

# Scribbles

Bringing colour to your lives

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Issue No. 6

*Dear colleagues,*

It gives me great pleasure to be reaching out to you for the first time as the Editor of “*Scribbles*”.

At the outset, let me first place on record our collective gratitude and appreciation to my predecessor Sarada Jagan. As part of her relentless efforts over several years to introduce, sustain and continuously improve cutting-edge HR practices at Sanmar, she made “*Scribbles*” a two-way communication platform which provided a medium for:

- Communication of important internal events, celebrations and happenings at Sanmar to all Employees and their Families
- Recognising linguistic and artistic talent among Employees and their Families
- Emphasising the importance of specific subjects such as Performance Management and capturing the initiatives and efforts of Sanmar in these areas.

**This is a Special Issue focused on:**

- The Annual day celebrations at all locations
- Recognition of High Performers and Long Service Awardees across all India locations of the Group.

Performance Management is one of the most critical functions of HR in any organisation. The term loosely comprises process-based tasks such as annual appraisals, midyear reviews, feedback discussions, recognition and rewards, creation of Individual Development Plans and its implementation, etc. However, in this digital age when everyone in an organisation is expected to “**Sprint a Marathon**”, it is essential that there is constant two-way communication between leaders, managers and their subordinates on the organisational, team and individual performance, expectations and most importantly on how one can better realise one’s potential and execute to meet targets. Too often, we shy away from these discussions but let’s recognise that we are doing individuals and the organisation a great disservice by doing so. In 2023, the primary focus of the HR function will be on Employee Engagement and Performance Management.

**In the coming issues, we will focus on how to better use “*Scribbles*” as a tool towards more robust Employee Engagement.**

Let me take this opportunity to wish all of you and your families a Very Happy, Healthy, Peaceful and Successful New Year!

Looking forward to working closely with all of you in 2023 and beyond.

Stay Healthy, Stay Safe.

Warm wishes,



Narayan Sethuramon

**Long Service &  
Performance Awards**



# What they said!

*How does it feel to be rated 'exceeding expectations' or receive a long service award for a successful tenure with the Group for 10 years and above? Here is an excerpt of what the achievers said...*



The Gita says, 'Do your duty... do not expect results'. But, it is an inherent tendency of human beings to appreciate and value any appreciation they receive even if they don't express it. Just saying "well-done" or a pat on the back is all that is required to enhance the spirits of an individual to perform better. The feel-good factor that an award can give to an individual is something amazing. Receiving and holding a physical trophy or memento makes a person remember the achievement and a motivation for more success to come.

**S Balaji**



It was a great feeling to receive 'Performance Award 2022' from the Shipping Division and I am so pleased and thrilled to receive this recognition from our esteemed Group. To be honest, I was completely unaware that I was considered for this accolade. This award is motivating and makes me feel good about myself. This will help me improve my professional skills. It would have never been possible to achieve this, without the support and help from my team. I sincerely express my heartiest thankfulness to all. I hope I would continue to prove myself as an asset to the company in the years to come by.

**K Karthikeyan**



Throughout the year we try to put our best effort to achieve the target assigned to us. The performance award is a symbol of the organisation's acknowledgment for the efforts we put in. Whatever numbers we achieved, be it big or small, this award makes us feel that we did contribute to the organisation's bigger goal and vision. With every appreciation, there comes a drive from within to excel and this award is no exception. This award motivates us to set higher standards for ourselves with every passing year. Also, this is not just a personal glory but, a statement of a high performing team Kolkata and a very successful team SETPL. A special mention of my colleagues at Kolkata and HO for their continuous support in helping me achieve this glory.

**Ramanjan Ganguly**



Being successful in a challenging environment always gives immense satisfaction. We can understand the value of performance award when it near misses from our end. Hence, performance award gives us that satisfaction that our organisation recognises our work and helps us grow. I could score a goal today for the cumulative skill of our team members and hence, awarded. But I have strong feeling that more members will be in a position to score goal next time to achieve this award.

**Syamal Chakrabarty**



I joined SANMAR in 2018 as a GET. Getting a job with The Sanmar Group is like hitting a six on the very first ball of the innings or taking a wicket on the very first ball with a perfect Yorker, the cheer you receive from the crowd and your captain, is unforgettable. I had exactly the same feeling, when I received my first performance award this year. Special thanks to the Group for trusting me and appreciating me.

**Hardik Shankarlal Sharma**





It is my privilege to express my thoughts on receiving the Long Service Award, after 10 years of service. Our organisation never fails to recognise employee's talent, hard work, dedication and sincerity. Such awards keep us motivated and makes work place a great environment to work happily. I feel great to be associated with this organisation.

