

Special Edition

TRICOLITE

MARCH
2010

Greetings!

A very happy and prosperous new year to all stake holders of Tricolite. May this coming financial year bring new learning's and the courage to pursue your dreams; may each one of us find strength in our values and work towards shaping a Better India.

2010 is going to be an exciting year for our country and the Electrical Industry. The nation is predicted with 10% growth and investments are boosting segments like IT, Heavy Industry, Infrastructure and Tourism. Metro is fast changing the landscape of all metros in the country and Commonwealth games have added another dimension to the infrastructure development. The Eleventh Plan is aiming to add about 100,000 MW of new capacity by 2012, which would give a lot of impetus to the growth and demands of power sector. With such a bright future, we at Tricolite are extremely excited to witness these changed times.

Indian economy has emerged relatively unscathed from the impact of global financial meltdown. The economic performance even in the wake of severest economic crisis shows the resilience of this country. Last year was challenging for everyone, especially in light of financial management. In spite of the country being driven by primarily domestic demand, projects were stagnant and finances were kept under strict scrutiny.

In the end I must earnestly thank our stakeholders for their unconditional support they have offered Tricolite in the recent times. This relationship is extremely precious to us and your unflinching patronage has strengthened our commitment towards mutual growth.

Once again, wishing you all an Exhilarating Year Ahead.

Warm Regards

Meera Kumar Chuahan

Director

In just a month from now we would enter the new financial year. We met the stalwart leaders of the company and asked them what were they looking forward to in the coming 2010. This is what they shared:

Sanjay Gupta, Order Management Group Head LV & Blokset:

'Make Power, Steel & Infrastructure major customers of tricolite and ensure uniform customer exultation experience.'

Neeraj Bansal, Head Finance:

'Significant turnover so that i can plan an IPO in the following year.'

S.M.Saini, Head Manufacturing Excellence:

'Consistency in production and quality, control on inventory and adherence to customer inspection dates with no short supplies.'

B.B. Nandi, Head R&D & Customer Care:

'Up lifting of TRICOLITE brand image by ensuring Timely Delivery and Efficient Pre and After-Sales Service through Continuous Improvement Processes at all stages.'

Pradeep Varshney, Head Purchase:

'Strengthening Vendor relationships and aiming at better Purchase Productivity.'

Rajnish Verma, Order Management Group Head MV & Busducts:

" Our growth is directly proportional to the number of verticals. We must add more products in our basket. A tree can attain a maximum height but its shadow cannot cover the whole field."

AWARDS



Blokset team with Aldo

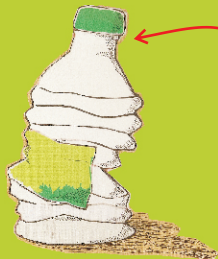
Tricolite has had a long association with Schneider Electric. This year was the completion of our four years of manufacturing Blokset, a fully type tested design in LV switchboards.

Annual quality and system audits are conducted by Schneider to maintain the high level of quality at their system houses. **Mr. Aldo Pellegrino** and **Mr. Milind Dalve** conducted this audit at our Manesar works. Mr. Aldo was highly appreciative of the changes introduced in the organization in the shop floor practices. He also **congratulated the Tricolite team in the value additions we had made to the panel manufacturing.** As a token of Schneider's appreciation Mr. Aldo presented the entire Blokset team comprising of the key Technical Associates, Designers, Production, Quality, Sales and Customer Care Engineers certificates of acknowledgment of their work and commitment towards this product.

Such moments are forever treasured, and boost the morale & commitment of people.

SPREAD THE GREEN WAVE OF HOPE..

YES WE CAN.. SAVE OUR PLANET



Recycling
One Plastic Bottle
can Save the same
amount of Energy
required to power a
60 watt light bulb for 6 hrs.

Using recycled
cans can help
produce 20 times
more cans for
the same amount
of energy



Recycling just 1 tonne of
aluminum cans rather
than throwing them away
conserves the equivalent
of 36 barrels of oil.

SAWAGATAM



MEAP Team



MITSUBISHI ELECTRIC

We had the pleasure to welcome **Mr. Yoshifumi Beppu, Managing Director Mitsubishi Electric Asia Pacific (MEAP)** at our Manesar works. This dynamic, extremely sharp, warm and lighthearted personality was a delight to meet.

As customary at Tricolite, Mr. Beppu planted a tree in the factory premises.

