

Illuminating the heart of India.

It gives us immense pleasure to bring light into the many rural households across the heart of our country. Under the Rajiv Gandhi Grameen Vidyutikaran Yojana about 7 lakh BPL (below poverty line) homes will be lit up in remote villages of West Bengal, Orissa and Chhattisgarh, We have already brought hope to 39,365 rural households in Chhattisgarh and we are honoured to continue our work to take the nation forward.

We are thankful to CSEC (Chhattisgarh State Electricity Company) and NESCL (National Electric Supply Company Ltd) who provided us the opportunity to serve the people in remote villages.

It is a proud moment for us at Bajaj Electricals and indeed for the entire country.

 **BAJAJ ENGINEERING & PROJECTS**
Leaders in lighting & power systems

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EPisodes

House Journal of E&P BU | Issue 1 ■ January 2010

INAUGURAL
ISSUE



Bandra Worli Sea Link, Mumbai

 **Bajaj Electricals Ltd.**
BAJAJ Inspiring Trust

An Engineering & Projects BU Initiative.



Dear EPDians,

My compliments to all EPDians for having grown and expanded your activities far and wide to justify a separate quarterly Newsletter.

From a humble beginning 10 years ago, E&P is clearly the biggest and fastest growing BU. It was the first BU to have crossed Rs.500 Crores last year and I am really looking forward that, in the current year, E&P achieves the incredible Rs. 1001 Crore mark. Normally, as a company, we look towards doubling our sales in three years. Some businesses have done it in two years. This is your chance to double your sales in one year.

My compliments to EPDians for having lit up the Bandra-Worli Sea Link and for recently having bagged the Wankhede Stadium lighting order. Another highlight is our Rs. 53 Crores Street Lighting project for the Commonwealth Games. Our expansion into signages has given us a good opening and should expand well in the coming times. Our entry into Rural Electrification needs special compliments. This business is most competitive on one side and clearly most difficult on the other. However this is not only a good commercial venture, but it also gives me immense pleasure that we will be responsible for lighting up the faces of over 6 lac BPL families during these two years.

Our TLT lines, transmitting power across states and regions, or our Ranjangaon Units producing world-class Highmasts and Poles and maintaining our leadership status in the market place, will continue to enhance the growth potential of E & P BU business.

I am, therefore, looking forward to an unparalleled performance by EPDians so that you can create a very good reason for us to celebrate together. I must use this Newsletter to thank all our vendors, our BSS teams and also Finance, HR, Legal, etc who have helped us over these years to expand and grow our activities.

Wishing you all a Happy New Year 2010.

Regards

Shekhar Bajaj
Chairman and Managing Director
Bajaj Electricals Ltd.



Dear EPDians,

EPDians, the Epicenter of excellence are making every Indian and humanity smile!

In this starting interaction with you, it is believed that we are all there for a purpose and ours is to bring equality, progress and dynamic Opportunity for humanity who smile with our actions.

Rural market development is the key to success for India to remain sustained, and RE jobs are certainly making BEL part of this endeavour strongly!

TLT is making sure we get the electricity to the villages and all concerned areas, which too contributes significantly to this important goal of complete electrification of ALL villages and spaces in India by 2012.

Highmasts and Poles are clearly creating the constant profits that make us invest faster and better each time.

Special projects is the super performer which is creating huge landmarks like the Bandra Worli Sea Link and Wankhede Cricket Stadium Lighting, most recently!

In a high performing decade EPDians have moved from Rs. 34Cr in 1999 to Rs. 541Cr in 2009! Performance brings it's challenges and surely EPDians will create a new bench mark on 31st March 2010.

Looking forward to a brilliant journey ahead.

Happy New Year 2010.

Anant Bajaj
Executive Director
Bajaj Electricals Ltd.



Dear EPDians,

The long-felt need for communication amongst the large and growing family of EPDians is finally being addressed through "EPisodes".

E&P BU is poised for another great performance in the current year 2009-10 and the entire team is fully engrossed in meeting and exceeding the management expectations.

With our people operating from remote sites and offices spread across the country and communicating only through job-related emails, this quarterly newsletter will provide the much needed missing link.

But this newsletter will serve its purpose only if all of us contribute however small by sending in snapshots of notable achievements at your end either on the work front or in relation to your family. Therefore do make it a point to send in your snippets and share your thoughts/events with all of us.

Best wishes to you and your family for happiness, good health and of course a great performance in year 2010.

Good Luck!!!

Lalit Mehta
Executive President
Engineering & Projects BU

FROM THE EDITOR'S DESK

Dear Colleague,

Everything has an origin. Everything must start somewhere.

We decided to begin here.

The idea of a piece of communication that would reach every employee of Bajaj Electricals Engineering and Projects division was swirling inside our minds for some time. Thoughts that came with their fair share of excitement, anticipation, hope and apprehension too, to be honest. What would the content cover be? How much of it should be corporate or technical in nature? What about content with a more personal touch – even contributions from employees? How well would this be received by you, our colleagues? Would you actually read and participate? What about the logistics of ensuring that every one of you, however remotely located, would feel a sense of belonging through this magazine? Why! Even what would we call this newsletter?! A million thoughts and apprehensions crisscrossed our minds. And then it struck us: the only way to learn swimming is to get into the pool and, well, swim!