**KS Bhavani**



I feel very proud and honoured to be a part of The Sanmar Group and being associated for the last 20 years. My association also indirectly means that my family is also a part and parcel of this Group. An employee when he spends 20 years in one company means that he is being supported by his family. This Group is very ethical and professional in all respects which helps an individual to grow in his personal life. Most important is that this Group has a variety of products and diversity in its business, that an individual can become a complete engineer in all respect. I hope it continues steadily in the coming years also.

**Tirthankar Banerjee**



When efforts meet recognition, wonders happen. I believe ownership, diligence, responsibility for one's own profile is important as much as guidance and appreciation from the Company. My SOP for client handling was simple. First, identify and resolve existing bottlenecks, build intangible assets like trust and convert them into tangible gains for the business. Second, equally important is to increase your techno-commercial competence, something employee and the Company both should be aware of. Third, one should constantly try and be an asset to the organisation, not a liability. And last, both the employee and the Company should see growth in each other. I was fortunate enough to find the right guidance and support at branch level and at HO. This achievement is mine as much as it is Sanmar's.

**Akshat Pandey**



Appreciation is the biggest motivation and therapy in work life. It makes a person feel valued and drives him to do his best. During my tenure of 4 years in this Company, this is my 1st performance award. I joined as a GET and handled B and C class customers, where I faced a lot of difficulties. But, continuous efforts and relationship building with customers, continuous visits even during COVID led to achieving my goal. Proper planning for each customer, regular interactions with Group leader and discipline has resulted in my success. One thing I would like to tell all my colleagues is that there will be lots of failures and demotivation on your path, but continuous and right planning will lead us to success in achieving our goal.

**Vishal Kumar Lavania**



Getting an award is always a special moment for everyone, especially when you receive the award from your boss. This type of appreciation motivates to work hard and to get more and more awards in future. This is my second performance award, in a span of 6 years of my journey with the Group. Receiving it from top management always brings in a feeling of pride to work in such an organisation, where my hard work and achievements are noticed and rewarded. Such appreciation gives motivation to set personal goal in line with the organisational goal and put my best foot forward to achieve it.

**R Gotecha Chiragkumar**



The performance award that I received would be futile, if I don't show my gratitude to my organisation. For they have recognised my work and patted my back for my relentless hard work that I did throughout the year. This serves as a great motivation, for me to work towards more goals and achieve it. This award is like a beacon for me to stride forward with my head held high, for there are miles to go before I sleep.

**N Rajinikanth**



The performance management process at Sanmar is a very transparent communication involving regular feedback and honest discussion, even when such communication is difficult or uncomfortable. I cannot express my gratitude in words. I believe that my confidence level has increased on receiving this award which will further help me to attain success in the future.

**P Karthikeyan**



Employee ratings are very important to improve ourselves and correct our mistakes in future. This is professionally done by the Sanmar Group with perfection through the Performance management process. This year I was rated 2+, which made me feel motivated and energetic. I will continue to do my best with Sanmar in the coming years.

**M Saravanaprasad**



Performance management is really a good system where the employee's talents are encouraged not only by mere appreciation but also in terms of rewards. It is a clearly defined process, where the midyear review will provide an opportunity for the individual to improve in that area he/she lags in. This is the first time I received the 2+ rating. I have no words to express my joy. I am very thankful to the management for selecting me for this rating. This will really trigger me to work harder and to add value to the organisation as well.

**M Saravanan**



My opinion about the Performance management process at Sanmar is that it is the perfect way of motivation and recognition. This enables everyone to keep chasing their goals and target in specific time. It is an honour for me to receive 2+ rating for the year 2021-22, and it would have never been achieved without the support from my family, friends, colleagues and my superiors. I dedicate this award to them.

**K Ezhilarasan**



When I job hopped in November 2011 from my earlier company after completing close to three and a half years there, little did I even dream that I would work here for more than 10 years. Like any other individual I thought I would switch over after may be 5 years or so. But the experience of working in different roles with different leaders provided tremendous amount of learning that I gained till date, and this has made life at Sanmar so remarkable, enriching and never ending. Going strong till date and I look forward to more learning from the company and more contribution to the company.



**A Sandeep Andrew**



Most of us don't know how to explore our potential. The Performance Management process at Sanmar is a tool to identify our strength and scope for improvement. The periodical review and feedback system help to focus on our KRA's and develop the required skills for the job. I felt happy on receiving 2+, the most memorable event of my career, a recognition for my hard work. I sincerely thank my team members who supported and guided me to accomplish.

**T Krishnakumar**



In my opinion, Performance review system at Sanmar is important, not only because it is the determining factor in an employee's compensation and promotion but also because it can evaluate an employee's skills, strengths and areas of improvement accurately. I have no words to express my happiness for selecting me for this award. It has increased my self-confidence and the urge to have more commitment towards my job. It will remain as a very special moment in my professional life always.

