

# VOLTECH VISTA

• QUARTERLY MAGAZINE OF VOLTECH GROUP •



## Anniversary Bouquet



### Anniversary CELEBRATIONS

Article on Pg. No. 44

-  TECHNOLOGY INNOVATION
-  RENEWABLE ENERGY
-  EMPLOYEE VALUE SYSTEM
-  LINEAR QUALITY DELIVERANCE
-  CSR



A peach-colored rectangular card is centered on a white background. The card features a motivational quote in various fonts and colors. The quote is surrounded by several scattered flowers and green leaves, including pink daisies, yellow daisies, and red roses, creating a decorative floral border.

IT Always  
SEEMS  
Impossible UNTIL  
IT'S DONE

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# MD's Desk

This issue marks the end of 2018, and what a year it was! It is with utmost pride and immense satisfaction that I declare the results of the calendar year as most significant and intensely gratifying. The companies and divisions of the Voltech group continue to flourish and thrive in the industry setting. IC-D1 remains the leader of the pack, bagging mammoth orders and contracts coming in from ABB and Siemens for world record-breaking projects. The HVDC division of IC-D1 has been a part of every project executed in India, and it is an unparalleled distinction that it is simultaneously executing four mega HVDC line projects spanning the far corners of our country. This is a majestic and crowning achievement. IC-Control & Instrumentation has received a sizeable order worth rupees 4.5 million for an offshore project. To me, it is a matter of great honour and joy that the newer companies are quickly finding their own feet in this aggressive market. VHRS pursued to expand its boundaries and push the envelope by dawning new vistas in the Middle-East through the opening of its office in Kuwait.

IC-M4 has captured its highest ever purchase order for battery chargers in a mega order exceeding 46 million rupees by the beginning of the fall season. The transformers division continues to pull in big contracts with a 108 million rupee contract coming in by November. IC-M1 is working closely with the big names in the industry like L&T, with multimillion rupee contracts being awarded at various parts of the country. The flameproof division strives to work on its bottom line by bringing in small, but meaningful contracts. VOMS is riding on the crest of the awards and glory of 2018, soliciting prestigious contracts that require highly specialized skills, and this is where Voltech has developed a reputation for itself over the past decade.

Voltech's global ambitions assume a more vivid form and substance with each passing day. The grand inauguration of our new office in Singapore will surely go a long way in establishing our foothold in the South-East Asian and Australian Markets. The group's focus on growing the international markets, whether emerging or developed, has been a strategy that is now paying rich dividends for our company. The international business is now a sizeable part of our group's portfolio, and this has greatly contributed to our mission to touch the billion dollar mark within the next few years.

The year is personally significant for every Voltech employee, with our CSR efforts reaching out to greater numbers of people, and our charitable contributions impacting meaningful change in the lives of our fellowmen, both young and old. To me, this has also come in the way of recognition from my Alma Mater, Anna University. To be selected and honoured as a distinguished alumnus in the assemblage of accomplished and dignified contemporaries has been humbling and wisdom enriching. My former classmates and friends from college continue to inspire and encourage me to work and achieve greater heights. They have been a bulwark of personal support to me over the years, and I'm honoured that several of them are now with our group in eminent positions.

Lastly, I must speak about our anniversary celebrations. I wouldn't be exaggerating if I said that my employees have outdone themselves this year. Our magnum opus was ceremonious, courtly, dignified, stately and exuded a grandiose lustre of an imperious sheen; marvellous, monumental and mind-numbing at times. The anniversary celebration is the culmination of a year's climb to the zenith, and it is an opportunity for me to personally reward and recognize those who have made life more meaningful to everyone through their work at Voltech.

No matter where the road takes us or what heights our toils and travails may lead to, I always strive to remember where I came from and the roots of my grand vision and mission for Voltech. Voltech is more than just a business. We change and transform lives. It was my revered parents who gave the light that illuminated my life, and I will cherish the pearls of wisdom that I continue to receive from them each day. This is why our community outreach and humanitarian efforts are held in such high esteem and importance throughout our group- in every geographical space where we mark a presence. With the profits that are coming in steadily through each quarter and growing, it will give us ample opportunity to spread the earnings around to causes and organizations that truly need it. I'm very moved by the kind of work that some of my employees and some organizations are doing for children. All it takes is to look into a child's eyes, and that all the motivation that one needs to transform a life. It is certainly praiseworthy that our efforts are now serving as a lead for others to follow.

**"Non nobis solum nati sumus"**

**(Not for ourselves alone are we born)**

*~ Marcus Tullius Cicero*

Mr.M.Umapathi





# Vistorial

The hues of autumn/winter in Chennai cast an idyllic adumbration on India's classical south. From the ornately magnificent temples of the city to the glitzy lighting of its ancient churches, the metropolis gave awed inspiration against a backdrop of cool breezy evenings. The season could have been no better for hosting Voltech's 23rd Anniversary celebrations, as the company returned to its Tamil roots with a spellbinding display of variegated colours and shades in the most beautifully textured silk. Scrutinizing the motley of banners in parade during the pageant of the gala's festivities alone would have been a psychedelic surge on the senses. The fusion of the dramatic environment of the Chennai Trade Centre and impeccable style of the people who attended, brought out a kaleidoscope of the finest gold and silver embroidery, with vivacious yellows, glittering greens and simmering oranges, jewel purples and dense navy blues, all reminiscent of an exclusive fiesta in the beaches of the French Riviera.

The drawing of the curtains on Voltech's most lavish and memorable anniversary event till date was a sublime projection of success in a sea of sartorial elegance, as waves and waves of visitors and guests streamed into the expansive lobby, showing off an eclectic palette entwined in the luxury of rich fabrics, with a chic sophistication that would inspire the most flamboyant of winter wardrobes. The favourable climate certainly played a most delectable host to an exceptional gathering of gentry and aristocracy. The story was as exotic as it was mesmerizing, as it defied every conceivable notion of opulence, showcasing a discreet sense of luxury that was anything but ostentatious. The star-studded affair had as its most priceless gem, the revered Managing Director, who lent the event an attention to detail that defined its whole meaning. The celebration was crafted to reflect his own personal sense of style, conflagrating the versatility of craftsmanship and superiority that the company itself had come to be known for. The intermingling of modern and traditional reflected in the convention of old and young, illuminating the perfection of modern India's styling.

With glamorous interiors, hypnotic tunes, a spirited ambience and pulsating energy, the anniversary destination was the most coveted event in the city. And it reflected the growing stature of the Voltech group as an international business, commanding enormous stature and respect, with the managing director holding a privileged position among the upper-crust. He was a natural for the red carpet. The subtle advancements were seen not only in the event

itself, but also in every aspect of the company, with the pinnacle being the corporate office at Iyyapanthangal. The refurbishment and interior decoration had transformed the corporate identity altogether, emulating the style and sophistication of a blue-chip company. The most visible of these changes were in the dressing and presentation of the employees in the offices. The sense of style is evident as one walks into the office, which sport a novelty in its veins.

The anniversary celebrations were a special elixir concocted in a crafted alchemy of geniality, warmth and affection. Connoisseurs of luxury, style and perfection deserve a celebration worth the same ideals, and the Managing Director delivered just that. It was a crowning reflection of his persona, made complete by an inimitable exquisiteness that would be remembered long after the curtains were closed. He is a magician who prises open the elusive delicacy caught between the layered abundance of tradition and culture, rooted in the strongest elements of Tamil antiquity, reflecting its timeless ethos, symbolizing the glory of five millennia. He symbolizes the ancient spirit of the Sengunthars, and through his exemplary life, that glory lives on. Exquisite yet understated, exclusive yet elaborate. One would want to listen to the endless stories of his myth and legend. We invite you to experience that feeling of magnificence and splendour in these pages, which is wrapped with his exceptional hospitality: hospitality as legendary as his sense of enterprise.

Bespoke is a word that could best describe the Managing Director, M. Umapathi. It has been his way of life. His style is what could be described as the most complete of wardrobes, replete with the best cuts and richest of fabrics, complimented with the finest footwear and accessories, the befitting embroideries and embellishments that are a match made in the heaven of varicoloured vestuary. His rich brocade jacquard and intricate detailing in the selection of clothing make him a sight to behold for any festive occasion. Sporting a distinguished and masculine look, he has come to symbolize the sense of style that is now ingrained in the culture of our offices. He is truly a leader who sees the unseen, who believes the future is more potent than history, and whose vision drives the company into the future. No words of credit would suffice to note his contribution to making our occupation a stylish affair. The Managing Director knows that style is a powerful weapon and wields it with dexterity. He lives his passion and continues to inspire a legion of followers across the globe.

***"A man is but the product of his thoughts. What he thinks, he becomes."***  
***—Mahatma Gandhi***







# Designer's Note







There's nothing like a touch of vintage luxury to give design an elegant edge. To ampe-up the style quotient, just look at designs in the sartorial world that blend heritage fashion with current global trends. Resonating in the spirit of an eponymous trend, the chevrons, glen plaids and the pinstripes of yore are ageless classics that make a comeback once every two decades or so. They have been an inspiration for this issue.

In an era of oversharing, the style-minded have been tripping over themselves to advertise the particulars of their novel aesthetic. But there's a new vanity at play that rejects this look-at-me approach. At the heart of this exhibitionistic life is a counterintuitive realization: that attention to subtlety can help focus one's attention rather than fracture it. At this point, the superlative quality demanded from a designer is put squarely into my hands for this particular issue. My objectivity makes a quick retreat when I size up the magnitude of the risk. The design concept must be simple, but it must be catchy enough to invite serious attention. The artisanal aesthete and purist who scripts tactile stories that speak of opulence and heady optimism with a mingling of the weft and warp of contrasts is what came to my mind. I needed to work on a theme that radiated such understated elegance.

As it is, the spirit of designing doesn't end with the design. It is a continuous process that works in a cyclical pattern, coming around from start to finish. To leave a lasting impression, I collected a whole host of designs on offer. Particularly, fabric textures of wool blends caught my attention. These designs are crafted from merino wools and combine exotic blends and are a fine repertoire of fabric exuding luxe style. The idea here was to go from being the well-designed to being the best-designed contexts in the spotlight with classic, stylish and contemporary picks hugging the edges of the magazine. It was to be a bold departure from conventional aesthetics, with sharp facets, angular features and compelling profiles. The historical significance and importance of such classic designs cannot be equalled.

Style needs a soul. To captivate, it must value provenance over the superficial. A curated range of designs inspired by textiles straddles the fine line between elegant luxury and contemporary haute couture. A true sense of design imbibed from clothing is not only open to everyone but also inviting to a diversity of culture, beliefs and philosophies. Finding the right balance within these shades became the piece de resistance of the exercise. The British have always been known for their rich heritage and expertise in men's fashion, but now the challenge was to meld an Italian Sinclair with British sophistication. And I did find it in an Italian medley, inspired by their "bella figura" dressing sense, their flair, their scenic and picturesque countryside, their colourful towns and villages, open air cafés, opulent citadels, vineyards and green fields. I drank myself with Italian lineage using their architecture, landscape and heritage to influence my choices. The result was the sense of pure joy and irreverence that's art which is far removed from the stuffiness of overproduced designs of the contemporary era. It was an ideal example of experimental design, a new normal which is designed to indulge all the senses, and was in line with my grand vision.

When one's traditions are known to all, one has made history. Art is the essence of what my work is made of. Quality and individuality are the key ingredients to my efforts. My design is my legacy, as it embodies the freshness of the ideas which have inspired me and the environments from where they were nurtured. This fall season, I wish to present a fresh wave of genre-agnostic design, more experimental than any of my previous expeditions. I wish my art to be as unorthodox as the luxurious life that I live. In the following pages, I take an avant-garde approach to this issue of Vista to showcase my nuanced design ideas and collections for the coming months.