So here we are with the inaugural edition of EPisodes – the official voice of the Engineering and Projects division, your very own forum and link with the rest of your colleagues.

We've tried to strike a balance. Because this piece of communication is meant to inform as well as entertain. Through it we intend to bring you updates, ongoing projects, new businesses gained etc. But we also intend to devote a few pages to reading of a more leisurely nature – jokes, puzzles, philosophy and maybe even contests where you can win prizes by participating.

It will evolve no doubt. But evolve only by your participation. For starters, your feedback would let us know what you feel about the newsletter and how we can improve it. We are also looking forward to your contributions in the form of articles, reports/happenings about your office or city, any good news that has happened in your own family – births, marriages, academic/sporting achievements, even poems, drawings and the likes created by you or your family members. You can mail us at episodes@bajajelectricals.com.

Like we said, it's a start. But, it's always that first, initial step that's the most crucial. We've made that first step. It should soar high from here.

Warm Regards,

Editorial Team

Happy New Year 2010

LEGEND OF BAJAJ

The company you work with is an integral part of your life. You spend one-third of your day at office, another third sleeping, which leaves the final third for everything else combined. If work is an important part of your life, it's probably a good thing to know as much as you can about the company you work with. This inaugural edition of EPisodes is a good place to begin with.

Bajaj Electricals Limited, is a part of the Rs 28000 crores (USD 5.5 Bn) Bajaj Group, founded by the great visionary, Shri Jammalal Bajaj, almost a century ago. Today, the Group, which ranks amongst India's top ten business houses, is an industrial empire with diverse interests in two and three wheelers, home appliances, lamps and luminaires, iron and steel, travel and financial services, insurance, turnkey power transmission and distribution infrastructure projects – and of course, the line of business we at E&P are engaged in – Galvanized Highmasts, Octagonal Poles, Transmission Line Towers and Monopoles.

It can be safely said, that in one way or the other, the Bajaj Group is an integral part of the daily life of the Indian household.



CNC Controlled Plasma Profile Cutting Machine of MESSER, Germany.



GIMECO, Italy Make Radio Remote Controlled Environment Friendly Tunnel Enclosed Galvanizing Plant.



World Class Manufacturing Facility at Ranjangaon near Pune, Maharashtra

Domestic Powerhouse, Global Player

The Bajaj Group is a player of global magnitude. This can be gauged from its technical and other collaborations with renowned companies from Japan, US, Germany, Canada, Switzerland, UK, Italy and China. No question, it's a matter of great pride to belong to this reputed Group.

Bajaj Electricals Limited (BEL) has six strategic business units – Engineering and Projects, Appliances, Fans, Luminaires, Lighting and Morphy Richards. Established in 1938, our company has grown steadily in both, the domestic and international market. With 19 branch offices spread across the country and supported by a chain of 240 customer care centres, 600 distributors, 3000 authorised dealers our company is right there in the public eye.

Engineering & Projects BU

Finally, to limit the perspective to that part of the Bajaj empire that all of us are associated with... The Engineering & Projects Business Unit (E&P BU) offers total turnkey services in electrical and illumination engineering including high mast lighting. The team of over 300 dedicated engineers are involved in everything from design, engineering, marketing, procurement, quality assurance through the entire execution cycle and site management as well.

The E&P BU itself comprises five divisions: Transmission Line Towers, Highmast Lighting, Street Lighting, Special Projects and the Manufacturing unit at Ranjangaon, near Pune.

E&P has met with enormous success, having executed a lion's share of major turnkey projects – over 60% of the market share, in fact! These include a wide spectrum of utilities such as airports, ship yards, port trusts, railway yards, sports stadia, monuments, commercial complexes, super thermal power stations, sub-stations, petrochemical complexes, refineries, flyovers, rural electrification and street lighting. The current order book alone exceeds Rs.900 crores.

The jewel in the crown is the recently-opened Bandra-Worli Sea Link, India's first-ever cable stayed bridge constructed on the open seas – an architectural marvel that has become the new defining landmark not just of Mumbai, but all of modern India.

Our critical involvement in the execution of the Bandra-Worli Sea Link has been highlighted and expanded upon in this inaugural issue of EPisodes.

Consistent Growth

Back in the 80s and 90s, the Projects business operated under the Luminaires Division and was known as Lighting Project Services (LPS). Sensing future growth potential in turnkey illumination projects, a separate division was launched in 1994-95. Despite a small team of 10-12 engineers, the Engineering & Projects Division was quick off the blocks, clocking a turnover of Rs. 9.5 crores – about double that of what LPS managed a few years prior.

Still, the initial years were tough. However through sheer hard work, determination, enterprise and unflinching support from the management, E&P found its feet. Before long, E&P was considered significant enough to become one of the main business units of the company, and was itself subdivided into five divisions.