**D Thyagarajan**

At Sanmar, Performance Appraisal is approached systematically. When I received 2+ rating, I felt happy, as my contributions were acknowledged by the management. This will help me to work with more enthusiasm. I consider this as a team award, for my team's contribution, without them, it would not have been possible for me to get this rating. Thanks to the management and I assure that I will work more smartly for the betterment of our organisation.

**J Ramasamy**





## Par Excellence

### Performance and Long Service Awards

The most significant award a person can get is appreciation. The Sanmar management leaves no stone unturned to appreciate its employees. Every year employees are recognised for their exceptional efforts with Performance Awards. This is indeed a morale booster for all the employees who were recognised for their exceptional performance “Exceeding expectation”.

Long service awards are presented to employees as recognition for serving the Group for 10, 20, 30, 35, 40 and above landmark years of service. This is a way the management extends their appreciation to the employees who have been associated with them for a long time and encourages them to remain loyal and be dedicated as always.

### Head Office:



#### Long Service Award:

**Standing (L-R):** A Sandeep Andrew, P Sakthi, YR Sathyanarayana Kumar, G Raguram, S Harish, VS Ramesh, K Satyanarayana Rao, Dr Krishna Kumar Rangachari, CV Subba Rao, Dr Amarnath Ananthanarayanan, N Sundaravaradhan, PV Sriram, KS Bhavani, R Sudharsan, Prasanth Parameswaran.

**Not present in the picture:** R Suthesh

**Seated (L to R):** Narayan Sethuramon, Vijay Sankar, PU Aravind, Ramkumar Shankar.

■ Guests



The man who will use his skill and constructive imagination to see how much he can give for a dollar, instead of how little he can give for a dollar, is bound to succeed.

—Henry Ford





### Performance Award:

**Standing (L-R):** *R Jeyaseelan, B Jeba Raja, R Vijayaraguraman, Shreya Srinivasan, G Manikandan, Ancy Mathew, B Mathialagan, M Milton Asirvadhham, R Sangeetha, S Sujankumar, VS Ramesh, K Satyanarayana Rao, Dr Krishna Kumar Rangachari, S Balaji, CV Subba Rao, Dr Amarnath Ananthanarayanan, VN Venkatesan, R Sudharsan, N Rajinikanth, R Sathyanarayanan, K Vijayakumar, Raymond Arokiaraj, K Srinivasan, G Muguntha Narayanan, Vamseedar Kurnutala, G Praveen, R Yuvaraj, N Harikrishnan, K Karthikeyan.*

**Seated (L-R):** *Narayan Sethuramon, Vijay Sankar, PU Aravind, Ramkumar Shankar.*

**Squatting (L-R):** *W Royal, Mohammed Sherief S Kolhar, M Marudhavanan, D Kalaiarasan, D Gurumurthy, Rajesh Jagan, J Ragunath, M Suresh, J Arunkumar, V Jagan.*

**Not present in the picture:** *G Sivakumar and G Anand.*

**Insert picture:** *N Kalaichelvan*

## Mettur



### Long Service Award:

**Sitting (L-R):** *Richard Michael, K Ilangkumaran, B Suresh, KS Sampathkumar, S Gajendiran, V Sriram Kumar, Guru Srimanikandaraja, S Karthikeyan, D Ragu Ramachandran,*

**Standing (L-R):** *K Kothandaraman, KK Ganesh Babu, R Praveen Kumar, D Thyagarajan, K Murali, K Selvamurali, D Thamizhchelvan, K Karthickraj, R Selvam, C Venkatesh, A Muthu Vijayan.*

Guess Who?! Clue No. 3: *Attended Stroud School, and Winchester College.*





**Performance Award: 1<sup>st</sup> row (L-R):** V Moovendran, S Sathishkumar, R Hariprasath, Sanjeevi B, Yuvarasu, K Karthickraj, D Thamizhchelvan, M Chidambararajasiva, R Ganesh, S Karthikeyan, J Ponraj, C Thangaraj, PM Pradeep, S Kartheeswaran, R Satheeskumar.