*Your friend in creation,*

**Mohammed Hafeez.V.H**

**Sr.Graphic Designer**



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400KV Gas Insulated Substation - HVDC, Raigarh



## Cluster A

### Chennai

- Testing and Commissioning of Electrical Equipment at Kharsia project from R.K.M Powergen Pvt. Ltd. for a value of **1.1 MINR**
- Testing and Commissioning of Electrical Equipment at Nxtra, Pune from Larsen and Toubro for a value of **477,000 INR**
- Testing and Commissioning of Electrical Equipment at Mahatransco- Khanapur from Voltech O&M Services for a value of **350,000 INR**
- Testing and Commissioning of Electrical Equipment at Gujarat from KSA Power Infra for a value of **300,000 INR**
- Testing and Commissioning of Electrical Equipment at Gujarat from Larsen and Toubro for a value of **141,000 INR**

### Bangalore

- Testing and Commissioning of Electrical Equipment at Manapakkam, Chennai project from ABB Global Industries & Services Pvt. Ltd. for a value of **860,000 INR**
- Testing and Commissioning of Electrical Equipment at Manapakkam, Chennai project from ABB Global Industries & Services Pvt. Ltd. for a value of **286,000 INR**
- Testing and Commissioning of Electrical Equipment at Vijayawada project from ITC Ltd. for a value of **194,000 INR**
- Testing and Commissioning of Electrical Equipment at Shell Tech - Amd-I project from ABB India Ltd. for a value of **181,000 INR**

### ONG

- Testing and Pre-Commissioning of Electrical Equipment at Paradip from China Kunlun Contracting for a value of **1.8 MINR**
- Testing and Pre-Commissioning of Electrical Equipment at Barmer from Larsen and Toubro Hydrocarbon Engineering Pvt. Ltd. for a value of **116,000 INR**

### Hyderabad

- Testing and Commissioning of Electrical Equipment at 1\*150MW Nagapattinam project from Nagai Power Pvt. Ltd. for a value of **354,000 INR**
- Testing and Commissioning of Electrical Equipment at NTPC, Kudgi project from Sandvik Asia for a value of **80,000 INR**
- Testing and Commissioning of Electrical Equipment at ONGC, Ahmedabad project from Tata Project Ltd. for a value of **111,000 INR**
- Testing and Commissioning of Electrical Equipment at Bhadrachalam project from ITC Ltd for a value of **85,000 INR**

### Solar & Water

- Testing and Pre-Commissioning of Electrical Equipment at KM Pally - Amd-3 from Mytrah Energy (India) Pvt. Ltd. for a value of **105,000 INR**
- Testing and Pre-Commissioning of Electrical Equipment at Bangalore from UL India Pvt. Ltd. for a value of **96,000 INR**
- Testing and Pre-Commissioning of Electrical Equipment at CIAL, Kerala from Bosch Pvt. Ltd. for a value of **138,000 INR**
- Testing and Pre-Commissioning of Electrical Equipment at Amangal - Amd-4 from Bosch Pvt. Ltd. for a value of **1.1 MINR**

## Cluster B

### Northern Region

- Testing and Commissioning of Electrical Equipment at JKRR Project.- Rourkela, Ranchi, Jaypore, Kishanjanj through Siemens Ltd. – Amendment value of **5.9 MINR**
- Testing and Commissioning services at Dolvi through Siemens Ltd. –Amendment value of **3.1 MINR**
- Testing and Commissioning of Electrical Equipment at Raipur, Gaya, Jhansugura, Siliguri, and Patna through GET&D India Ltd. for a value of **2.6 MINR**
- Testing and Commissioning of Electrical Equipment at Sector 95 and Sector 65 Gurgaon Haryana Project through Kalpataru Power Transmission Limited for a value of **900,000 INR**
- Testing and Commissioning of Electrical equipment at Bachau Site through Siemens Ltd. for a value of **815,000 INR**
- Testing and Commissioning services at Marine Solar Project through GE T&D India Pvt. Ltd. for a value of **647,000 INR**
- Testing & Commissioning of Electrical Equipment at Nabinagar Project through ABB India Ltd.–Amendment value of **541,000 INR**

### Western Region

- Testing and Commissioning of Electrical Equipment at Parli, Silvassa, Warora from Siemens Ltd. – Amendment value of **5.3 MINR**
- Testing and Commissioning services at Chanderia, Rajasthan from M/s. Forays Ltd. for a value of **575,000 INR**
- Testing and Commissioning of Electrical Equipment at Maharashtra from Sterling and Wilson Pvt. Ltd. for a value of **429,000 INR**
- Testing and Commissioning of Electrical Equipment at Sonipat from TBEA India Pvt. Ltd. for a value of **321,000 INR**
- Testing and Commissioning services at Mouza from Raic Integrated sponge and Power Ltd. for the value **200,000 INR**
- Testing and Commissioning services at Saurashtra Chemicals (A division of Nirma) from ABB India Ltd. for a value of **247,000 INR**
- Testing and Commissioning of Electrical Equipment at Una from Konstelec Engineers Pvt. Ltd. for a value of **99,000 INR**

### Eastern Region

- Testing and Commissioning of Electrical Equipment at Katihar, Araira, Bhojpur etc. project site from Carbon India Ltd. for a value of **5.4 MINR**
- Testing and Commissioning of Electrical Equipment at Dharamjagarh, Gaya, Kishangaraj, Raigarh, Silligur Project site from Techno Electric and Engineering Co. Ltd. for a value of **1.05 MINR**
- Testing and Commissioning of Electrical equipment at NDA from GET&D India Ltd. for a value of **2.1 MINR**
- Testing and Commissioning of Electrical panels for Zawar Mines from McNally Bharat Engineering Co. Limited for a value of **512,000 INR**
- Testing and Commissioning of Electrical Equipment at Kolkata medical Collage & Hospital Project from BG Associates for a value of **504,000 INR**
- Testing and Commissioning of Electrical Equipment Mizoram Project from Power and Power Control for a value of **419,000 INR**
- Testing and Commissioning of Electrical Equipment at Panagarh through McNally Bharat Co. Ltd. for a value of **265,000 INR**
- Testing and Commissioning of Electrical Equipment at Orissa through Bhushan Steel Ltd. for a value of **336,000 INR**



## Cluster C

### ATT & Raipur

- Overhauling of Transformer at Steam Generation Plant from Rashtriya Chemicals and Fertilisers Ltd. for a value of **700,000 INR**
- Testing and Commissioning of Transformer at Barnala from Trident Ltd. for a value of **278,000 INR**
- Overhauling of 24KV and 11KV transformers at commissioning shed in furnishing division from ICF, Chennai for a value of **505,000 INR**
- Testing and Commissioning at Vindhychal from McNally Bharat Engg. Co. Ltd. for a value of **602,000 INR**
- Testing and Commissioning at various sites from Praxair India Pvt. Ltd. for a value of **362,000 INR**
- Testing and Commissioning at Bilaspur from Nova Iron & Steel Ltd. for a value of **170,000 INR**

### HVDC

- HVDC Testing and Commissioning services at Pugalur project sites from ABB India Pvt. Ltd. for a value of **19.9 MINR**
- HVDC Testing and Commissioning services at Raigarh Project sites from ABB India Pvt. Ltd. for a value of **19.8 MINR**
- HVDC Testing and Commissioning services at RP-800 Raigarh Project Site from ABB India Pvt. Ltd. for a value of **2.1 MINR**



*Pole - 3 Commissioning team at HVDC, Kurukshetra*



*Pooja at BORA, Bina*



*CRP Panels at Raigarh, 400kV GIS*





Relay testing at NHPC 240 MW Hydro Electric Power Plant

## IC-D2

INDEPENDENT COMPANY - DOMESTIC 2

### New Orders

- First ever calibration order from M/s. Cairn India Ltd. valued at **6 MINR**
- Retention and increase of order value from M/s. Siemens Gamesa for annual maintenance testing (AMT) activities valued at **6 MINR**
- Maiden order for breaker servicing contract from M/s. Hindustan Zinc Ltd. – RA mines valued at **4.2 MINR**
- Maiden order from Sterlite Power, Bhopal & Dhule for maintenance of Switchyard Equipment valued at **2.7 MINR**
- Order received from Siemens, Parli for Tandelta & DCRM Testing valued at **1.3 MINR**
- Orders received for Protection Relay Testing from various customers M/s. Tata Projects, NR Energy, KKNPP, and Preipolar valued at **900,000 INR**
- Order received from Hindalco, Mahan for Relay Testing valued at **987,000 INR**
- Order received from NHPC, Uri for Relay Testing valued at **626,000 INR**
- Overall order value estimated at **42 MINR** in the period of October 1st to December 31st 2018.

### Achievements

- **Maiden annual testing** at M/s. NHPC Ltd, **240MW Hydro Electric Power Plant, Uri – II Kashmir** was successfully completed withing **10 days** by Voltech's Senior Engineers, Mr. M. Arul Prakasam & Mr. E. Raj Kumar



*NHPC 240 MW Hydro Electric Power Plant*

## **IC-C&I** INDEPENDENT COMPANY - CONTROL & INSTRUMENTATION

### **New Orders**

- Bagged work order from M/s. Reliance Industries Ltd., Jamnagar project for occasional maintenance of Field Instruments, valued at **15MINR**
- Received order from M/s. OFFSHORE INFRASTRUCTURES LIMITED, for calibration of instrument & loop-checking works at HMEL-Bhatinda Refinery (3163.), valued at **736,000 INR**
- Received work order from M/s. Aarkay Instruments Pvt. Ltd., for E&I work at B-193 Process Platform under Bassien Development 3 well Platform & Pipeline Project, valued at **5.3 MINR**
- Bagged an order from M/s. ABB India Ltd., for commissioning of instrumentation work at Indian Oil Corporation Ltd.-Gujarat, valued at **106,000 INR**







## Qatar

- Successfully commissioned Phase-12 Wakrah Logistic-1 from **M/s. L & T, ABB.**
- Successfully commissioned Phase-12 Wakrah Logistic-2 from **M/s. L & T, ABB.**
- Order received for panel wiring from **M/s. KG Switchgear.**



Successfully commissioned Phase-12 Wakrah Logistic-2



Sarasvati Pooja performed at new Guest House-Voltech Qatar

## UAE

- Order received from **M/s. Petrofac Emirates LLC** to depute commissioning engineers & technicians at Upper Zakum 750, Abu Dhabi.
- Order received from **M/s. BESIX** to depute the engineers and technicians to Jebel Ali sewage treatment plant.
- Order received from **M/s. Siemens LLC** to depute testing & commissioning engineers at HASSYANCOAL Project, Dubai.
- Order received from **M/s. Siemens LLC** to depute testing & commissioning engineers at TRANSCO SAADIYAT Project, Dubai.
- Order received from **M/s. Siemens LLC** to depute the testing & commissioning engineers at Nasar-2 Project, Abu Dhabi.
- Successfully commissioned **132/11kV Barsha housing substation.**
- Successfully commissioned 2 nos. of **220/33kV substation in Transco network.**

## Bahrain

- Order received from **M/s. Siemens** to depute technicians for Alba project.
- Order received from **M/s. Danway** to depute manpower for Alba project.
- Order received from **M/s. ABB** for testing and commissioning of 3\*220kv substation and bay extension in EWA substation.
- Order received from **M/s. Efacec** to depute manpower in EWA.

## Kuwait

- Order received from **M/s. ABB** for commissioning of CCGT 400KV Substation
- Inauguration of II<sup>nd</sup> Instrumentation & Calibration (MET) LAB for Voltech Group. It is the 1<sup>st</sup> Lab established Overseas



*VOLTECH GEC Calibration Lab Inauguration*



*Our Managing Director with Mr.Saleh Al Mari & Mr. Babu Marar from M/s. GEC,Kuwait @ Voltech Corporate Office ,Chennai.*

## Visit to Iraq



*Mr. C.Natarjan and Mr.A.Manax with M/s. Bawabat Al Rumaila Group @Iraq*



*Mr. C.Natarjan and Mr.A.Manax with M/s. AL Qubba Engineering CO ( DOME) @Iraq*



*Mr. C.Natarjan and Mr.A.Manax with Mr.Mussa Al-Shakban from M/s. ABB @ Iraq*



## Uganda

- Order received from **M/s. Smart Roof Solar Solutions Pvt. Ltd.** for Installation, Testing & Commissioning of 132/33kV Substation at 20MW Kabulasoke solar project in Uganda.
- Order received from **M/s. Kinyara Sugar** for annual maintenance of Protection Relay.
- Order received from **M/s. Voith Hydro** for Electrical and Instrumentation Testing & Commissioning in 42MW Achwa-2 Hydro Power plant.



132/33kV Substation at 20MW Kabulasoke Solar Project

## Tanzania

- Successfully commissioned and conducted reliability run test in **2\*120 MW Kinyerezi II Combined Cycle Power Plant** for M/s. TPSC, Tanzania.
- Order received from **M/s. TPSC Tanzania** to perform Warranty Support in **2X120 MW Kinyerezi II Combined Cycle power Plant**.
- Order received from **M/s. L&T** for Supply, Installation and Testing & Commissioning of 200kVA outdoor Transformer.