Encouraged by the rapid growth, the management committed Rs. 50 crores for setting up a world class Highmast and Galvanising plant at Ranjangaon, which today enjoys a pride of place in the company's scheme of things.

E&P has come a long way. From a turnover of just Rs. 9.5 crores in the mid 90s, it closed at Rs. 540 crores last year, which is about 30% of BEL's total turnover. Things are looking better for the current financial year. With the first half clocking 70% growth in sales and doubling of profits, the numbers for FY 2009-10 are estimated to be Rs. 750 crores or 33 % of the company's turnover.

E&P employs about 270 people, with an additional workforce of 400 at Ranjangaon.

Electrifying Pace of Progress

TRANSMISSION LINE TOWER

Infrastructure is the key to any nation's progress. Amongst the most basic of infrastructural needs is electricity. To transmit electricity from places of generation to places of consumption like factories, offices, homes, institutions and entertainment venues, transmission lines are used. To keep them from being a safety hazard, these lines are relayed across elevated towers. It is these transmission line towers that we at Bajaj Electricals specialise in – with an entire division of E&P (Transmission Line Towers division) involved in design, manufacture and installation.

We rank amongst the best tower manufacturing facilities in the subcontinent. This world-class facility at Ranjangaon, near Pune, has been certified ISO 14001 and ISO 9001, besides earning approval and appreciation from reputed Electricity Boards and public and private sector undertakings such as PGCIL, APTRANSCO, MSETCL, BHEL, NPCIL,

Tata Power, BSNL, ITIL, Idea, Nortel and Indian Railways, amongst many others. The current capacity is in excess of 35000 tonnes per annum. To date, over 1,40,000 MT of tower structures have been delivered, covering several prestigious infrastructure projects across the country.

The plant manufactures a range of towers of 110 / 132 / 220 / 400 kV single / double circuit power transmission lines. A more recent innovation is the manufacture of Monopole Based Transmission Lines which are vital in these times of space constraints. This BU is also into supply and erection of telecom towers for clients like BSNL, ITIL, GTL etc.

Turnkey projects currently under execution include: Maharashtra State Electricity Transmission Co. Ltd, Mumbai & Pune; Damodar Valley Corporation, Kolkata; Bharat Sanchar Nigam Limited (BSNL); Powergrid Corporation of India Limited, Aprtransco, GETCO and many more.

Few prestigious orders under execution by TLT Division

Sr. No.	Name of the Customer	Project Description
1	Maharashtra State Electricity Transmission Co. Ltd, Mumbai & Pune	16 Transmission lines of 132 / 220 kV SC, DC & MC (570 km) in Aurangabad, Amravati, Nagpur & Pune circles of Maharashtra
2	Damodar Valley Corporation, Kolkata	3 Transmission lines of 132 / 220 kV DC (163 km) in Jharkhand
3	Powergrid Corporation of India Limited, Chennai	Transmission line of 400 kV DC (32 km) for LILO of Alamythi to Sriperumbudur line at Chennai
4	Powergrid Corporation of India Limited, New Delhi	Transmission line of 400 kV DC (61 km) from Aravali to Mundka in Haryana
5	Gujarat Energy Transmission Corporation Ltd, Vadodara	3 Transmission lines of 220 / 400 kV (140 km) in Gujarat State
6	India Telecom Infra Ltd, Bangalore	138 Angular Telecom towers of 40 / 50 m in various states of India
7	Transmission Corporation of Andhra Pradesh, Hyderabad	2 Transmission lines of 132 / 220 kV (43 km) in Warangal & Vijayawada district of Andhra Pradesh
8	Delhi Transco Limited, New Delhi	Transmission line of 400 kV D/C O/H LILO of 400KV D/C Bawana Bamnauli T/L

High Fliers

Highmast & Street Lighting

Lighting and illumination is a vital component of any nation's infrastructural thrust. Were it not for lighting, entire cities would have been shut by sunset, and industries would slow down to a crawl. In a sense, without lighting there would be very little progress as we know it.

Which is why, the Engineering & Projects Business Unit of Bajaj Electricals is proud to rank amongst the most significant players in Highmast and Street Lighting (HM & SL). The HM & SL division has been in business since 1983, and has installed, to date, over 20000 highmasts across the country and overseas as well.

These highmasts, ranging in height from 10 to 65 metres are important support installations for illumination, transmission, telecommunication, signage and flag poles. Over 27 years, this division has grown into a bustling subsidiary, with comprehensive facilities for design, development, manufacturing, erection, testing, commissioning and servicing of highmasts. In fact it is the only company in India with in-house facilities for civil, structural and illumination design, and development of accessories.

The highmasts produced are of world class standards, validated as they are at IIT, NTPC, PGCIL, Bechtel, Toyo and other reputed institutions.

The range of accessories manufactured include lighting poles and columns for street / area illumination, garden lighting, flag poles, banner posts and polygonal installations for traffic signals and transit signs.

E&P BU also supplies and installs GRP, Cast Iron and Cast Aluminium poles. GRP poles, especially, are a marvel of modern technology. Made from stronger polymers, they are resistant to every known atmospheric condition, and are available in a variety of colours and shapes.