**2<sup>nd</sup> row (L-R):** Richard Michael, P Aravindan, Sreedhar Vasudevan, S Karthikeyan, KS Sampathkumar, MN Bhaskaran, DS Padmanabhan, S Gajendiran, V Sriram Kumar, M Senthil Kumar, B Suresh, S Ganesh, R Sakkaravarthi, Anbarasu N

**3<sup>rd</sup> row (L-R):** S Sivananthan, K Narasimman, S Praveen Kumar, C Vignesh Kumar, Dr. Manikandan, M Shankar, T Krishnakumar, N Sudhagar, S Jayaprakash, D Vijayabaskar, P Yuvaraj, K Karthick, K Ilangkumaran, D Prabu, A Govindasamy, V Alagarsamy, M Raja Prabhu, M Vijay Anand, MP Karthick, RN Srinivasan, G Vivek, Vinoth Prabu Periasamy, T Chandra Prakash, M Joshi, R Jeyalingam, SR Venkatesan



*Victories aren't born on the field. You create them during practice, pleasure in the job puts perfection in the work.*

*- Aristotle*





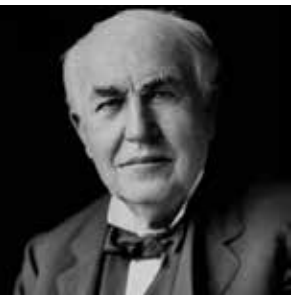
**4<sup>th</sup> row (L-R):** *J Ramasamy, S Kumar, V Sakthivel, D Gokula Kannan, A Muthuraj, P Karthikeyan, Gunji Ravi, K Anandh, P Vinoth Kumar, R Shankar, M Saravanaprasad, P Sathiyamoorthi, P Rajagopal, P Dhandapani, T Dharmarajan*

**5<sup>th</sup> row (L-R):** *Moorthy Rajendhiran, S Jayamurugan, D Thangaraj, K Dhandabani, P Thillaikarasu, M Saravanan, N Gopinath, G Saravanakumar, C Sakthivel, N Selvaraj*

**Left wing:** *M Krishnakumar, Ayyanar Karuppaiah Arumugam, K Kaveri Selvan, C Ponbalachandar, D Thamizhvendhan R Selvaraj, D Ragu Ramachandran, N Sivanantham, N Manikandan, M Babusivaraman, T Balaji, S Rajagopalan, Pritam Bhattacharya, S Thangavel, C Govindaraj, VR Ganesh.*

*If we did the things we are capable of, we would astound ourselves.*

*- Thomas Edison*





## Karaikal



### Long Service Award:

**Standing (L-R):** *T Markandan, M Vijayamohan, P Kalidas, S Rajkumar, P Chellappa, P Sabareesan, R Marimuthu, T Suresh, B Thiyagarajan.*

**Seated (L-R):** *MJ Arputharaj, S Mathivanan, MN Bhaskaran, Lt.Col M Jothi Shankar, P Aravindan.*



### Performance Award:

**Standing (L-R):** *L John Anand Antony, R Sudaroli, S Manivel, D Sabarivasan, S Selvaganesh, K Veeramani, R Sakthivel, K Vijayakumar, P Saravanakumar, B Kavianand, P Sairam, D Manikandan.*

**Seated (L-R):** *M J Arputharaj, S Mathivanan, MN Bhaskaran, Lt.Col M Jothi Shankar, P Aravindan.*

**Squatting (L-R):** *A Anbarasu, T Markandan, K Prakash, P Jayaram, R Palanivel, P Sabareesan.*



Success is blocked by concentrating on it and planning for it... Success is shy - it won't come out while you're watching.

— Tennessee Williams



## Chemplast Cuddalore Vinyls Limited



### Long Service Award:

**Standing (L-R):** *S Rathiname, S Rameshraj, R Ravichandran, P Umapathy, G Thanikachalam, D Giridharan, S Chandramouli, V Neelakandan, S Samraj, P Prabukumar, M Manikandan, R Murali,*

**Seated (L-R):** *V Vedhamaharaja, Wg Cdr K Dhandapani, Narayan Sethuramon, Ramkumar Shankar, N Palanisamy, S Lakshminarayanan.*

**Not present in the picture:** *L Ramesh, K Ganesan, D Bharath.*



### Performance Award:

**Standing (L-R):** *K Manavalan, M Ravichandiran, S Rameshraj, R Venkatachalapathy, P Senthil, P Prabukumar, P Ragavendhiran, PM Anand, G Thanikachalam, V Gopinath, S Iyyappan, SS Suresh, M Manikandan, G Manikandan, P Venkatesan, R Muthukumarasamy, M Chendrayan, M Naveenraj, K Soundramourty, J Kanagaraj, KG Jeyaram, S Vengedesan, S Senthilkumar, V Kalilahmed, S Murugan, K Venkatesan, D Bharathi Vasandhan.*

**Seated (L-R):** *V Vedhamaharaja, P Sundar, I Manohar, MN Bhaskaran, N Palanisamy, Wg Cdr K Dhandapani, P Aravindan, S Krishnagopal.*

*If we practice being spectacular long enough,  
spectacular will become our way of being.'*