Received Successful Completion Certificate from TPSC - Kinyerezi, Tanzania

## Nigeria

- Order Received from **M/s. Onshore Construction** for deputation of protection engineer to Dangote Fertilizer plant.
- Successfully completed Supply, Installation, Testing & Commissioning of Numerical relays for **M/s. Olam Animal feed at Ilorin – Kwara State.**
- Successfully completed Oil filtration and BDV testing of 3 MVA Transformer for **M/s. PZ Wilmar.**
- Successfully completed online PD testing on Transformers and Power Cables at **M/s. Indorama Eleme Petrochemicals Limited.**



Received Successful Completion Certificate from **M/s. Indorama Eleme Petrochemicals Limited.**

## Algeria

- Order received from **M/s. Paul Wurth, Italy** for Testing & Commissioning activities of electrical building in Algeria Qatari Steel Plant at Jijel, Algeria
- Order received from **M/s. Japan Gas Corporation** for three nos. of substation Testing & Commissioning activity at Hassi'mel, Algeria.





## Mozambique

- Successfully executed commissioning of 110 MW Maputo Gas-fired Combined Cycle Power Plant for **M/s. IHI, Mozambique**

## Egypt

- Order received from **M/s. Sterling and Wilson** to perform Testing & Commissioning of 330MW Solar Power Plant.

## Newly Appointed



**Mr. Walid Mohammed Farghali Abdelaal** has been appointed as General Manager from December'18.

**Contact Details:** +20 – 1273090688

**Email ID:** walid.mf@voltechgroup.com

## Products

### UAE

- Supply of Electrical Items for **M/s. Mitsubishi Hitachi Power Systems India Pvt. Ltd.**
- Order received from **M/s. EMPI Middle East FZE, UAE** for supply of 11kV Panels for complete substation.

### Oman

- Successfully supplied Transformer Consumables for **M/s. Shaher United Trading & Contracting Co., Oman.**



**Received Confirmation Letter from M/s. IHI - Mozambique**

### Nigeria

- Successfully completed Installation & Commissioning of Governor Control System for **M/s. Sapele Power PLC.**
- Successfully supplied upgrade of permanent Excitation System for **M/s. Sapele Power PLC.**

### Tanzania

- Order received from **M/s. L&T, Tanzania** for supply of **200KVA Transformer.**
- Order received from **M/s. Vigor Lucky Cement Company, Tanzania** for supply of 100KVAR APFC Panel.







# New Orders

## Singapore

- Received amendment purchase order from PT. ABB PTE Ltd., Singapore for installation supervision, Testing & Commissioning supervision of 150 KV GIS substation at APR, Krinchi Project, Indonesia valued at **US\$ 64,500**
- Received amendment purchase order from M/s. ABB PTE Ltd., Singapore for Testing & Commissioning, Protection Engineering of 3.3KV, 6.6KV, 690V substation for OKI Chipping Line Project at Palembang, Indonesia- valued at **US\$ 30,000**

## Myanmar

- Order received from M/s. Pacific Medical Industries Ltd. for calibration of approx. 350 nos. of Instrumentation Equipment at Dagon Seikkan Township, Yangon- valued at **US\$ 6,950**
- Order received from M/s. Vishva Protech Pvt Ltd. for calibration of Electrical Test Equipment at Thaketa Plant, Yangon- valued at **US\$ 1,000**

## Indonesia

### SERVICE

- Order received from PT. ABB Sakti Industries, Indonesia for survey engineer service of LPPI Jambi Paper Plant project, Indonesia- valued at **US\$ 10,000**
- Order received from PT. Kelinchi Mas Unggul, Indonesia for Testing & Commissioning of 150/20kV sewa substation at Sulawesi Indonesia - valued at **US\$ 10,800**
- Successfully completed plant survey service for PT. Asia Pacific Fibers factory at Karawang, Indonesia.

## Phillipines

- Order received from M/s. Thermax Limited, India for Testing & Commissioning supervision VMC Philippines Project PU1121 at Philippines- valued at **US\$ 14,500**
- Order received from M/s. Voith Hydro Pvt Ltd, India for deputation of protection engineer for 2\*4MW+7.2% Coal Asiga HPP Project at Butuan, Philippines- valued at **US\$ 3,500**

## Vietnam

- Order received from M/s. Vinteg Joint Stock Company, Vietnam for communication engineer service for 50MW Solar project at Vietnam - valued at **US\$ 21,000**
- Received amendment purchase order from M/s. Black & Veatch International Company, Vietnam for Erection Supervision Service for Duyen Hai-3 Extension Thermal Power Plant Project at Vietnam- valued at **US\$ 38,500**

## Thailand

- Received amendment purchase order from M/s. Grid Solution (Thailand) Ltd., Thailand for Testing & Commissioning of 5 wind-farm substation at Thailand, and Testing & Commissioning of 230/500KV Nabong Project at Laos- valued at **US\$ 8,800**

## Malaysia

- Order received from M/s. Tecnimont E&I (M) Sdn Bhd for testing of Transformer, Switchgears and Motors at Tecnimont Rapid P27 Package Project- value of **US\$ 174,000**
- Order received from M/s. Tecnimont E&I (M) Sdn Bhd for Transformer Oil Filtration service at Tecnimont Rapid P27 Package Project- value of **US\$ 45,000**
- Order received from M/s. MSL Harvest Engineering Sdn Bhd to carry out Testing & Commissioning Activities at Masai Project-Value of **US\$ 80,450**

## Cambodia

- Order received from M/s. TPSC (India) Ltd., India for Testing & Commissioning of 230kV Substation at CELII, Cambodia- valued at **US\$ 36,000**
- Order received from M/s. ABB Limited, Thailand for Testing & Commissioning of LV Switchgear Panel of 230kV Substation at CELII, Cambodia- valued at **US\$ 21,000**
- Order received from M/s. ABB Limited, Thailand for Testing of Transformers at CELII, Cambodia- valued at **US\$ 10,000**
- Successfully completed maintenance works on generator, pumps, valves, electrical panel equipment, UPS and battery charger of 2\*50MW Coal-fired Power Plant at Cambodia through M/s. Cambodian Energy Limited, Cambodia
- Successfully completed switchyard maintenance and servicing of 230KV switchyard equipment of CEL Coal Fired Power Plant at Cambodia through M/s. Cambodian Energy Limited, Cambodia



*230kV Substation at CEL II Cambodia Project*



# MD's Visit to Turkey



Our Managing Director with M/s. Enprode Engineering and Construction team at Turkey



Our MD with M/s. Sojitz at Turkey



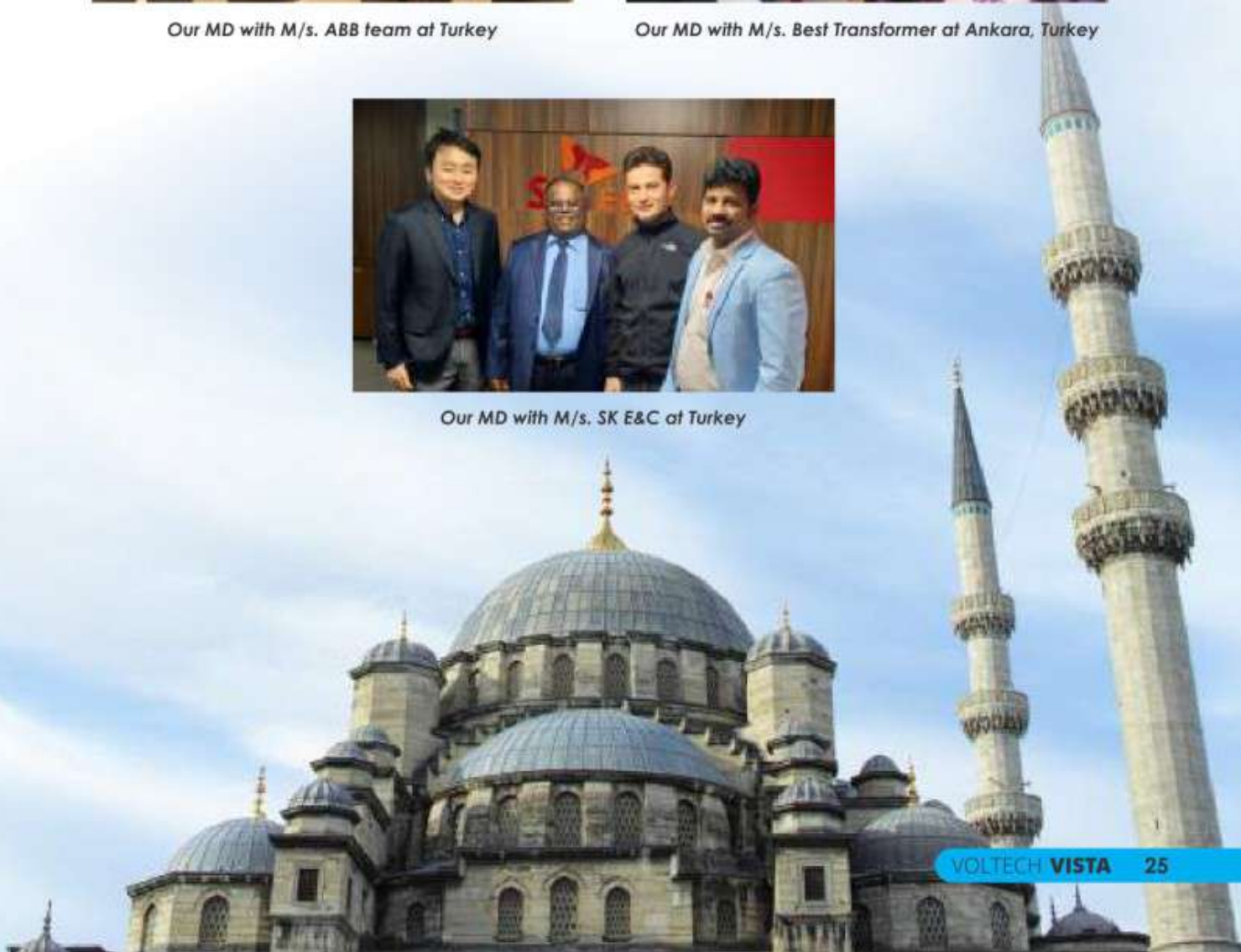
Our MD with M/s. ABB team at Turkey



Our MD with M/s. Best Transformer at Ankara, Turkey



Our MD with M/s. SK E&C at Turkey





## **IC-SOLAR** INDEPENDENT COMPANY - SOLAR

### **Major Orders**

- CC Solar has received approval from Jharkhand Bijli Vitran Nigam Limited.
- Received order from East India Udyog Limited for 15 nos. of 1kW panels for IPDS Projects, Bihar- valued at **2 MINR**

### **Orders Executed**

- Successfully executed supply of Rooftop Solar System for the following clients in IPDS Projects in Bihar.
- East India Udyog Limited : 1kWp x 15 nos. valued at **2 MINR**
- Aban Offshore : 1 x 100KVA Servo stabilizer valued at **180,000 INR**
- IC Solar division anticipates repeat orders from existing and prospective clients in the coming months.



## Major Orders

- Order received from Siemens 17 Substation's Electrical and Civil Structural Designing-JUSNL Package 1 & Package 2 at Jharkhand. (Design, Engineering, Substation Equipment for removal of deficiency and up gradation of Protection System for Transmission System in Jharkhand State Under PSDF Scheme.)
- Order received from Novin Simia for AIS Substation Designing of **110/15kV Extension Bay** - Afghanistan.
- Order received from Army Corps of Engineers District, Kabul, Afghanistan for **Relay Testing Calculation and Coordination**.
- Order received from Sterling & Wilson Foundation & Structural design & drawing of **132kV Substation**.
- Order received from GE Power for Foundation & Structural design & drawing of **220kV Aluva GIS Building - Civil**
- Order received from GE Power for Foundation & Structural design & drawing of **132/33kv GIS Building - Civil** at Barsaini.



*Rebound Hammer Testing (Civil input data collection) for structural design work - JUSNL Package 1 & Package 2 at Jharkhand.*

## New Appointment



**Mr. S. Sivakumar** has been appointed as Head of ICIN3 and IC Engineering unit.

**Contact :** +91 7550066474

**Email :** sivakumar.s@voltechgroup.com

## Achievements



We have successfully completed Electrical design Engineering Services of 160MLD Raw Water Treatment Plant of Dangote Fertilizer Project, Nigeria.



We have successfully completed Electrical design Engineering Services of 40MLD Al Madina Al Shamaliya Sewage Treatment Plant Ministry of Housing, Kingdom of Bahrain.