Such has been the quality standards of E&P products, that they have been exported to and earned appreciation in some foreign markets as well.

Special Delivery

Special Projects Division

Special Projects Division emerged out of Bajaj Electricals' new millennium concept of separate business units, when EPD became E&P BU in 2001, and was further bifurcated into subdivisions. Special Projects Division was the result of this restructuring.

Today it focuses on four core competency areas, namely:

- Power Plant illumination projects.
- Power distribution and rural electrification projects.
- Sports Stadium lighting projects.
- Special lighting and sound & light show projects.

This division has replicated the growth curve of its E&P parent. With a platoon of over 125 qualified engineers, it clocked up revenues of Rs. 162 crores last year. Even in a year of slowdown, the division is looking at robust growth of nearly 40%, estimating a turnover in the vicinity of Rs. 225 crores for fiscal 2009-10.

This very visible face of E&P has several major achievements to showcase.

- It is a leading player in Thermal Power Plant illumination packages cornering nearly 60% of the national business. The current order book has 20 ongoing projects across the country.
- Recently, this division has bagged order from Madhya Pradesh Poorva Kshetra Vidyut Vitran Co. Ltd of Rs.26.59 Crores for 520 villages lighting up 14,000 homes.
- It successfully executed the first rural electrification project at Janjgir Champa district of Chhattisgarh – an order worth Rs.54 crores. This is all the more significant

as other more experienced companies in the field are struggling to complete their projects.

- The Murshidabad district project from NTPCESL turned out to be the biggest single order for a rural electrification project, valued at a whopping Rs.203 crores.
- The division is earning a huge equity in sports stadia projects as well. It has successfully executed projects for all outdoor and indoor multi-purpose stadiums for three consecutive National Games: 2002 – Hyderabad, 2007 – Guwahati and 2009 – Ranchi.
- Six cricket stadium lighting projects, as well, including the first ever stadium in the country using 6 high masts system and modern concept of Programmable Logic Controller (PLC) system for lighting control. Presently it has been entrusted the very prestigious project of illuminating the Wankhede Stadium, which will host the final of World Cup 2011.
- The division's City Illumination project at Kharghar node of CIDCO, which was the first to use fully galvanized octagonal poles with designer brackets and using micro-processor based automatic lighting control and energy conservation system, has become a model project for others to replicate. In fact, the special designer bracket has since become nationally popular as the CIDCO bracket. Such has been the success of this project, that the street lighting business is being restructured as a separate subsidiary.
- And of course the electrification of the Bandra-Worli Sea Link, which is now Mumbai's most defining landmark.

Success begets success. Hungry for more, the Special Projects Division is considering diversifying into several areas, including electrification projects for substations, railways, turnkey projects for power plants, integration of illumination, building and fire fighting facilities and sports lighting projects overseas.

The Special Projects Division is clearly on to something special.



Badminton Courts for Common Wealth Youth Games, 2008 at Balewadi, Pune.



Rural Electrification under the Rajiv Gandhi Grameen Vidyutikaran Yojna.



Bajaj to light up Wankhede
Bajaj Electricals has won the flood lighting of Wankhede Cricket Stadium in Mumbai under the aegis of Mumbai Cricket Association (MCA), outbidding Philips, GE and Crompton. The entire stadium is being renovated and readied for the 2011 World Cup matches, including the World Cup Final. *BS Reporter*

Wankhede Stadium

Bajaj Electricals Limited has received the prestigious order for flood lighting of Wankhede Cricket Stadium in Mumbai under the aegis of Mumbai Cricket Association (MCA).



Tallest Flag Mast

India's largest flag (72x48 sq feet) flies high and proud on India's tallest Flag Pole (207 feet) at Kaithal, Haryana. The Flag Pole has been engineered and manufactured by Bajaj Electricals.



Umbrella Mast

Bajaj Panoramic Umbrella High Mast for Architectural Lighting at Kathipara Junction leading to Chennai Airport.

An Elaborate Replacement Kettle Replacement



The arduous task of kettle replacement at Ranjangaon Unit

The state-of-the-art Ranjangaon Unit undertook the arduous task of kettle replacement a few months ago. While, to the layperson, it sounds like a simple task, kettle replacement is an intricate process carried out just once in several years. The process itself takes over a month.

The kettle is actually a huge galvanising bath. A critical series of operations involves removal of the zinc used in galvanisation, at a specific temperature of 460°C, after which the kettle is cooled and then re-assembled. Post which, the kettle is lifted from its housing and rolled away. With the kettle now out of the way, the flue gas path has to be repaired and cleaned, and only then can a new kettle be installed.

But that's not all. New zinc slabs are now placed in the new kettle, which is carefully fired to 60°C, using a temperature control process. The temperature is then gradually raised and the zinc monitored. After attaining 200°C, it is increased by 5°C every two hours. The process is monitored constantly to ensure that the temperature does not cross 450°C. Once the desired temperature is stabilised, controls are switched to the flue gas controller and the side plates of the kettle are finally welded.