*– Robin Sharma*





## Vedaranyam



### Long Service Award:

Seated (L-R): *S Mathivanan, MN Bhaskaran, MM Pugazhendhi, R Giridharan, Dr MJ Arputharaj*

Standing (L-R): *Lt. Col N Navaneetha Krishnan, N Govindarasu, V Punniyamoorthy, M Kumarasamy.*



### Performance Award:

(L-R): *Lt. Col N Navaneetha Krishnan, S Mathivanan, MN Bhaskaran, MM Pugazhendhi, R Giridharan, C Rajkumar.*

What you habitually think largely determines  
what you will ultimately become

– Bruce Lee





## Berigai



### Long Service Award:

(L-R): *G Sankara Subramanian, R Sabarigiri, Yogeewara Basappa Gowda, J Thangarasu, G Panneerselvam, P Sathish, John Sunder Chellappa*



### Performance Award:

**Standing (L-R):** *G Harisha, S Sivananthan, S Balakrishnan, Kalamati Sanjeev, Yogeewara Basappa Gowda, G Sankara Subramanian, Poluboyina Prasad, M Magalingam, Sankar Jami, M Meganathan.*

**Squatting (L-R):** *G Ramkumar, Ajith Ramamoorthi, S Dhamodaran, Mohamedhussain, S Gnanaprakasam.*





## Karapakkam



### Long Service Award:

**(L-R):** Abel Baskaran, R Dinesh Kumar, M Rajesh Kumar, S Anbuhezbian, Neerav Lakhera, C Radhakrishnan, Tirthankar Banerjee, H Nishanth and KR Mohan.

**Seated (L-R):** B Jayashankar, B Visweswaran, RB Satish Kumar.



### Performance Award:

**Standing (L-R):** MU Sughan, S Senguttuvan, J Afzal Mohamed, G Prashanth Sekar, M Rajesh Kumar, M Praveen Kumar, R Dinesh Kumar, VK Saravanan, KS Gokulakrishnan, C Radhakrishnan, A Senthilmurugan, M Muralidharan, VP Rajkumar, P Dharmaraj, T Sathish Kumar, R Ashwin Kumar and S Kalai Selvan.

**Seated (L-R):** B Jayashankar, B Visweswaran, RB Satish Kumar.



## Anderson Greenwood Crosby Sanmar, Viralimalai



### Long Service Award:

(L-R): *M Subasankar, P Satheesraja, S Selvam, R Venkatesan, M Gopalakrishnan, I Senthilkumar, V Ramachandran, B Narasimhan, P Dhandapani, R Parthasarathy, A Karthik, M Suresh Kumar, U Balamurugan, R Krishnan, S Karunakaran, T Prababar.*



### Performance Award:

#### AGCSL & SETPL Common

(L-R): *M Suba Sankar, P Satheesraja, P Ashok, R Venkatesan, R Raghu, B Prasanth, S Arutjothi, M Gopalakrishnan, B Vinoth Kumar, B Narasimhan, S Selvam, KS Sooryakumar, U Balamurugan, R Parthasarathy, R Kannan, R Ilayaraja, VC Varunkumaran, S Sundaramoorthy, S Hemanath, T Prababar.*

Guess Who?! Clue No. 7: *Worked as an analyst for the investment bank Goldman Sachs between 2001 and 2004*



## Sanmar Matrix Metals Limited



### Long Service Award:

**(L-R):** *G Antony Prabu, M Ramalingam, M Mahesh, B Srinivasan, S Prathikumar, TV Nagaraju, V Dilli Babu, A Muthukumaran, PS Periyasamy, R Parthasarathy, P Alagarsamy, C Rajkumar, A Ramesh.*

**Not present in the picture:** *K Muruganantham, R Anand Babu, S Elavarasan, G Kumaravel.*



### Performance awards

**(L-R):** *S Saravanan, L Harikumar, M Rajkumar, C Sivagurunathan, M Jayapal, C Rajkumar, M Karthik, A Arunachalam, G Dineshbabu, R Veethividangan, G Sethupathy, TV Nagaraju, K Meenashi Sundaram, S Nagaraj, T Prabahar, K Kanagaraj, T Jagan, A Muthukumaran, N Panivu, P Ashok Kumar, K Muruganantham, R Parthasarathy, J Nagaraj, M Manibharathi, P Manikandan, M Arun Krishnaraj, A Ramesh, M Prakash*

**Not present in the picture:** *C Maniraja.*



*Winners take time to relish their work, knowing that scaling the mountain is what makes the view from the top so exhilarating.*

*—Denis Waitley*



## Xomox Sanmar Limited



### Long Service Award:

(L-R): G Gopalakrishnan, R Prabhu, P Ramesh, K Kuttiraja, H Shyam Kumar and R Parthasarathy.



