvings were burnt after the festival, but as the carving custom is currently followed by a dwindling tribe, the artefacts are now retained.



The event is generally observed over an entire month, with the rituals involving preparation of food offerings and burning incense and paper representations of material goods. Elaborate meals are organised with empty seats for the family's deceased. In what becomes a lovely night-time spectacle, lanterns are also released on water bodies, allegedly to provide lost ghosts and spirits with directions.

## Malagan

A festival of Papua New Guinea, it is linked to the world-famous Malagan wood carvings specifically created for the ceremony. Not an annual celebration, it occurs randomly, but includes such complex and elaborate events that



Contest

Photo Op



This is the contest to bring out the photographer in you. To stand a chance to win, send in original photographs you have recently clicked, which are creative or interesting in some way. There is no theme to this contest, so keep your digital or mobile camera handy, because you never know when and where that opportunity for an offbeat picture may present itself – and give you the chance to win an attractive gift. Entries may be emailed to episodes@bajajelectricals.com as jpegs; or as printed photos sent to Editorial Team - EPisodes, Engineering & Projects BU, Sion, Mumbai, to reach latest by 31<sup>st</sup> December 2011. Don't forget to add your personal contact details.

*Congratulations*

Photo Op Winners



1<sup>st</sup> Prize:  
**Atlas Moth (Attacus Atlas):**  
One of India's largest moths,  
captured in all its elegance at  
Tamhini Ghat, near Kolad.  
Kartik Jogi HR, E&P BU, HO - Mumbai.



2<sup>nd</sup> Prize:  
**Sunset at Mahabaleshwar:**  
Uniquely, the sun and moon are  
captured in the same photograph.  
Barhate Babaji Rambhau,  
HR & Admin, Ranjangaon.

Making Waves

New Arrivals



**Veer Singh Mehta**  
Grandson of Mr. Lalit Mehta  
& Mrs Nutan Mehta, born on  
18th August, 2011.

EPisodes Makes the Grade

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DON'T CREATE  
CHANGE,  
CHANGE  
WILL CREATE  
YOU."**

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