29 days after the replacement process begins, the first dipping of the jig is performed. This was the first kettle replacement since the unit began operations in 2001. It points to a maximization of resources and the high level of maintenance of equipment at Ranjangaon.

Another Bajaj Innovation Monopole-based Transmission Lines

In most urban areas, space comes at a huge premium. The proliferation of residential plots leaves little space for installation of conventional lattice type towers. To overcome this constraint, Bajaj Electricals designed and developed an innovative concept called Monotype based transmission lines.

As the name suggests, instead of the lattice type structure that requires a large installation base (about 10-15 metres), the new innovation involves a solitary pole that requires minimal installation base (2.2 metres).

Monopole based lines come with many advantages over their conventional cousins. Line voltage can be upgraded within the same corridor, new plants can be fed from existing substations even in crowded urban areas, and lines can be easily relocated when new infrastructure has to be set up.

Erection of Monopoles is also 3-4 times faster, while the electrification costs are 3-4 times lower. What's more, they are virtually maintenance-free, aerodynamic and high on aesthetics.



Monopole based lines for power transmission.



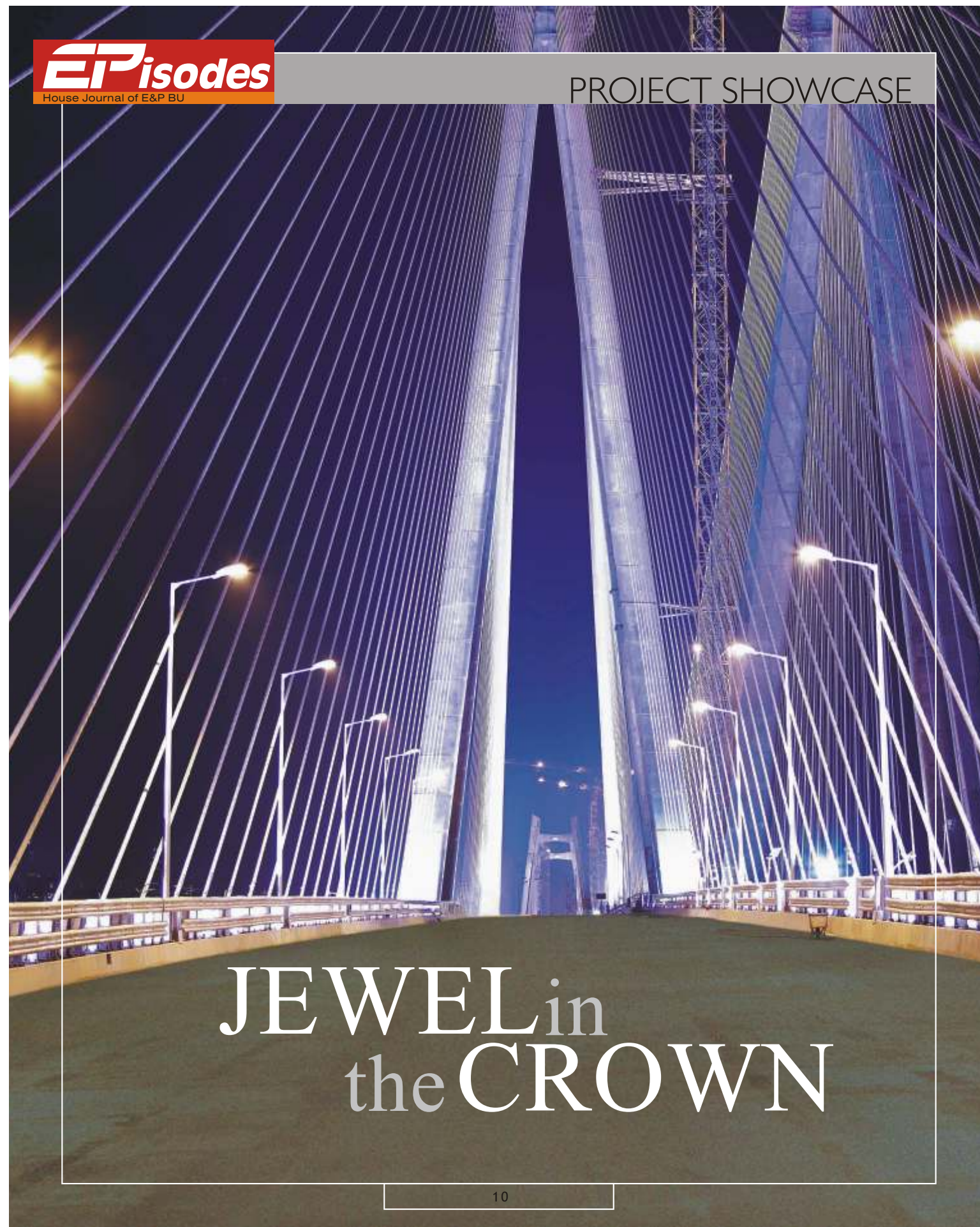
Training Programme in progress

Programmed to Succeed Training Programmes

It is said, you never stop learning. To keep personnel abreast of the latest market scenario, training programmes were conducted in the East and South Zones.