### Performance Award:

(L-R): A Arun Raj, J Daniel, D Krishnaraj, MA Jaya Hari Prasath, P Deepan Chakkaravarthi, N Kannan, A Prabakaran, G Saravanan, P Ramesh & H Shyam Kumar.

Quality questions create a quality life Successful people ask better questions, and as a result, they get better answers.

– Anthony Robbins



## Branches

### Delhi



#### Performance Award:

**(L-R):** Akshat Pandey, S Dinesh, Narayan Sethuramon, Rajneesh Sharma, Akhil Narula, Akhil Bhargava, Himanshu Raturi, Amit Kumar,

**Insert picture:** Deepak Mishra, Rajmani Thakur, Vishal Kumar Lavania.

### Kolkata



#### Performance Award:

**Standing (L-R):** Debajyoti Mondal, Gouri Shankar Mishra, Sudip Kanuajia, Ashish Kumar, Syamal Chakrabarty, Amalendu Samanta, Avishek Bose, Ganesh Chandra Mahto, Arindam Biswas.

**Sitting(L-R):** Amitava Majumder, R Venkatesan, S Dinesh, Amitava Bandyopadhyay

**Insert picture:** Ramanjan Ganguly

### Mumbai



#### Performance Award:

**(L-R):** Dinesh Muralidhar Sonawane, V Joseph Chelladuai, Mitesh Suryakant Shinde,

R Venkatesan, Vikrant Satish Khaparde, S Dinesh, Ashish Keshav Bendale.



## Pune



### Performance Award:

(L-R): *Shinde Jaideep Prasannakumar, Rajesh Gupta, Praful Hemant Wani, K Mageshwaran, S Dinesh, Yash S Shaha, R Venkatesan, Kunal Shriram Minde, Vivek S Sawala.*

## Baroda

### Performance Award:

(L-R): *Akshay Haridatt Malanker, Anup Kumar Sharma, Nilesh C Doshi, Hardik Shankarlal Sharma, S Dinesh, Neerav Lakhera, Vipul Bakulbhai Barad, Ashishkumar L Jha, R Gotecha Chiragkumar, Santosh Kumar Singh.*



## Bathinda



### Long Service Award:

(L-R): *Akhil Bhargava, Tarani Kumar Mandal, Jayesh Odedara.*

## Jamnagar



### Long Service Award:

(L-R): *Bijendrasinh Girvatsinh Parmar and Kirtipalsinh Jalamsinh Rana with Gopal Rao R Rawoor.*

Guess Who?! Clue No. 9: *He supported Brexit at the June 2016 EU membership referendum.*





# Factory Day / Annual Day

*At the Factory day/Annual day, employees are recognised for their long tenure with Sanmar and also for excellence at work.*

*Sports / fun events are organised for employees and they promote a general feeling of camaraderie and bonhomie among the Sanmarites. Here is a glimpse at some of the celebrations across locations.*

## @ Berigai

It was a day of fun and frolic for CMCD employees on 20th November, 2022. Employees as well as their family members attended the Factory Day which was conducted at TGI Grand Fortuna, Hosur. Classical dance, magic show and game shows were conducted to entertain the audience. The long service awards were distributed by Dr Krishna Kumar Rangachari, the chief guest of the event.



## @ Karaikal

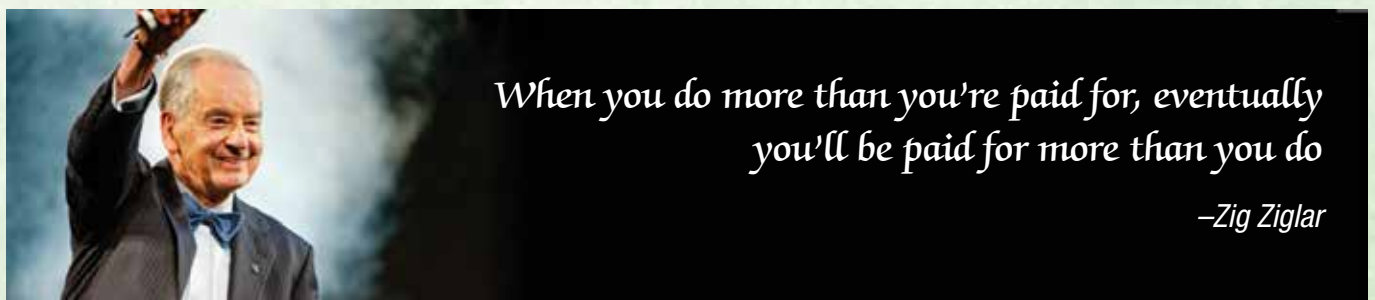
Post pandemic, this get-together Factory Day was of great enthusiasm for both our employees as well as their family members. Performance awards and long service awards were distributed by the chief guest and this was followed by a sumptuous dinner.