## Major Orders

- First export order received from M/s. Enfinity Philippines Renewable Resources Inc., Philippines for supply of Bushing valued at **120,000 INR**
- Order received from M/s. Larsen & Toubro for servicing of various Transformers configurations valued at **570,000 INR**
- Order received from M/s. Sree Devaraj Foods for rewinding of 1MVA Transformer & 500KVA Rental Transformer valued at **558,000 INR**
- Orders received from various customers for servicing of Transformers valued at **500,000 INR**

## Major Order

Oman will experience **MU** Series breakers for the first time and it's the first direct order received from M/s. Baabood LLC for supply of 11kV VCB panels for Mazoon dairy project, Oman. Project value – **\$111,900/-**



An Indigenously developed product from M/s VMCL Switchgear division had been rolled out successfully and First lot of Four Nos. delivered to Udangudi 2x660MW STPP (stage 1) thermal Power Station. **MinAran** series of Compact Substation are customized and capable of handling till 2500kVA load. BHEL-PSSR Chennai has placed P.O for 12 Nos. of Skid Mounted Compact Substations (**MinAran 500**). **MinAran 500** supplied through BHEL-PSSR Chennai is rated for 500kVA 11kV/433V with Ring Main Gear on the HT Side, 500kVA DT and LT Panels including Capacitor bank. These are rated for Outdoor Duty capable of handling IP55 Ingress Protection.



### Key Advantages :

- ▶ Compact in size. Reduces space in Outdoor yard as compared to conventional method
- ▶ Reduces the Site cabling work between HT panel to Transformer and Transformer to LT Panel.
- ▶ Reduces the Site Erection/Installation time.
- ▶ Skid Mounted- Hence easy to Transport anywhere

### Think **MinAran** in

- ▶ Smart city projects
- ▶ Construction power supply for Green-field projects, expansion projects & etc..
- ▶ Commercial buildings like Malls, Hotels, Hospitals, High-rise buildings & etc..

## Major Orders

- Order received from PES Engineers Pvt. Ltd., Hyderabad for supply of 6 nos. of 33kV Line Transformer and Bus Coupler CRP valued at **1.6 MINR**
- Order received from TANTRANSCO- Madurai, Salem, Trichy circles for supply of 45 nos. of 110V GC Breaker, Twin Feeder Breaker CRP & AC Panel for 33kV SS valued at **2.8 MINR**
- Order received from Indira Industries, Vellore for supply of one 110V Twin Feeder Breaker CRP valued at **100,000 INR**
- Order received from TANGEDCO, Palladam for supply of 14 nos. of 110V Twin Feeder Breaker CRP valued at **937,000 INR**
- Order received by Relay Division from Tangedco, Virudunagar for supply of 38 nos. of Numerical 3OL/1EL Relays valued at **280,000 INR**
- Order received by Relay Division from COSPHI Power Solutions Pvt. Ltd. for the supply of 50 nos. of 2 Element Master Trip Relays valued at **168,000 INR**



**132kV Line Control and Relay Panel**

## Major Orders

- Received highest ever first order from TANTRANSCO, Anna Salai for Supply of 792 nos. of 220V & 110V battery chargers valued at **46 MINR**
- First order received from L&T Solar- 100MW AC NLC SPV Power Project for supply of 12 nos. of 110V Battery & Chargers valued at **3.7 MINR**
- Successfully supplied more than **300 nos. of 110V Battery Chargers within record time** to various circles of TANTRANSCO.



**Major Orders**

- First order received from M/s. Bharat Heavy Electricals Limited (BHEL), Trichy for supply of Flameproof Panels valued at INR 10 Lakhs.
- Major order received from M/s. Aurobindo Pharma Limited for supply of 233 Nos of 60W LED Clean Room Light Fittings valued at INR 19.57 Lakhs.
- Orders received from M/s. Precia Molen for supply of various FLP Equipment valued at INR 15 Lakhs.
- Orders received from M/s. Aurobindo Pharma Limited for supply of various FLP Equipment valued at INR 15 Lakhs.
- Orders received from M/s. Toshniwal Hyvac Pvt. Ltd. for supply of various FLP Equipment valued at INR 3.1 Lakhs.
- Orders received from various valuable clients for supply of various FLP Equipment valued at INR 8 Lakhs.

**Certifications**

- We have successfully tested our Flameproof/Weatherproof 60W LED Clean Room Fitting (Cat. No: VMC/184-CRF) and Flameproof / Weatherproof Well Glass Fitting (Cat. No: VMC/1233C) for group IIC Application at Central Institute of Mining and Fuel Research (CIMFR), Dhanbad.
- Based on the CIMFR Test Reports, we have received Bureau of Indian Standards Certificate (BIS) for the above products.

**Vendor Approvals**

- We have completed Bharat Heavy Electricals Limited (BHEL), Trichy vendor approval procedures and received approval letter for supply of Cast Aluminum Junction Box, Cable Glands etc.



Approval Letter from BHEL, Trichy



Successfully completed inspection for Vendor Registration with BHEL, Trichy





## Major Orders

- Order received from M/s. NPCIL, KKNPP for assistance in maintenance of Main Plant Process I&C at KKNPP 1&2. Project valued at **35.7MINR** for 2 years.
- Order received from M/s. Konkan LNG Pvt. Ltd (KLPL) – Ratnagiri, Maharashtra for hiring of assistance services on contractual basis for mechanical maintenance. Order valued at **17.6 MINR** for 2 years.
- Order received from M/s. UPL, Chennai for round the clock operation assistance in main plant & offsite equipment at NTECL - Vallur TPP. Project valued at **53.2 MINR** for a period of 1 year.
- Order received from M/s. Saurya Urja Company of Rajasthan Limited – Rajasthan for annual operation & maintenance of 220kV Pooling Substation-1 (LHS) for 1000MW Solar Power Project at Badla-III. Project valued at **11.4 MINR** for a period of 1 year.
- Order received from M/s. Municipal Administration And Water Supply Department– Palani for Solid waste Management (SWM). Order valued at **59.92 MINR** for a period of 1 year.
- Order received from M/s. NTPC-Sipat for job contract of complete C&I system of whole plant as well as overhauling job contract for the year 2019. Order valued at **32.2 MINR** for a period of 1 year.

## Achievements



*VOMS safety team has received best safety performance among Contractors for the month of Nov 2018 (KSK site – Akaltara)*



*Outstanding performance award presented by Vedanta Limited Township to VOMS TEAM*



*Vedanta limited - CHATTISGARGH  
(Sabash Card presented to VOMS Employees  
for Best Performance )*



*TATA Steel Safety Corner Implementation  
(Kalinganagar – Odisha)*

**Safety Programs and Prize Distribution**



*Adani Mundra – Gujarat*



*Vedanta Aluminum Limited – (Jharsuguda Chhattisgarh)*



*TATA Steel- Kalainganagar Odisha*





BALCO (1200MW) – Chhattisgarh - Korba

### Safety Training & Awareness Programs at various VOMS Sites



TATA Steel Kalinganagar



NTPC – (LARA Chhattisgarh)



NTPC LARA FIRE FIGHTING TRAINING



ADANI MUNDRA (EMERGENCY FIRST AID TRAINING)



CLEAN WIND 220/33KV Sub Station (RATLAM)



SOUTH BUDH- HERO SOLAR ENERGIES (MAHARASHTRA)





*RGPPL(RATNAGIRI – MAHARASHTRA)*



*Sterlite Power Grid (Amargargh- Jammu and Kashmir)*



*GAMESA 33/110KV Sub Station (LINGUSUGUR KARNATAKA)*



*STERLITE PATRAN 400/220KV GIS SUB Station(PUNJAB)*



**WORKPLACE SAFETY 100% PPE COMPLIANCE**





## Major Orders

- We have received order through VMCL from M/s Michelin india pvt.ltd for preventive maintenance Transformer PM work with a value of **361,000 INR**
- We have received order from Chemplast for Transformer oil leak arrest work with a value of **240,000 INR**
- We have received order from M/s Nelcast for Transformer Oil leak arrest work with a value of **42,000 INR**
- We have received order from M/s VOMS for Transformer Oil leak arrest and OLTC service work with a value of **200,000 INR**
- We have received an order from M/s. Tamil nadu petro product for supply and replacement of MOG & Breather with a value of **36,000 INR.**
- We have received order through VMCL from M/s Michelin india pvt.ltd for Oil leak arrest work with a value of **121,000 INR**



## Interviews Conducted

- **M/s. Onshore Constructions** (Nigeria) has conducted Skype interviews for the positions of Planning Engineer, Document Controller, Instrument Technician, and Automobile Mechanic. 11 candidates from VHRS are placed for the first time in Nigeria.
- **M/s. Java Time** has conducted direct interviews at Kolkata, Cochin, Mumbai and Srinagar on the 10th, 14th, 16th and 18th of October respectively for the positions of Service Crew, Cleaner, Electrician and Plumber. 60 candidates have been placed for these positions.
- **M/s. Gulf Power & Marine** has conducted direct interviews at Jaipur and Mumbai on 2nd and 4th of October respectively for the positions of Stone Mason, Factory Manager, Solar Design Engineer, Marine Service Manager, Sales Executives for Marine Products, Sales Executives in Oil & Gas, Fiber Glass Technicians, Upholstery Experts, Diesel Mechanics and Chief Accountant. 25 candidates have been placed for these positions.
- **M/s. International Building Systems Factory (IBSF)** has conducted direct interviews at Delhi on 16th, 17th & 18th of December respectively for the positions of Steel Fabricator, Painter, Painting Leadman, Project Engineer, CNC Engineer and Sr. Project Control Engineer. 17 candidates have been placed for these positions.
- **M/s. Al Milad Engineering contracting** has conducted



interviews in Tanuku (Andhra Pradesh) on 9th December 2018 for the positions of Mason and Helper. 23 candidates have been placed for these positions.

- **M/s. Joy Thomas** has conducted direct interviews at Chennai on 13th December 2018 for the positions of HVAC Technician and HVAC Supervisor. 11 candidates have been placed for these positions.
- **M/s. Abu Dhabi Construction Company (ADCC)** has conducted direct interviews at Nagpur & Chennai on 26th of November & 2nd of December respectively for the positions of Foreman-Insulation, Charge Hand-Insulation, Insulator, Sheet Metal Fitters, PTW Coordinator, Scaffolding Inspector, Blasting & Painting Supervisor and Insulation Inspector (Hot & Cold). 17 candidates have been placed for these positions.
- **M/s. Jal International** has conducted direct interviews at Chennai, Baroda, Vizag and Mumbai on the 5th, 6th, 10th & 12th of October respectively for the positions of Instrument Technician, Electrical Technician, Pipe Fitter, Pipe Fabricator. 10 candidates have been placed for these positions.
- **M/s. Zamil** has conducted direct interviews at Chennai, Vizag and Mumbai on 17th, 19th & 21st of December respectively for the positions of Ship Fitter, Painting Supervisor, Painter/Blaster, Foreman, Laborer, Outfitter, Pipefitter, Mechanical Foreman, Mechanic, Electrician, Forklift Operator, Fireman, Crane Operator, Carpenter, Scaffolder, Welders, Ship Fitter and Aluminum Welders. 29 candidates have been placed for these positions
- **M/s. Bateel International** has conducted Skype interviews for the positions of Sous Chef and Waiter. 7 candidates have been placed for these positions.
- **M/s. Al Qaryan** has conducted direct interview at Kanyakumari on 21st December 2018 for the positions of Trailer Driver. 30 candidates have been placed for these positions.
- **M/s. Al Jameh** has conducted direct interviews at Bhubaneshwar and Kolkata on the 10th & 11th Nov 2018 respectively for the positions of Welder, Grinder, Spray Painter and Helper. 17 candidates have been placed against the positions
- **M/s. Water Treatment** has conducted direct interviews at Chennai on the 17th & 18th November 2018 for the positions of Technician and Control & Automation Technician. 15 candidates have been placed against the positions
- **M/s. Galfar** has conducted direct interviews at Chennai on 17th November 2018 for the positions of Technician, Helper, Crew Leader, Electrician and Carpenter. 40 candidates have been placed against the positions.
- **M/s. Zawawi Powertech Engineering** has conducted interviews on 22nd November 2018 for the positions of Store Keeper, QC Inspector, Administrator and Planning Engineer. 15 candidates have been placed against the positions.
- **M/s. Zawawi Powertech Engineering** has conducted interviews at Chennai on the 30th Dec 2018 for the positions of Design Engineer-Electrical, Mechanical, Civil, Control & Automation, Store Keeper, Accountant, Planning Engineer and QA Engineer. 20 Candidates have been selected for these positions.