In the East, a two-phase programme saw field sessions being conducted in the port city of Paradeep, while theoretical sessions were held in Bhubaneswar. The Southern region held its 3-day training programme in Chennai.

Various aspects were covered, such as Highmast and Street Lighting, market scenario and ERP. Participants in both regions expressed satisfaction at being beneficiaries of these important sessions.



JEWEL in the CROWN

Putting the glow on Mumbai's Jewel in the Crown

It is already being talked of as a modern wonder, not just of Mumbai, but the entire country. The Bandra-Worli Sea Link, constructed by MSRDC and HCC, is a technological and engineering marvel that, in addition to being a glorious spectacle, also considerably cuts travel time from about an hour to a mere 7 minutes under ideal conditions. An average of 25000 vehicles use the link every day.

Built at an outlay of Rs. 1800 crore, the link is India's first cable-stayed bridge on open seas. Impressive to look at during any part of the day, the view becomes breath-taking by night when the link is aesthetically bathed in a sea of light.

This sight for the gods that leaves onlookers awestruck is a result of Bajaj Electricals' innovative and creative engineering. With a reputation for lighting up landmark projects (we have also lit up the popular Marine Drive that has earned it the name Queen's Necklace), the Bandra-Worli Sea Link project is truly our magnum opus. A matter of extreme pride for every employee of the company.

Innovative Engineering at Work

Like a string of pearls, 350 glass reinforced polymer (GRP) streetlight poles illuminate the 5-km stretch that snakes across the open sea. GRP was chosen over conventional steel, given the highly corrosive saline atmosphere. GRP poles are resistant to corrosion, chemical agents and UV radiation, besides possessing

greater mechanical strength than steel. They are also impact-resistant, capable of returning into shape after being rammed.

Close to 100 km of cables have gone into wiring the project. This intelligent lighting system is designed to save power by automatically dimming when traffic dies down. It also provides the option of switching off alternate poles or every third pole after midnight when traffic thins.

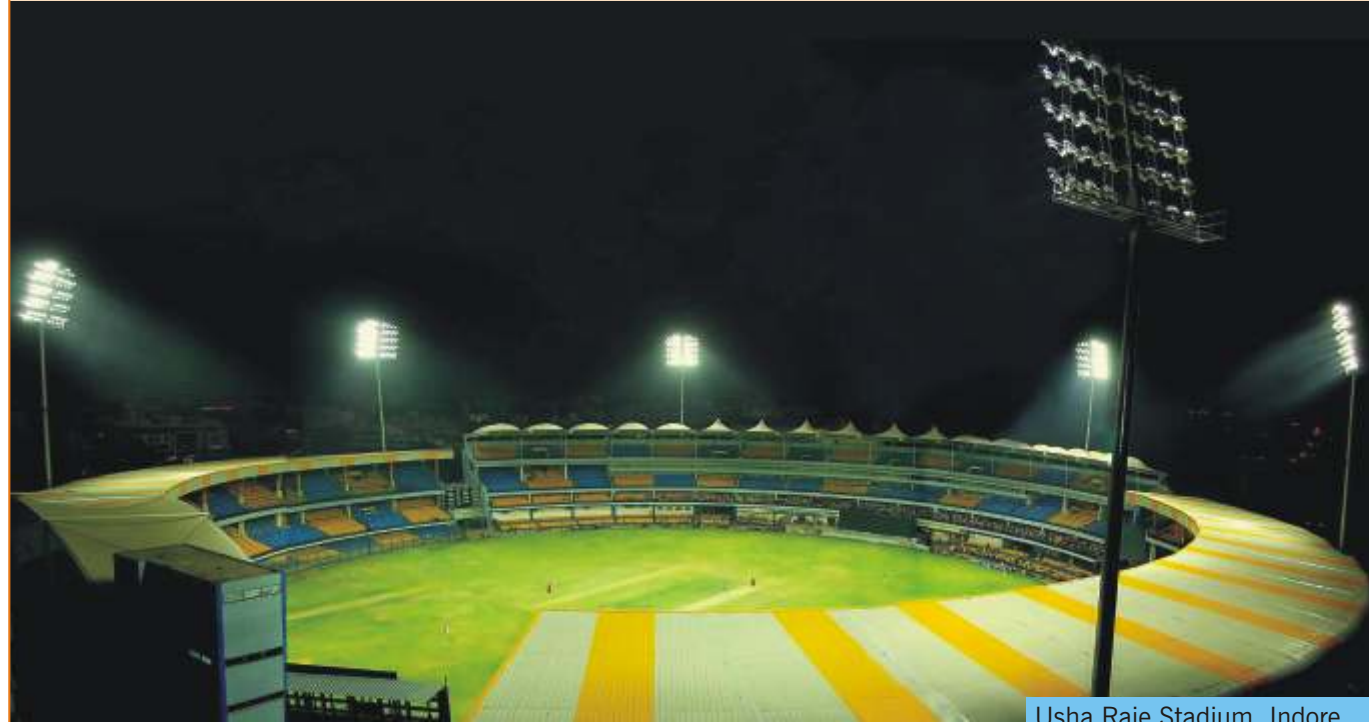
Every aspect of the project has been done with extreme detailing. From aesthetic colours to base brackets that align with the kerb... even the luminaires atop the poles ensure high precision photometric distribution. They are so precise, that they curb spill-over of light into the sea, so that it doesn't affect marine life.