## @ Cuddalore

Ramkumar Shankar and Narayan Sethuramon were the Chief Guests for the Factory Day event at Cuddalore. The Factory day function started with the Location Head's welcome address followed by the Chief Guests' address. Narayan Sethuramon lauded the excellent layout, how the capacities were taken up & commended the performance of the plant. Ramkumar Shankar appreciated the effort taken by the team in completing the recent debottleneck project, achieving the capacity, and appreciated the highest production reached last year. He further spoke about the various ongoing projects, business performance & the employees' growth opportunities. Finally, the Chief Guests distributed the long service, performance and sports awards.





## @ Mettur

Factory Day at Mettur has always been a very special occasion to celebrate the achievements of the Plants.

Plant 2 celebrates its Factory Day on the 4th of May every year. All other Plants at Mettur, celebrate Factory Day on the 4th of June every year. The preparations for the big day start a month earlier with various inter plant sports competitions in games like Volley Ball, Cricket, and Badminton.

The teams from the plants put up a stiff competition to project their plants as the best team in the sport. The sportsmanship spirit is very evident from the professional manner in which each team played its fixtures. The bonhomie and camaraderie among the teams and the personnel pervaded the air and the support to the team is to be seen to be believed.

This day is also the day to honour and recognise our employees who have worked with the plant with utmost dedication and sincerity. We have large number of employees who have been with us for over 10 years and some have been associated with the company for over 35 years. We appreciate and recognise the unflinching support our brethren have given us and thank them for the same.

The families are also invited to participate in the program and share the stage with their spouses to receive the awards. We firmly believe that the employee gets support from his family is the bedrock on which the achiever thrives. Hence, recognising the support of the family is also an important.

Chief guest distributed prizes and certificates to the employees and this was followed by a grand dinner.

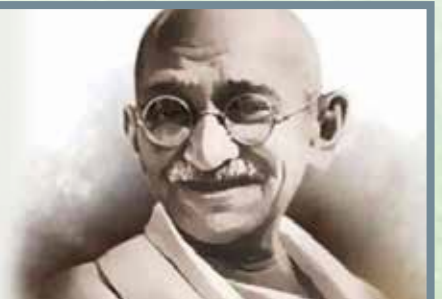






*Be the change you wish to see in the world.*

*—Mahatma Gandhi*





# A Day to remember for the Viralimalai Sanmar Families

*Date: 3-July 2022 Venue: National College – Karumandapam – Trichy*

The Sanmar Group at all its locations has two celebrations a year.

- A Factory Day for the Employees where primarily good performers and employees with many years of service are recognised, and a macro business outlook is shared
- A Family Day which is more a Sports day where there are a few sports events for Employees and their Families

Both these occasions could not be celebrated in the traditional manner for the last two years due to the pandemic.

With an objective to better engage Families, truly celebrate holistically as one large united “Sanmar Family” and enable awardees to receive their awards in the presence of the larger Sanmar family, this year both these occasions were combined and a mega “Annual Day” function was conceptualised and organised for the first time on July 3rd, 2022.

The run-up to the event was started in May with the preliminary rounds in various sports like cricket, volleyball, badminton, table tennis, carrom, etc. High order participation was witnessed including add-ons like “expert commentary” for the cricket matches!! While the winners of some of the team events were on predictable lines, some of the events threw a surprise and undiscovered latent talent also!!

The crème de la crème was a day of festivities on Sunday, July 3rd at the National College, Trichy which was selected as the venue due to its good outdoor and indoor infrastructure. The cloudy skies did not deter enthusiastic families who turned up bright and early in large numbers. Our security crew efficiently and securely handled the traffic.

All guests were first served with a delicious breakfast spread which was well appreciated. This was followed by the inauguration of the sports events by the Managing Director of Sanmar Engineering, Narayan Sethuramon.

There were separate events for employees, spouses and kids organised by age groups. Special focus was on the children. Besides events for them, the organising committee had a lot of fun activities such as a trampoline jump, air castle games, a live cotton candy mill, etc.







The active participation, intense competition and happiness writ large on everyone's faces gave intense satisfaction to the organisers. The sports events were followed by a sumptuous lunch.

The post lunch session started with an invocation to the almighty and a tribute to our late Chairman, Shri N Sankar. An audio-visual was played covering the legend that he was and the exacting standards that he set in every facet of his life – family, business, sports, philanthropy. It was an emotional moment for all Sanmarites.