## Overseas Education Service

### **New Zealand Skills and Education Group – New Zealand**

VHRS has signed an official agreement with NZSE. NZSE offers diploma in IT, Software Development, Network & Cloud Technologies, Health care and Business Studies.

### **Management and Science University – Malaysia**

VHRS has signed an official agreement with Management and Science University- Malaysia. MSU offers degrees and diplomas in Medicine, Information Sciences & Engineering, Pharmacy, Hospitality and Business Studies.

### **Asia Pacific University of Technology & Innovation – Malaysia**

VHRS has signed an official agreement with Asia Pacific University of Technology & Innovation – Malaysia. APU offers degrees and diplomas in Engineering, Business Administration, Management, Accounting and Information Technology.

### **Curtin Dubai – Dubai**

VHRS has signed an official agreement with Curtin Dubai. Curtin Dubai offers degrees and diplomas in Mechanical Engineering, International Business, Computer System & Networking, Accounting and Mass Communication.

### **University Technology Mara – Malaysia**

VHRS has signed a MOA with University Technology Mara – Malaysia. UITM offers degrees and diplomas Medicine, Pharmacy, Engineering and Architecture.

### **East Asia Institute of Management – Singapore**

East Asia Institute of Management – Singapore offers degrees in Business Management, Accounting, Hospitality, Nursing and Marketing.

### **Nelson Marlborough Institute of Technology – New Zealand**

The institution offers degrees and diplomas in Management, Marketing, Accounting, Information Technology, Culinary Arts and Nursing.

### **International Aviation Academy Of New Zealand - New Zealand**

IAANZ is New Zealand's Premier flight training school established in 1928. With a heritage of over 86 years, IAANZ has both a Civil Aviation Authority of NZ approved as well as New Zealand Qualification Authority approved professional pilot training courses.

### **TMC Academy Singapore – Singapore**

TMC Academy Singapore offers courses and certification in Accounting, Business, Hospitality & Tourism, Information Technology, Mass Communication and Psychology.

### **Canadian University Dubai – Dubai**

Canadian University of Dubai offers degrees, diplomas and certification courses in Engineering, Architecture, Communication and Management. They have partner universities located at Australia, USA and Netherland.





## Inauguration of 2<sup>nd</sup> International Office of VHRS @ Kuwait

Voltech HR Services expanded its reach in the fortuitous Arabian market through the inauguration of its new office at Kuwait. The office, named Voltech Arabia HR Services & Technology Company will provide a full range of specialized HR services in the Kuwait region across all major job classes and categories. The office sported a classy and upmarket look, and was part of the modernization efforts of Voltech to present itself in new attire in its international locations. The office will strengthen local presence and also serve to accommodate the expanding business of the conglomerate in the Arabian Gulf.

The new office was formally inaugurated by a blessing Pooja ceremony, which was attended by the Managing Director- Shri. M. Umapathi, Mr. Senthamil Arasu, The Director of VHRS- Mr. Dinesh K. Babu as well as eminent foreign dignitaries. Speaking on the occasion, Shri. M. Umapathi remarked "This is a milestone for the Voltech group in Kuwait, marking more than a decade of our partnership with the country. The new office is our commitment to Kuwait's economic development, and our support for the next 50 years and beyond."

Mr. Dinesh K. Babu commented, "With more space to expand we are able to innovate, to better serve our customers, to continue our business growth and to enrich our contribution to society in Kuwait,"

Voltech has been working in Kuwait since the early 2000's and has been a contributor of expertise and manpower to some of Kuwait's largest and most ambitious energy projects, including the combined-cycle Az Zour South Power Plant, Kuwait National Petroleum Company refineries and Clean Fuels Project. The new office of VHRS further expands the brand's presence in the region, significantly enlarging the portfolio of services offered to both locals as well as expatriates.



*The Voltech Team with the dignitaries at the inauguration*



*Blessing Pooja being performed.*



*The new VHRS office premises*



## **Ayudha Pooja @ Voltech Eco Tower**

Ayudha Pooja is a holy ceremony in the Hindu culture to invoke blessings for the tools with which a person earns his/her living. Artisans, craftsman and people engaged in all forms of vocational and non-vocational arts offer their tools in god's presence as a thank offering for their skills and talents, and to reap the rewards of their efforts. The festival, which falls on the 9th day of Navami, is on the last day of the Navaratri festival and is observed all over India and practitioners of the Hindu faith.

Ayudha Pooja prayers were offered at the Eco-tower, in the presence of the MD, the Director Mrs. U. Kalaivani, the MD's revered father as well as the entire management and staff of Voltech. Special prayers were offered for all the company's tools and equipment, as well as its books of accounts, brochures, promotional materials, pens and stationery as well as all other affiliated materials in the presence of a temple priest. The Director Mrs. U. Kalaivani chanted the prayers while the ceremony was in progress, with turmeric paste and sandalwood paste being applied to all tools, machines, vehicles, and other devices in the form of a tilak and a vermilion. The consecrated articles placed on the platform adorned with flowers were worshipped along with the images of Saraswati, Lakshmi and Parvati.

The ceremony was concluded with the distribution of sweets by the MD's father to all those attending the Pooja ceremony. The MD also handed out presents and sweets to all the employees wishing greetings to their families and loved ones.



*The MD and Director performing the pooja*



*The MD presenting gifts and greetings to employees*



*Employees in attendance during the pooja*





## New Year Pooja Ceremony

New Year Celebrations, a blessing Pooja and a small get-together were held on the 1st of January 2019 at 9.00 am at the Eco Tower Head office and later at Voltech Technopark, Pillaipakkam and Kovoor at 3:00 pm and 4:00 pm respectively. The MD's revered father, Shri. N. Murugesan led the event in solemn prayer as the MD and Director U. Kalaivani delivered their New Year's messages after the religious ceremony.

Voltech enjoyed the full blessings of Mother Nature in 2018, as well as the bounty of her treasures through a rewarding calendar year. The fair weather and pleasant climate also lent great cheer throughout the staff members' ranks. On the nice cool morning, at the headquarters, the Pooja celebrations, which were an offering of grateful thanks was performed, for allowing the safe passage through the year 2018.

After the ceremony was concluded, gifts and sweets were distributed to all employees by the MD in the presence of his parents, along with the 2019 corporate diary and a wall-calendar. On account of the ceremonial importance of the auspicious day, the corporate office functioned only till noon.



*The employees in solemn prayer during the pooja*



*Lady employees giving thanks to god*





# 23<sup>rd</sup> Anniversary Celebrations



The gala festivities of the 23rd Anniversary Celebrations held on November 11th was unlike anything that was witnessed at Voltech before. Jaws dropped in awe. Murmurs of its brilliance echoed among the guests and visitors who were left gaping at the adornments. It created a wave of desire among those who were immersed in its resplendence. The event inspired big dreams, and then brought them to life. Beaming, iconic and amber in its flashes. The Voltech group stood tall in the middle of the corporate world, as the celebrations at the Chennai Trade Centre ushered in the who's who in society and business, and the venue exuded sophistication and elegance, but in an understated way that only the truly discerning could appreciate. A showcase of vintage and luxury in itself, it redefined the very premise of extraordinary and surpassed every visitor's expectations, pushing every boundary and breaking the best-known conventions in unparalleled style. If someone thought that celebratory events were good for the senses, they had no idea what pure unadulterated greatness was like.

With the immaculately manicured lawns of the Chennai Trade Centre glistening in the morning sun, a beautiful haze developed in the air, giving a fresh scent and florid hue while the water sprinklers went about finished their morning's chore. Guests glided into the entrance of convention centre, dressed in the finest silk and colourful brocades. The cool air and the quiet reticence of the Sunday morning lent a chic composure as Voltech's heads and employees presented a show of strength by sheer numbers. The flashes of cameras sporadically lit up the lobby to capture the moments leading up to the grand event. Having more than a thousand in attendance, the occasion drew the power elite from the state and beyond, while dozens of executives in the PR team emphatically welcomed each attendee with a traditional Namaste and a stream of flowers. While the media and press covered the event, the driveway of the venue ushered in the creme de la creme, as smartly dressed valets effortlessly marshalled away the incoming torrent of luxury cars with military precision.

For almost a quarter century now, the Voltech brand has been synonymous with excellence, skill and professionalism. Whether it is in products or services, onsite or offsite, event or celebration- if it bears the Voltech signature, it stands apart by itself. Every Voltech mega-event has always been associated with prime locations, the most exclusive hotels, spectacular displays, luxurious furnishings and refined patronage. The 23rd Anniversary celebrations were no different. It was a class apart. From originative frontage crafted by the best interior designers to flawless execution accomplished by the best event planners, the event carpeted inconceivable rarities and unimaginable appurtenances for those in attendance. Not even a single minute detail was overlooked. No great imagination was left unrealized at the end. In 2018, the Voltech brand surpassed every benchmark of luxury and style it has set before with culmination of the gala event. It was an extravagance extempore.

At the centre of it all stood the man of the moment, Shri. M. Umapathi: one of the most recognized and respected business patriarchs of the region. He was the pre-eminent author and architect of this iconic event. For almost two decades now, he has towered over the energy industry, and its distinguished doyenne, epitomizing class, dignity and elegance in his most visionary and unique way. He has during this time, morphed from an idealistic young entrepreneur to a benevolent patriarch to a passionate philanthropist and an ardent advocate for women's empowerment, taking his message across the globe, cutting through caste, creed, colour and epochs. He has become an institution in his own right, and continues to hand down the rules of engagement to this very day. He has singlehandedly engendered a powerhouse of creative and commercial proficiency. He has heralded the new ideals of Indian commerce to the global citizen. On an autumn day in November, he elevated the mundane to the monumental through a brilliant juxtaposition of talent and art to visualize a mega ensemble which will be etched in our collective memories forever.





# Glimpse of Anniversary Celebration



The festive events were slated for a very early start this year. Principal photography and official formalities commenced by 7:30 am with the Chief Guests arriving well before 9:00 am. The lobby was a splash of sartorial grandeur with gents looking dapper in fine suiting and women beautifully draped in silk sarees and flowers. The banquet hall was entrancingly decorated with three beautiful pookalams embossing the Voltech logo. The pookalams themselves were each over two metres in diameter. The convention hall was lit up with laser and high-tech pyrotechnics and sported a theatre like ambience. The prominent stage decorations highlighted the revenue targets for the four major business arms of the company- 500 Crore rupees for VEPL, 200 Crores each for VMCL and VOMS and 100 Crores for VHRS. A particular conversation piece and cause for amusement among visitors was the giant collage situated right beside the convention hall entrance that showcased photographs from every preceding anniversary event.

The stage and the ceremony were blessed and inaugurated by the revered mother of the Managing Director, Smt. Valli Murugesan. Following this, the chief guests and dignitaries were formally invited to the dais by young maidens in a traditional ceremony and kuthuvilakkus was lit by the sumangalis of the company. The official ceremony began with an ode to the Tamil motherland vocalized by the Director, Mrs. U. Kalaivani. Mr. Senthamil Arasu for the second year in a row, gave exceptional compeering in impeccable Tamil, infusing a rich arsenal of fine vocabulary, made enduring and delightful by his deep-toned baritone. His rapier wit and command over the Tamil vernacular regaled the audiences with tales of bravado and jocular humour.

The ceremonial event moved into a next phase with the shifting of gears as Mr. P. K. Senthil Kumar, the Director of VGTPPL delivered the welcome address. Interspersed within the English commentary by his own personal touch in Tamil, the address was warm and affectionate as it recollected the giant strides made by Voltech and the personal traits that made the Managing Director so endearing to all. Shri. M. Umapathi personally honoured each guest with a ponnadaï and set the event in motion to rapturous applause and a standing ovation by the audience.

The first phase of the event saw meaningful and thought provoking addresses by the guests, Mr. M. Nandakumar, Managing Director of EDAC Chennai and Mr. N. Ramakrishnan, Managing Director of Precia Molen India Pvt. Ltd. Chennai. Their reflections and thoughts were deeply perceptive and cognizant of the theme that revolved around sustainability. Ideas and visions of a greater future which invoked notions of sustainability and its impact of progressing human life

was delivered with a sharpness that was discernible to all, yet which was compelling and intriguing to earnest seekers. The speeches were received by an attentive and involved audience in rapt attention.