Another notable innovation is the extremely narrow-beam metal halide floodlights that light up the entire cable stayed portions.

Eternal Landmark

The Bandra-Worli Sea Link is truly a star attraction of India's commercial capital. Already a tourist attraction, it is destined to become one of those endearing landmarks that define a global city.

We at Bajaj Electricals are proud to be a part of this prestigious project.



Usha Raje Stadium, Indore

Street Lighting for Commonwealth Games 2010, New Delhi



400 kV Double Circuit Line at Vijaywada.



Monument Lighting : Panna Temple, Madhya Pradesh.



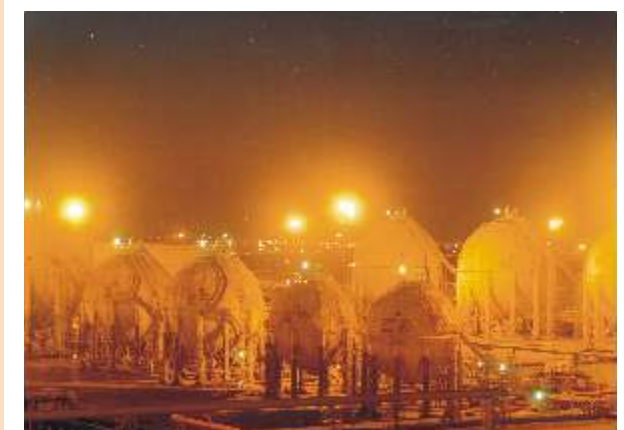
Street Lighting at Municipal Corporation, Nanded.



Wrestling Court at Balewadi, Pune.



Massive Wankhede Stadium Mast under production at RU.
RU team with Mr H. K. Jain, VP.



Area Lighting with Highmast at Reliance Petroleum Refinery,
Jamnagar, Gujarat.

Corporate Etiquette and Fine Dining

- by Beena Koshy

Why are etiquettes required? As a professional, etiquettes are a must for career building and relationship building. It refines skills needed for exceptional skills sets.

How do etiquettes pay off? They differentiate you in a competitive market, give you the confidence in a variety of settings and interactions with people from all walks of life. Etiquettes help develop admiration all around.

However, given the forum this is being written for, I will touch upon on Office etiquettes:

Office Etiquettes

- **Monitor the volume of your conversations.** We sometimes become oblivious to our environment, and talk louder than we should. Consider closing the door and lowering your voice whenever speaking in person or on the telephone. Be sensitive to others around. Remember how irritating it is when someone else talks loudly when they shouldn't.

- **Keep personal telephone conversations (and emails) brief and at a minimum.** Be ever mindful that others are nearby and that this is a place of business.
- **Sharing professional knowledge is wonderful, gossiping is not.**
- **Keep your personal workspace clean and neat at all times.**
- **SMILE:** It costs nothing but creates much.
- **Etiquettes to WIN people your way:**
 - The only way to get the best of an argument is to AVOID it.
 - Show respect for others' opinions.
 - If you are wrong, admit it quickly and emphatically.
 - Begin in a friendly way.
 - Try honestly to see things from the other's point of view.

Did you know

- The names of all the continents end with the same letter that they start with.
- The strongest muscle in the body is the tongue.
- Women blink nearly twice as much as men.
- People say "Bless you" when you sneeze because when you sneeze, your heart stops for a millisecond.
- Bullet proof vests, fire escapes, windshield wipers and laser printers are all invented by women.
- A snail can sleep for three years.
- Humans have more than 600 muscles in their body.
- Rubber bands last longer when refrigerated.
- Peanuts are one of the ingredients of dynamite.
- No word in the English language rhymes with month, orange, silver or purple.
- "Dreamt" is the only English word that ends in the letters "mt."

- A goldfish has a memory span of three seconds.
- Starfish have no brain.
- Dolphins sleep with one eye open.
- Bulls are color blind.
- The oldest known vegetable is the peas.
- A 'jiffy' is an actual unit of time for 1/100th of a second.
- The word "listen" contains the same letters as the word "silent".

Think Pad

- Action may not always bring happiness, but there is no happiness without action.
- Don't underestimate your own brain power, don't overestimate the other fellow's brain power.
- It is difficult to make good habits, but easy to live with them. It is easy to form bad habits, but difficult to live with them.
- If you keep doing the same things every day, you are certain to get the same results every day.

Q: What did baby corn ask mom corn ?

A: Where is Pop corn?

■ ■

Q: What do computers like to eat?

A: Chips!

■ ■

Q: Why did the teacher wear sunglasses in the school ?

A: She had a bright student.

■ ■

Ek aadmi ke pass ek kauwa (crow) hai... wo bahut hi naram mulayam hai... To woh aadmi uska naam kya rakhega ???