Narayan Sethuramon delivered the keynote address. He reiterated the “commitment to excellence” that N Sankar had personified during his entire life and requested employees to pay tribute to Sankar by practising the values, of integrity, ethics and excellence every day at Sanmar. He also highlighted the excellent manner in which The Sanmar Group had managed the pandemic including the exemplary support given



to employees. He spoke at length on the initiatives taken for growing the Viralmalai campus and the role of each and every employee in realising the short and medium-term plans for all the companies in the campus.

This was followed by the award distribution. One of the key strengths of the Group is the large number of employees who have served the group for many years. 131 employees received their Long Service Awards. In addition, good performers, and employee's children who have demonstrated academic excellence were recognised. 5S, safety, and sports awards for team events were also distributed.

This was followed by the dazzling colourful cultural performances by children of our employees, the true highlight of the function. There were variety of performances - from traditional Bharatanatyam to western dance to martial arts, all of which had the entire audience completely glued.

The pre-final event for the day was a stand-up comedy led by two professionals - who filled the arena with laughter with their fresh and lively humour. The day concluded with the National Anthem.

All employees and their families thoroughly enjoyed the day and gave very positive feedback on the entire event.





## @ Karapakkam

There is a saying, “Two things remain irretrievable: time and first impression”, as a new joiner, it was a good experience for me, as I’ve never attended such an event in my previous organisation. The business leaders gave us an insight of the organisation. After which performance, long service and prizes for the sports events which were conducted earlier were distributed. It served as a great inspiration for me. “It takes two flints to make a fire” on that note, the organising committee did a great job in terms of the arrangements. It was a “Wow” experience overall.

*PV Srinivasan, HR Dept, HO*







# Branch Day

**Mumbai**



**Surat**



**Pune**



**Jamnagar**



**Kolkata**



**Hyderabad**



**Baroda**



**Delhi**



## Sudoku

		2	7	8				3
					9	8		1
4					3		7	
9		5			8			
				7				
			5			4		8
	6		4					7
3		9	8					
8				3	1	6		

## Crossword

1		2		3		4		5		6	7	8
										9		
10							11				12	
										13		
14				15		16		17				
	18	19										
20												21
22					23			24		25		
26	27		28	29		30		31				
32		33										
34											35	



**Rishi Sunak** is a British politician who is the Prime Minister of the United Kingdom since 25 October 2022 and Leader of the Conservative Party since 24

October 2022. Rishi Sunak was born on 12 May 1980 in Southampton, Hampshire, South East England to Indian parents Yashvir and Usha Sunak who were born in Kenya and Tanzania respectively. Rishi Sunak tied the knot with Akshata Murthy in August 2009. The couple has two daughters. His wife is the daughter of Indian billionaire NR Narayana Murthy and serves as the director at Catamaran Ventures. She also runs her own fashion label and is among the wealthiest women in Britain. Sunak served as Chancellor of the Exchequer from 2020 to 2022 and Chief Secretary to the Treasury from 2019 to 2020, and he has been Member of Parliament (MP) for Richmond (Yorks) since 2015.

### ACROSS

- Half-pint
- Sleepy
- Sean Lennon's mom
- Sneezy (phrase)
- "\_\_\_\_\_apple a day ..."
- Bloom of the Netherlands
- Dopey
- Grumpy
- Happy
- Cheap and showy
- Physician request
- Doc
- Mahal
- Bashful
- Suitable

### DOWN

- Unsullied
- Flower part
- August baby, probably

4 Tik \_\_\_\_\_toe

- Hubbub
- Monopoly starting space
- Barefoot Food Network star
- Communicate
- Santa syllables
- Clean with a cloth
- Concise
- Don Draper, for example
- Unfit
- Compatriot
- What a swindler does
- Young swan
- Unusual
- Pause mark
- "So there!"
- Forever and a day
- Shakespeare classic: Richard
- Life of Pi director Lee
- Dallas villain

T	P	A	G	N	K	I	N	K	I	H	R	S
E	M	N	I	O	A	J	A	J	A	J	A	J
N	A	L	M	A	H	M	E	D	I	C	A	L
G	O											
Y	K	A	C	T	A	C	Y	A	L	C	Y	A
C	P	A	H	L	A	L	A	L	A	L	A	L
D	E	H	E	D	T	E	M	P	E	H	E	D
V	P											
E	I	D	N	S	A	L	L	I	P	L	L	I
V	W	O										
N	A	O	A	C	H	I	T	T	A	P	T	H
O	N	O	A	D	O	A	E	A	A	E	A	A
C	O	A	H	A	R	G	A	I	C	U	P	A

9	5	6	1	3	2	4	7	4	8
4	1	2	7	9	8	6	5	3	8
7									
8									
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6									
9									
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1									

For Internal Circulation Only.