The speeches were followed by the awarding of exceptional service accolades to those employees who has completed 5 years, 10 years, 15 years and 20 years with the organization. The chosen employees were rewarded with a certificate, presents in gold and generous cash endowments. It was very moving to see the emotional responses of many of the employees as they embraced the Managing Director while receiving their awards. The great numbers of those who had completed long service was a testament to the lowest turnover rates which Voltech proudly holds close to its chest as a badge of honour, demonstrating the organizational commitment towards maximizing employee welfare and stakeholder satisfaction.

The following session witnessed insightful and penetrating addresses by the guests Mr. S. Rajavel, Senior Vice-President at L&T and Mr. S. Lakshmanan, Managing Director of Tecton Engineering & Construction, UAE. Their messages were words of encouragement to Voltech for the industry-leading initiatives it was taking in the area of sustainability and on green goals. They used this opportunity to share their collective vision of what Voltech could do to the larger industrial guild.

As the speeches by the guests for the first session were concluded, Mr. M. Babu, Executive Director of IC-D1 delivered an address on behalf of the group companies. Accomplishments of VEPL in particular over the preceding twelve months were highlighted while also explaining the future initiatives and projects slated to achieve revenue and profit targets. The presentation included a wide range of in-house research and industry trend analysis, to especially highlight the prospects and challenges that VEPL would face over the next six quarters.

The pre-noon session saw the awards for the Best Factory and Best Factory Manager being given to IC-M4 headed by Shri. G. P. Haribabu. This was subsequently followed by addresses from eminent guests, Mr. V. M. Muralidharan, Chairman of Ethiraj Trust, and Mr. Chevaliar Arunachala Mudaliar, Industrialist from Bangalore. Their speeches were more holistic and touched upon macro-economic trends, global forecasts and the shifting winds of the industrial climate across India and the larger South-Asian region. Their own introspection was a rationalization which was avuncular in terms of the course Voltech has set for the global market.







The CSR activities of the company came to broad light in the subsequent session as more than one crore rupees worth of scholarships and academic endowments were presented to deserving students of socially and economically backward sections of society. The CSR address in a unique distinction, elaborated in detail the activities performed by the 5000 strong conglomerate in improving the lives of the poorest and neediest sections of society. Employee initiated programmes and happenings were also a part of the memoranda, as the address discussed clean-up initiatives and other environment-centric projects which were executed at various locations by the company and its partners.

The pre-lunch session were invigorating spreads that whet the appetites of the audiences while delivering crisp and highly engaging content in short spans of time. The honour for best employees of the year received rousing reception from various quarters as employees cheered their team-mates who were presented with a certificate and cash prizes. It was a particularly morale boosting effort by the company that over the years have seen both men and women of exceptional merit be recognized, esteemed and rewarded for their commitment and passion towards their work.

The Presidential address delivered by Shri. M. Umapathi summated the achievements of the previous year, paying glowing tributes to the companies which have excelled and encouraging those divisions where potential still remains to be realized. The Managing Director's vision for the 1000 crore revenue target was succinct, while being fully sentient of the enormity of the challenge. The 2020 Sustainability goal was an important step and milestone for the company's grand vision for 2025, where it aims to become a \$1 Billion conglomerate. The panoptic view of the MD covered the entire spectra of the industry and global economy, highlighting the challenges faced in each sector and increased competition.

The Managing Director continued to stress on the need for ethical conduct and moral accountability, underlining a critical message that has been a watchword for the company for almost two decades. The message was also worded carefully to inspire zeal in each employee while reminding them of the collective responsibility as corporate stakeholders and patriotic citizens.

The Director of VEPL, Mr. S. M. Chandramohan delivered the vote of thanks, expressing the obligation and indebtedness on behalf of the company to the Chief guests while cheering the audience to remain engaged in the post lunch session, which were peppered with live music performances and eclectic dance and skits.

Lunch was a delectable affair. The degustation par excellence saw a host of culinary specialities from Southern India and the Chettinad region being

presented by hand-picked chefs in a splendid display of ingredients that were finely ground to create a rich tapestry of fiery and delicate flavours. The exotic aroma from the buffet tables serenaded the senses of the guests as they treated their taste buds on the authentic savoury flavours of South India's rich culinary heritage. The sheer class of banqueting matched the setting of a 5-star hotel, as chefs and servers in traditional attire moved with nimble dexterity across the banquet halls, presenting hors de oeuvres and beverages on silver trays. The sheer intensity of esculent flavours was a treat to connoisseurs, as they were served a cradle of freshly cut vegetables, in a piquant display of vibrant hues, varied textures and subtle spiciness that were an authentic and epicurean ecstasy which reflected the luxuriance of the Tamil heartland.

The post-lunch events presented a spectacular tableau of the richest blushes of colour, gilded in gold by a lavish outpouring of gifts and presents to the audiences by the Managing Director himself. The world renowned Lakshman Sruthi Orchestra soothed the senses of the audience after a sumptuous banquet with a melodious rendering of fine music. The Lakshman Sruthi Orchestra is well-regarded among music aficionados as the world-record making manual orchestra which doesn't use synthesizers or any electronic equipment. Offering a mix of Carnatic music, film background scores and devotional tunes, the performers hypnotized the minds of the audiences in a mystical trance of reverie delighted by an assonance of euphonic inflection. The performances which carried on for over two hours received a rousing applause that lasted several minutes as the musicians took their bow before leaving the stage.

The evening was devoted to a flurry of cultural events performed by the Voltech employees themselves. Performers included children as young as 6 years to those well into their prime. Against a delightful backdrop of stand-up comedy, the performances had the audiences cheering and tapping their feet till after sundown. To keep the audiences engaged and enthusiastic till the end of the event, a lucky raffle draw was conducted every hour past 5 pm, announcing winners among the audiences, with the Managing Director himself presenting the gifts and congratulations. The last winner received a 5 gram gold coin.

The 23rd anniversary will remain forever seductive, forever enduring and forever enchanting. It made the Chennai trade centre a landmark on a wintry November day. It was here in the hub of the corporate and cultural life of Chennai that visitors could savour at being at the heart of where it is all. The stylish and contemporary event offered guests a privileged retreat from the troubles of this life. The event made the venue the city's watering hole and social meeting point. The gracious and welcoming hospitality was distinctive in every respect.









# About Anniversary Theme

The Anniversary Theme and Logo for 2018 was as bold as it was unconventional. Sporting a series of concentric arrows curving clockwise and anti-clockwise, it made an audacious statement for the group. As was the proud tradition within the company, each year's logo was a carefully construed exercise that underwent several rounds of deep deliberation and discussion within the management's core team. This year was no different, as it weighed in a much graver tone in the aftermath of catastrophic global climate change. The Managing Director asserted that the Voltech group needed to send out a strong message to the world and the industry fraternity.

"Green has become too commonplace, with every other company using the colour to symbolize the environment and conservation. It has become the most abused colour in recent times. I felt that it was time to move out of this compartmentalized form of thinking that green is the sole signifier of sustainability. Personally, I feel that the public at large and the intelligentsia are fatigued by the excessive application of green in the contemporary context."

We felt that the colours needed to be significant not only in detail, but also enunciate deeply in its meaning. So we chose a colour combination of violet and orange streaking across the curved arrows, leaching from a darker shade to a lighter colour. The arrows themselves indicate a host of interconnected meanings with the theme. Arrows symbolize direction, force, movement and power. However, more importantly, it is an indication of protection and defence. These are at the very heart of Voltech's conservation efforts. The spiral was chosen over a typical arc or a circle because it involves concepts like evolution life, consciousness and creation. Rather than simply reflecting on the circle of

life, we believe that technology would enable us to involve in the creation of something more beautiful. These arrows are shown as not one unit, but a great many in parallel. This is to symbolize that the fruit is that of collective toil, rather than the mere accomplishment of just one.

The Designer explained the idea behind the colours. "See, violet is a rare occurring colour in nature and contains a sacred meaning. Flowers in violet are delicate and precious. That was an inspiration to us. Dark purple is associated with themes such as wisdom, devotion and mystery. But the essence for us was its darker tones. Dark purple evokes feelings of gloom, sadness and frustration. It aptly describes the present world situation. Yet there is also a message of hope. Purple after all, is the combination of the calm stability of blue and the fiery energy of red."

"The colour stream that flows into orange is the metamorphosis of an envisioned ideal towards the future. Orange too is forged out of the very same red, but it is blended with the happiness found in yellow. The lighter shade at the end gives meanings of warmth, encouragement, change, balance and freedom. It is the colour of compassion and warmth; two words that describe the Voltech group perfectly. It is also the colour of harvest and autumn that ushers in the call of the coming spring."

The golden orange at the very tip is climactic, as it is the summation of illumination, wealth, wisdom and quality. This is very much congruous to our mission and vision. This is what symbolizes the Voltech group as a company-who we are and what we do!"







# Champions Honoured

With a smile on her face and a twinkle in her eye, Mrs. B. Shamina, General Manager at VEPL, and a key directorial staff member said that she was fortunate to see the Voltech Group evolve into a modern and highly efficient organization. With 20 years in the organization, she is among the oldest employees in the group who were felicitated for their commitment and service to the conglomerate.

Nearly **35 employees** of the various group companies were honoured for reaching significant anniversaries of their years of service at Voltech, and two employees were acknowledged for their outstanding service. The award, which consists of a certificate of exceptional merit as well as a significant cash prize, recognizes an individual who demonstrates loyalty and dedication to the company and its mission by surpassing the requirements of the job. The award also endows special recognition to individuals who have made consistent contribution to improving the services and operations of their departments and have gone above and beyond the call of duty.

The Managing Director presented the recipients with gold coins that have the company's emblem. Awards were given to all employees who have rendered long service to the company, with career milestones of **5 years, 10 years, 15 years and 20 years**. The opportunity was especially utilized to congratulate the awardees for their hard work, dedication, creativity, respect, good employment conditions and charity. Special tributes were paid to the senior-most stalwarts for their stewardship of the company.

Shri. R. Swaminathan, shared an emotional moment with the awardees. "It is absolutely amazing that you have served us for all these years. On behalf of the Managing Director and the employees of the group,

we want to thank you for your service. Your service will not go unnoticed. You are our pillar of strength" he said. He applauded them for having set good examples for all junior workers.

The AGM of HR congratulated the honoured employees for their long and distinguished service and said that their long service says a lot about the Voltech group as an employer and as an incubator for human talent. In an interaction after the event, the AGM-HR said: "I have no doubt that Voltech is home to some of the best professional talent in the region's industrial landscape. I only have to look at what has been achieved in the past few years to see the true value of our people and their capabilities".

"I also have no doubt that with your continuous support and dedication, we will build greater milestones on the road to making Voltech Group one of the best multi-national companies in the world if the not the best", he added.

The Managing Director highlighted some of the major landmarks defining the transformation of Voltech into one of the best diversified-conglomerates companies in the world. He also emphasized the importance of the recently launched corporate strategy and values. "We will continue to count on your capabilities, talents and experience to help build a stronger corporate culture, and to help embrace the highest standards in everything that we do and in every aspect of our business", he said.

The awardees reflected Voltech's diverse workforce, and came from the group companies' various divisions and departments in its major areas of operations across India and the world. Employees from Northern region, South-East Asia, Africa and the International operations were specially commended during the event.







# Best Factory Award 2019

IC-M4, the Electronics Manufacturing arm of Voltech, celebrated in style after winning the prestigious Best Factory award for 2018. The award over the years has become the benchmark for recognizing manufacturing excellence. This is the second year in a row that the company had won, as the award progresses into its sixth year. It served to show that the company, led by Assistant Vice-President G. P. Haribabu were no strangers to the larger scheme of things.

The internal audit board were particularly impressed with the division's approach to continuous improvement, KPI-based management and approach to people management. Said Sulthan, the factory manager at Kovur, "I'm delighted that we won the award for two years continuously: the award is a reflection of all the great work everyone is doing. Especially when the other bigger plants of Voltech are in the fray, competition in this category is pretty stiff."

The CEO of VMCL, Mr. T. Hariraj made a formal statement "Continuous improvement is at the heart of everything VMCL does and this award is a testament to all the hard work which has taken place over the last few years at IC-M4. Well done to everyone involved."

To win the award, the group company had to demonstrate improved performance across the board; reducing lead times, improving productivity and delivering outstanding product innovation. Achieving this feat for two years at a stretch was no mean feat. The factory's two-year run without a single reportable accident despite operating potentially hazardous equipment was another crucial deciding criterion.

The Managing Director summed it up when he said, "It takes some grit to get to the winner's rostrum—but to be nominated for multiple categories across consecutive years is an achievement with few precedents. That is the magnitude of IC-M4 division's achievement this year."