Socho...

Aur thoda socho...

MICROSOFT (My - Crow - Soft)

■ ■

A wife was making a breakfast of fried eggs for her husband. Suddenly her husband burst into the kitchen. "Careful... Careful! Put in some more butter! Oh my GOD! You're cooking too many at once. TOO MANY! Turn them! TURN THEM NOW! We need more butter. Oh my GOD! They're going to STICK! Careful... Turn them! Hurry up! Don't forget to salt them. You know you always forget to salt them. Use the salt."

The wife stared at him.. "What in the world is wrong with you? You think I don't know how to fry a couple of eggs?"

The husband calmly replied, "I wanted to show you what it feels like when I'm driving."

■ ■

LAW OF QUEUE: If you change queues, the one you have left will start to move faster than the one you are in now.

LAW OF TELEPHONE: When you dial a wrong number, you never get an engaged tone.

LAW OF THE ALIBI: If you tell the boss you were late for work because you had a flat tyre, the next morning you will have a flat tyre.

■ ■

Santa: I'm giving you a job as a driver. STARTING salary Rs. 2000/-, is it ok ?

Banta : You are great sir! Starting salary is OK! But, er... how much is DRIVING salary?

■ ■

Doctor to patient: You will die within two hours. Do you want to see any one before you die?

Patient: Yes. A good doctor..

■ ■

Employee to boss: "Sir, increase my salary, I got married recently."

Boss: "The company cannot compensate employee for accidents that happened outside of the company."

■ ■

In school canteen, there was a basket of apples with a written note: Don't take more than one, God is watching!

A little further there was a box of chocolates, a naughty child wrote: Take as many as you want. God is watching the apples.

■ ■

Husband (Raat ko phone pe): aaj khanay mein kya hai.
Wife: Zeher.

Husband: Main der se aoonga, tum kha kar so jana.

■ ■

Man: Sir, my wife is missing.

Postmaster: Bhai ye post office hai, police station me complain kijiye.

Man: Kya karoon, khushi ke mare kuch samajh nahin aa raha.

Cityscapes

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

How well do you know your company? Bajaj Electricals has 19 branch offices and these locations are hidden in the adjacent grid. They are placed horizontally, vertically, diagonally and even backwards and forwards – but each location in a single direction only. How many can you find? To help you out, one location (Mumbai) has been circled out. Similarly, circle out the other 18 on the grid and mail your entry back to the editorial team to reach them latest by 15th February 2010. Two lucky winners will receive surprise gifts. Entry is open to EPDians only. Don't forget to fill in your personal details on the coupon below and send it to: Editorial Team - EPisodes, Engineering & Projects BU, Reay Road, Mumbai. Winners' names will be featured in the next issue of EPisodes.

Name _____
 Designation _____
 Location _____
 Contact No. _____
 E-mail _____

CONTEST



Photo Op

It's a photo op with a difference. This photo gives you an opportunity to win some prizes! A picture may paint a thousand words, but we're only asking you for 10-15. Suggest a creative caption to the adjacent snapshot, in not more than 15 words, and you could win yourself some cool freebies. Captions should be in English or Hindi only. Best three entries will win prizes. The key is to be as witty and creative as possible in your captions. You may send in as many entries as possible, but will be eligible to win only one prize. Entry is open to EPDians only. Entries may be emailed to episodes@bajajelectricals.com or can be send to Editorial Team- EPisodes, Engineering & Projects BU, Reay Road, Mumbai to reach them latest by 15th February 2010. In all aspects, editorial team's decisions will be final and binding.

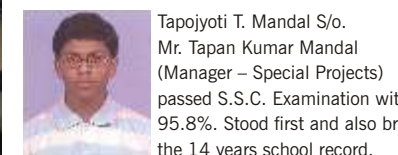
Congrats



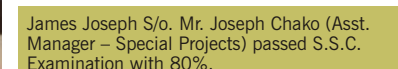
EPDians celebrating Mr. Lalit Mehta's 60th Birthday.



Seema Shaikh - Engineer from Spl. Projects, H.O. married Mr. Abbas Ali Ansari on 4th December at Mumbai



Tapojyoti T. Mandal S/o. Mr. Tapan Kumar Mandal (Manager - Special Projects) passed S.S.C. Examination with 95.8%. Stood first and also broke the 14 years school record.



James Joseph S/o. Mr. Joseph Chako (Asst. Manager - Special Projects) passed S.S.C. Examination with 80%.

Celebrations



Praful and Anand posing as Lord Krishna and Arjuna in a fancy dress competition during Dussera celebrations at Reay Road, Mumbai.



Rupali and Pradnya, posing as a newly wed Maharashtrian couple, with Neha in a fancy dress competition during Dussera celebrations at Reay Road, Mumbai.



Enthusiastic ladies participating in rangoli competition during Diwali celebrations.



Diwali celebrations at Reay Road - Smt. Nutan and Mr. Lalit Mehta with ED Anant Bajaj and Mrs. Pooja Bajaj.



Mr. Lalit Mehta with Ricky Ponting at Nottingham.

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