And the awards just kept on coming. The company also scooped up the Best Factory Manager Award in the Bronze category with Mr. Sulthan collecting the trophy. The Gold and Silver trophies for Best Factory Manager were presented to Mr. Hemachandran of IC-M1 (Transformers division) based at the Pillaipakkam factory, and Mr. Theivamani of IC-M3 (CRP Division) from the factory at Bangalore.

The Judges panel for the award, which consisted of Mr. M. Babu, Mr. Swaminathan, Mr. Senthamil Arasu and Mr. Manikandan praised a strong training and work ethic at IC-M4: "The success of the factory is owned by its employees in the end. There is a commitment to training and education for all employees and a management team working on getting everybody actively involved in improving the business, not just in manufacturing but in other areas too."

Mr. Manikandan added: "Embedding and thinking lean in our daily working lives required a cultural shift and throughout our journey we have been fortunate to work in partnership with top-notch professionals and institutions which understand our specific demands and tailored the training programmes accordingly. These training programmes have had a huge impact on our bottom line. We already have a cohort of trainees lined up for the courses in the coming quarters and through professional linkages have now started to deliver training in the shop floor."







# Scholarships & Donations Awarded

For nearly 10 years, the Voltech group has provided a pathway to success for thousands of young people. In 2018, 35 students from school and college levels received more than 10 lakh rupees as cash endowments for furthering their academic ambitions. The Group also made a magnanimous contribution of Rs. 15 lakhs for the Government Boys Higher Secondary School, Cheyyar. "We are very happy with the fact we can award these scholarships to these students who work very hard both academically and in extracurricular activities," said Shri. M. Umapathi, the Managing Director of the Voltech group. The cheques were awarded to the guardians of the scholars by the founder of the Muva trust, Shri. N. Murugesan, who is the revered father of the Managing Director.

"Education advances human knowledge and brings together communities", Mrs. U. Kalaivani, Director of Voltech group said. Mrs. Kalaivani said that the trust was set up to give financial support to deserving students from economically challenged backgrounds, irrespective of their religion, caste or social status. "This scholarship may be for one person but we should see the impact one person has and it goes very far. This is celebration of excellence in education," she said.

"As a community focused trust, we are proud to support local students through our scholarship program," said the official spokesman for the Muva Trust in a statement. "And we are humbled to honour the great people who have served our board and supervisory committees, as well as those who have made the ultimate sacrifice in the service of our communities."

Vishwashanthi, who currently works in the evenings after school in a matchbox making shack, said that

she's using her education to helping women escape exploitation and abuse. Her future plans include earning degrees in social work and building a career helping others deal with personal trauma. She said she gains inspiration from Thanthai Periyar.

"I want to build a world that is safer for women, where they could develop confidence and achieve their dreams" she said. Quoting a famous personality, she said 'If a woman hasn't discovered something she will die for, she isn't fit to live.'"

Ms. Rehana Fathima, another young recipient said "As a young Muslim woman, going to school was a challenge," she said. "I never dealt with many confrontations about my religion until I was in the fifth grade because that's when I began wearing the hijab. Once I started, I felt an immediate target on my back. Through this, I learned that hatred stems from ignorance and that educating others is empowering."

Fathima, whose goal is to someday become a protector of the law, said she respects the Managing Director enormously for being an educated and religious man who had a purposeful mission and a determination to make his vision for others a reality. She said that the MD's life and humble beginnings are life lesson for others to emulate.

The office of Voltech gave the following press release. "The educational scholarships awarded through the Muva Trust have enlightened lives and empowered young minds over the last decade. It especially aims to recognize and reward those who demonstrate the values hard work, sincerity, honesty and integrity through their demonstration of scholastic merit.





AUUS 2018



# 8<sup>th</sup> Edition of HR Caucus



The 8th Edition of the coveted Voltech HR Caucus was held at the Residency towers on the 15th of December. The HR Caucus, which is now running successfully into its eighth outstanding year, is regarded as a crucial professional confluence among the HR fraternity in India, and is an earmarked date on all corporate calendars of Chennai.

Over the course of the last decade, the Voltech HR caucus has championed in bringing together privileged elites in the professional realm of HR from all over the world to discuss and explore the evolving world of Human Investment Management. These discussions, while being forthright, piercing and visionary, have been instrumental in opening new possibilities of human resource management for practitioners in India, catalysing the development of the domestic HR sphere into the needs of contemporary global businesses.

The event at Residency Towers was well attended by employees of the Voltech family, HR managers from major business houses, students, researchers, and esteemed professionals from the corporate world. The discussions pondered upon the fast growing concept of 'Digitalization in HR', which has been touted to shape the future of Human Resource Management. The theme of Digitalization first clarified the conceptual ambiguity that surrounded the understanding of the term. The detailed exploration of the concept also led to a nuanced understanding on how the wave of digitalization would transform the nature and conduct of business in contemporary society for the greater good.

The addresses by the Managing Director of Voltech, Shri. M. Umapathi and the Director of VHRS, Shri. Dinesh K. Babu, opened the portal to wide-ranging discussions from professionals in different spheres of HR. The inaugural addresses mentioned the challenges that came with these developments. Issues such as the Digital Divide and Digital Isolation found mention in the introductory speeches. The Managing Director's words critically balanced the positives and negatives of the impending transformation and advised how moderation would be the best path to take forward to fully embrace the Digital Economy.

The era of 'Digital Age' which typified this time period was crucially highlighted in the Managing Director's

speech. He also stressed on how the generation of vast amounts of information will provide opportunities to capitalize on analytics and discover hidden value in human talent. Shri. Dinesh K. Babu particularly discussed how digitalization impacts changes in lifestyle, human transactions, interactions and the conduct of business. He also reflected on how the blanket deployment of internet has created economies pivoted around technology, mass communication, knowledge creation and innovation, which push humans to the cusp of a new reality.

The extensive level of participation from all spheres of society as well as the stature and background of the keynote speakers made the caucus a spirited and eye-opening event. The event in hindsight gave much impetus to the continued work, engagement and support in the area of Digitization in HR. Speakers during the event hailed from a number of different sectors such as immigration, education, construction, steel, pharmaceuticals, automotive, polymers and derivatives, software, business intelligence and a host of other industries. With 22 speakers engaging the audience at length, each representing a privileged area of the economy, and occupying senior positions in the management of corporate spaces; their thoughts and ideas stimulated deeper thinking and probing into the facets of the theme. Ideas that revolved around innovation, speed and transformation were the common undercurrent to many of the discussions.

The event progressed in a highly engaged environment from 9:00 am until high tea at 5:30 pm. The addresses by the different speakers were strategically placed in between several intermissions to encourage discussions and interactions. Following a sumptuous lunch, the afternoon sessions were also stimulating and very original in its ideas and themes. The conclusion of the event marked by the High Tea brought the event into a new horizon, as the audiences and participants were made aware of how businesses will become more open and efficient in the coming times.

The theme also critically impinged upon the thoughts of the audiences that continuous change is a reality that would have to be either embraced or grappled with by organizations. The implications of the prevaricating changes in the Digitalization sphere for India was made evident by the end of the speakers' discourses.







# Looking Ahead!

## From the Desk of Mr. S. Arumugavelan **Executive Director - Finance**

The **Editorial Team of VISTA** interacts with **Shri. S. Arumugavelan**, Executive Director-Finance of the Voltech Group. Catching up with him during the after-hours in the wake of the busy annual review, the finance top gun loosens his tie and relaxes over a cup of Madras filter coffee. With more than three decades of experience in the finance world, he patiently fielded questions from the editorial team, clarifying and explaining concepts and terms in finance. Here is a brief of his views on the company and the larger economy.

### **About The Financial Fabric of Voltech:**

"The financial fabric of our group companies are woven around the brand Voltech. The brand derives its strength from quality management, line of business and the business model. Our group benefits particularly from having Mr. M. Umapathi, Founder Chairman and Managing Director, as a visionary who emphasizes on quality in all spheres- including management. Under his leadership, the group has grown manifold, and most critically, in the service sector with a strong presence in the domestic as well as international markets. Today, Voltech dominates the Testing and Commissioning (T&C) businesses across the globe with its flagship company Voltech Engineers Pvt. Ltd. (VEPL). The growing demand for Operation and Maintenance led to the formation of a separate legal entity Voltech O&M Services Pvt. Ltd. (VOMS). There is also another star player in the Group - Voltech HR Services Pvt. Ltd. (VHRS), which provides manpower consultancy and other allied services."

### **About The Risk Mitigation Strategy:**

"There is no doubt that the service business gives better margins as compared to manufacturing. Furthermore, it's not capital-intensive like manufacturing, which raises questions of deployment

of reserves built over a period. The management however, took a wise call to plough back the profits into the business by venturing into manufacturing. This was a decision taken cautiously after establishing our successful presence in the service sector over a decade. In one way it's a strategy to leverage the risk associated with service sectors."

"The Group established its first manufacturing company in 2005 with Voltech Transformers Pvt. Ltd.. The manufacturing vertical got enlarged with more products under different legal entities. By the time I entered the group as CFO of the Manufacturing Vertical, there were three legal entities manufacturing electrical equipment alone. Upon joining, we took a strategic decision of merging all manufacturing units under one entity. This entity was called Voltech Manufacturing Company Limited. The assignment was particularly challenging and my first Balance Sheet for the manufacturing units was the combined lot for FY 2011-12. The good thing was that there was lot of synergy amongst the manufacturing units. The group was well poised to derive the benefit of scale accruing from this synergy. Though VMCL is a closely held public limited company, we make sure that the best practices are put into place like any other public limited company across the world."



## Looking Ahead!

"It's ratings that decide the bargaining power in the financial market and our strategy is to ensure that all our companies get into the top notch investment grade."

– **S. Arumugavelan** | Executive Director - Finance





### **About the Present Financial Status:**

"With the amalgamation of the service and manufacturing units, I'd reckon that our group got a robust financial structure. Just look at the rating of our companies! The service companies, barring VHRS (which is yet to be rated) are already in the investment grade and we expect the manufacturing division to join this league next year. Ratings are the report card of the financial health of any company. It's the rating that decides the bargaining power in the financial market and our strategy is to ensure that all our companies get into the top notch investment grade."

"My entire finance team is oriented towards this goal and we educate the operating team on a regular basis on how to achieve this goal. We also encourage our finance team to participate in seminars to keep their knowledge current and up-to-date with latest trends. The intrinsic value of our company lies in our people and systems. While adequate care is given for human capital, we also contribute our skills and talents for system development. After all, a system driven organization is beneficial for all stakeholders and we make an effort to move in that direction consciously."

"Some of the factors that go into any rating exercise are the scale of business, rate of growth, margins, cash flow, financial ratios and the promoter's strength. In our case there is a constant improvement in rating on a year-on-year basis which goes to prove the overall financial strength of our companies. The service business grows at a constant rate whereas the manufacturing records its growth in a staggered manner, with leaps every two or three years in line with capacity addition, business cycle and Government policy initiatives. Our EBITDA margins are well above the market average which reassures our leadership in the market."

### **About Mergers & Acquisitions:**

"There are ways and means of funding mergers & acquisitions. The financial market gives options for funding our own requirements though we are comfortable with our multiple banking agreements. We have modernized our manufacturing facilities and added capacity with our internal accruals. In recent times we have added new

products under the manufacturing line and new international markets under the service line; I am pleased that our finance team has got the bandwidth to support this growth. As a prominent player in the electrical sector, we keep getting invitations from various players looking for our participation in their ventures. We are not averse to this opportunity for inorganic growth; however we are cautious about Mergers & Acquisitions, though it has become the order of the day. We have carried out more than a dozen due-diligence checks in the past four years and we could find only two worth considering until now. Business appetite and robust financials continue to remain a fillip for all M&A quests."

### **About the Financial Plan for the Coming Decade:**

At present we are inching towards a topline of ₹ 500 Crores as a group. In the T&C business, Voltech should be the ultimate destination globally like IKEA of Sweden in the furniture world; that's our goal. We are currently in a transformation phase with focus on sustainable growth. Our immediate target is a topline of ₹ 1000 Crores by 2020 besides being present in at least 50 countries across 6 continents.

At the very least, macroeconomic environment is conducive for such growth. The Union Government initiative in this direction is laudable and very much appreciated. The Insolvency & Bankruptcy Code, GST, capitalization program for banks etc. are some of the initiatives driving the market. We are riding on the crest of this wave. The 2016 demonetization drive had disrupted our economy and this was expected to be so. The US\$ 2.60 trillion Indian economy has withered away the impact and is already marching ahead towards a GDP of 7.50%, posing a direct threat to the developed economies. The US-China Trade rift and the volatile oil markets could disrupt the world order further in the coming days. Herein the wisdom of Henry Ford shines through: "Obstacles are those frightful things you see when you take your eyes off your goal." We look forward to a world full of opportunities for growth.

Our Voltech Group tag line is "Excellence in Engineering Products & Services". We know Excellence is not a destination. It's a journey and our journey continues.



# HR Induction Training @ Voltech Eco Tower

The induction training for the quarter October-December 2018 welcomed newly recruited employees and gave them support to adjust to their new roles and working environments. The training was administered with a personal touch as starting a new job can be stressful and new recruits need help to settle in. The training was given with the following aims:

- Meet key colleagues
- Navigate around the workplace
- Understand the terms and conditions of employment
- Understand roles, key responsibilities and person-job fit into group companies
- Evaluation and monitoring of work
- Management style and institutional support systems
- Company policies and procedures
- Identification of training and development needs for effective role execution.

The training programme utilized an Employee Induction Checklist which was used as a marker of individual competency. The trainees were also given a whirlwind tour of the entire Voltech world, right from its inception, to the dozen companies and entities which it operates today. The know-Voltech programme over the years has expanded in size and substance alongside the company, and has come to occupy a very large part of the introduction to the company's environment.

Says the **AGM-HR** "For a trainee who's just out of college, knowing the sheer size and volume of business can be exhilarating, overwhelming, and even possibly frightening. With our rolls increasing by the day, potential recruits might ask themselves as to exactly where they fit into the picture. This training allows them to settle-in, and also homes in the point that their contribution is valuable and important. This is a crucial primer that has over the years allowed us to address problems of attrition and turnover more effectively."

The **HRD Manager** stressed his point. "Our trainings are holistic, in the sense that they address problems beyond the technical attributes of the training. Our intention is to create an agile organization that can see faster innovation, better employee morale and an ability to attract and retain the best talent. The training is a very important aspect of acclimatizing the participants to change, to ensure that the workplace is accommodative to change, communicate more effectively, and remain a melting pot of great ideas."

Trainees were encouraged to take an active role in ensuring that their induction programme met goals and targets effectively. The line manager and supervisor also ensured that individual attention was given along with feedback to all trainees. At the conclusion of the training, the candidates were presented with a certificate by Mr. M. Babu, Executive Director, IC-D1.



The AGM - HR briefing about Company's policy



Participants undergoing the orientation





Group picture of Engineers with Mr. K.S.V. Vijayan - Executive Director & Mr. E. Kumaresan - AGM | HR



De-briefing session



Participants undergoing the orientation



Group picture of Engineers with Mr. M. Babu - Executive Director & Mr. E. Kumaresan - AGM | HR



## EHS Induction & Training @ Voltech Eco Tower

Outreach training courses on basic hazard awareness were delivered at all major site locations for workers by OSHA-authorized trainers. While not mandated by OSHA, it was performed as a call of duty by the Chief Safety officer and his team. The training wing delivered this message from the Chief Safety Officer, "Before engaging in any potentially hazardous activities, workers at the Voltech group will compulsorily receive appropriate safety training that is strictly adhering to OSHA standards."

The OSHA training delivered during the October-December quarter was in addition to various sector specific, hazard specific and competency specific training delivered to various personnel deployed from the group companies all over the world. Specially designed and developed engagement tools were used during training to help the safety team assess their own effectiveness and also test worker and supervisor knowledge of basic workplace health and safety. All training records were updated and archived for this period in the company safety history sheet.

The Safety Officer explained during a session in Saudi Arabia, "The purpose of safety training is to provide the knowledge necessary to perform a job safely by establishing expectations for employees on how to perform job tasks. Safety training helps broaden employee knowledge on the recognition, avoidance, and prevention of safety and health hazards in their workplaces. Our team continually travels around the world offering training on a variety of safety topics."

Specific Training modules delivered at various site locations included Fire Hazard Training, Electrical Safety Training, Personal Protective Equipment (PPE) training,

Lifting Devices Training, Elevated Work Conditions, Heat and Cold Stress and OSHA Approved PPE Standard (CFR 1910.132). In addition to these, Shop Safety Training modules were also delivered to factory locations and close confined spaces at various site locations, with tailor specific Chemical Safety Training offered to those engineers who are engaged contractually in allied industries.

As part of the overall quality improvement process, a completely improved and designed safety programme was introduced in the preliminary stage as part of safety training efforts by the team, with the goal of achieving world-class safety training programmes by 2020. Recent safety training programmes have included game-like elements, to encourage better employee engagement. Using a lively ambience and a stimulating spirit of teaching, the programme is in the initial stages of incorporating a proposed points-based rewards structure to bring about world-class observances in safety practices. The safety presentations used a wide variety of visual aids, and audio-visual cues to reinforce safety habits through constant reminders. These are more refined methods of the Japanese poka-yoke which are useful for error-proofing the workplace.

The HR Department of VEPL released the following statement after the successful conclusion of the review meeting. "Voltech has seen drastic improvement in employee engagement at all levels of the organization. Safety-related incidents have seen a decrease of close to 75% over the past 2 years. This achievement is the result of the company's continued commitment to safety, to build a cutting-edge workplace and to cultivate a culture of safety that is engaging and fun."



*The Chief safety officer training the candidates*



*Participants undergoing the orientation*





*Participants being prepped for a safety activity*



*The CSO giving a report of the company's safety record*



*Site safety inspection done by Mr. K. Dhavamani, CSO*



# EHS Induction

@ Domestic Sites



PGCIL KOTPUTLI 400/220KV SWITCHYARD



VOLTECH DELHI OFFICE



BPCL - COCHIN (WR)



±800KV HVDC PGCIL RAIGARH - 415V ACDB POLE1



±800KV HVDC PGCIL RAIGARH - GIS ACDB



±800KV HVDC PGCIL RAIGARH - FILTER YARD ZONE1



±800KV HVDC PGCIL RAIGARH - FILTER YARD ZONE2



±800KV HVDC PGCIL RAIGARH - FILTER YARD ZONE2



# EHS Induction @ Domestic Sites



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



HVDC Champa | GE T&D Solutions



DC yard,  $\pm 800\text{KV}$  HVDC KURUKSHETRA



# EHS Induction @ Domestic Sites



PLC Yard,  $\pm 800\text{KV}$  HVDC KURUKSHETRA



Control Room,  $\pm 800\text{KV}$  HVDC KURUKSHETRA



TBT meeting,  $\pm 800\text{KV}$  HVDC KURUKSHETRA



AC Filter yard,  $\pm 800\text{KV}$  HVDC KURUKSHETRA



HVDC Pugalur (GIS ACDB)



HVDC Pugalur (ICT AREA)



HVDC Pugalur (Transformer area Pole 1)



HVDC Pugalur (DC Yard)



# EHS Induction @ Domestic Sites



McNally Bharat-Zawar Mines-ER



PGCIL\_Gurgaon-NR



PGCIL-Jaipur South-NR



PGCIL-Jatikara-NR



PGCIL-Kotpilili -NR



PGCIL-Mendhasala



PGCIL-Mendhasala



PGCIL-Saharanpur-NR



# EHS Induction @ International Sites



66/11kV Ras Abu Aboud-2



132/11kV Umm Al Hou-2 Substation



132/11kV Umm Garn Substation



132/11kV Umm Garn Substation



132/66/11kV Umm Ebairiya Substation



132/66/11kV Umm Ebairiya Substation



132/11kV Ras Abu Fontas-3 Substation



132/11kV Ras Abu Fontas-3 Substation



# EHS Induction @ International Sites



66/11kV Mehairja-1 S Substation



66/11kV Khalifat -2 Substation



66/11kV Abu Hamour West Substation



220/132/11kV Al Shalhanyyah Super Substation



66/11kV Murrah South Substation



66/11kV Murrah South Substation



66/11kV Ras Abu Aboud-2



66/11kV Ras Abu Aboud-2



# EHS Induction @ Factories



*Toolbox Talk at FLP Factory*



*Toolbox Talk at Electronics Factory*



*Toolbox Talk at Switchgear Factory*



*Toolbox Talk at Switchgear Factory*



*Safety Training for Switchgear Division*



*Safety Training for Switchgear Division*



*Safety Training for FLP Division*



*Safety Training for FLP Division*



# ISO 45001:2018 INTERNAL AUDIT PROGRAM



*Mr. Yuvaraj Sakthivel received the certificate from the CEO*



*Mr. Siddesh received the certificate from the CEO*



*Mr. Balamurugan received the certificate from the CEO*



*Mr. Senthil received the certificate from the CEO*



*Mr. Balamurugan received the certificate from the AVP & HR*



*Mr. Prem Kumar received the certificate from the AVP & HR*



*Mr. Suresh received the certificate from the AVP & HR*





# Top HR Trends of 2018

by E.Kumaresan (AGM-HR)





The biggest change in recent years, with the rapid digitization of Human Resources and development of Data analytics, is 'People Analytics'. It's a data driven science that identifies and tries to improve looking at people data, helping to predict staff needs accurately, improve office productivity and implement better HR processes. HR software has been a great boon to managers, allowing them to sift through massive amounts of data in real time, and build connections that actively link the worker to the management through a combination of technologies. This will be a major driver in HR processes over the coming years. A few of these predictions were highlighted in an article by Forbes Magazine in an exclusive:

### **1. Engagement versus Experience**

Employee engagement is passé. In a marketplace of millennial workers, engagement has been replaced by the experience at the workplace. This combines aspects of the organizational culture and performance management to make the office space an enjoyable activity for workers. A key development here has been the 'employee journey map', similar to the customer journey map, which tracks the employee's growing and evolving relationship with the organization from beginning to end. Issues like feedback, well-being and improved communication are anticipated to result from the development of mobile apps designed for this purpose.

### **2. The Digitization of the HR Function**

Artificial Intelligence and Machine Learning has already entered into the workspace in a big way. In industries like insurance, AI Chatbots have replaced human executives. This will be a transition that over time makes its impact in regular HR functions as well. Activities such as payroll processing, attendance processing and so on will become completely autonomous, resulting in huge cost savings for companies and reduced requirement of manpower. Everything from claim processing to leave processing will become app based tools. This will over the long term, change lifestyles in the workplace and fundamentally re-think job posting activities within the organization. At this point, Asia is still lagging well behind the USA and Europe, although an accelerated change has been predicted by industry experts.

### **3. People Analytics**

This is no longer a game played by Data specialists. This function has entered into organizations in a big way, and will be a core component of HR functions in the coming years. Parts of this would merge Business Intelligence with the mainstream HR roles, causing new opportunities for specialization and knowledge creation. At its most simplest, such tools will enhance communication between line workers and top management. This will also have large scale ramifications on organizational governance. Laws will change in the coming years, and employment policies and procedures may become more intricate and complex. However, the upside is that this tool will become indispensable in making people decisions and getting accurate insights.

### **4. The 'Gig Economy'**

Permanent jobs will become rare in the future, as more part-time and contractual jobs are created. The concept of on-demand hiring will dominate, and create large talent pools of intense competition. Jobs will become temporary, and skill based. Talent sourcing will therefore become an important HR function in businesses, both large and small. We know that Telecommuting, which was a predicted change a decade ago, is now a reality in many software companies. This will be enhanced further in the Gig Economy. Workplaces will become more flexible. Value propositions of employment will change. Companies must prepare accordingly. The future holds many challenges, and like any disruptive transition, will bring great changes in the way work has been done. This will cause a fundamental shift in the definition of employment. What HR Managers could do at the present time is anticipate those changes, and develop appropriate structures and policies that will prepare organizations for the years ahead. While the future might be rocky at the start, it will be smooth sailing in the long term, and create a better and more experience rich workplace.



## ■ Employees Corner



Art by  
Mrs. S. Hemageetha  
Asst. Manager - Estimation | IC-M2



# Wedding Bells



**Groom :** Mr. R. Jeevanandam - Sr. T&C Engineer | IC IN 1  
**Bride :** Mrs. M. Monisha  
**Marriage Date :** 12.09.2018



**Groom :** Mr. K. Sivakumar - Sr. Manager | IC IN 2  
**Bride :** Mrs. R. Gopica  
**Marriage Date :** 19.10.2018



**Groom :** Mr. K. Karthick - Sr. T&C Engineer | IC IN 1  
**Bride :** Mrs. M. Meena  
**Marriage Date :** 13.12.2018



**Bride :** Mrs. M. Monica Mercy - Design Engineer | ICE  
**Groom :** Mr. A. Thangaraj  
**Marriage Date :** 28.12.2018







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