ABB

Mr. N. Jreijiri Automation Head – IMEA, ABB visited our Sahibabad unit and was extremely pleased to see the buzzing activity. "Good workmanship, Interesting facility, more room for ABB to grow together" was his statement in our visitor's book.

In the brief time we spent together, his leadership and vision were strikingly evident. Mr. Jreijiri was very optimistic about



the future of ABB in India in the coming times and made us believe that complementing each other is the best way to move forward.

It was an honor to have him with us.

TRICOLITE CENTERS OF EXCELLENCE



Initiatives for '09-10

Tricolite has saved an enormous amount by taking prudent measures to make the company fitter and leaner in order to face the recent tough times. Even though there were some drastic changes made in the organization, we are proud to share that it did not include retrenchment and salary cuts.

PLANT VISIT TISCO JAMSHEDPUR

Tata Steel is one of most renowned names and the first ever-Indian manufacturers of steel in the country. Recently we had visited their plant in Jamshedpur and **Mr. Abhishek Nangia & Ms. Meera Kumar** had represented the TRICOLITE. TISCO plant is like a township in itself, its sheer size and magnitude of manufacturing capacity and skill is a marvel. There are three prime units in the steel manufacturing cycle

LD & Slab Caster Plant - Molten Iron is converted to Steel Slabs here. This is a metallurgical shop and different chemical properties as per the grade of steel are achieved.

Hot Roll Mill - 200mm thick slabs are converted to 20mm steel rolls in this mill. Hot slabs at 1500-centigrade temperatures are passed through rollers several times till it reaches the desired thickness. These slabs further sent for rolling into coils and cooled.

Cold Roll Mill - Roles are further reduced in thickness to min 0.3mm to max. 3.2mm thick sheets. Different mechanical properties can be achieved in this mill depending upon the kind and grade of steel required. **Mr. Abhishek Nangia & Ms. Meera Kumar** also visited the

TATA Ryeson Plant where rolls of sheets are flattened out and cut into sheets with varying length and width.

This visit had several take aways. A few are shared :

- * Values are important for any organization. Have checks and balances in place to monitor your values.
- * Don't manage everyone, only manage your leaders
- * Cross fertilize manpower in all departments
- * Communication is the Key
- * Enforce professionalism on your vendors
- * Everyone is responsible for their safety and safety of others around them



Mr. Radhakrishnan Nair
Chief HR Officer, TISCO

VENDOR'S MEET



Schneider Meet at China

Schneider had organized it meet with top 20 panel builders of India in Shanghai, China. **Mr. Amitabh Nangia** represented Tricolite. This was a three-day program, which included a day of presentations by the senior management of Schneider, visit to their Blokset manufacturing plant and entertainment.

Mr. Olivier Blum Managing Director SE, along with other business heads made presentations on the future plans of Schneider Electric in each of their functions.

The crux of the meeting was that Mr. Blum has ambitious plans for SE in India and wants to grow their existing setup to have 6,500 employees, 12 Factories, 6 Distribution Centers, 6 Global R&D Centers, 400 Authorized Partners, 1 Regional Project & an Engineering Centre.

His mantra is to -

Measure, Fix the basics, Automate & Monitor.



ABB

ABB hosted a dinner with their channel partners in Delhi where customers from different segment such as panel builders, automation etc were invited. **Mr. Amitabh Nangia** attended this meet from our Board of Directors.

ABB's Global Head addressed the attendance. He was very clear in his vision for the future and claimed that the Electrical industry is one of the prime drivers of Indian economy. ABB has seen substantial growth over the years in the country and he was grateful for the support of all channel partners, as his belief was that this would not have been achieved without their active participation and involvement.

Tricolite's USPs Enhanced

We proudly announce that our panels have successfully cleared the following tests at CPRI

1. Degree of Protection

(a) Protection against ingress of solids IP : 5X

(b) Protection against ingress of liquids IP : X4
Particulars of Sample tested : 415 V Distribution Board
tested In accordance with standard :
IEC 60439-1, 2004
IEC 60529, 2001

2. Short Time Current withstand Strength for the rating of 100KA for 1 second

Particulars of Sample tested : 415V, 5000A, 100KA Power Control Centre In accordance with standard : IS 8623 (part 1), 1993

Excerpt from the Test Report of CPRI

(a) This test was cleared with the initial peak current of 220kA on 3 phase bus and 60 KArms for one second with initial peak current of 132kA on nearest B phase and neutral of the Power Control Center.

(b) No abnormality noticed during the test.

(c) All busbars and supports were found intact.

(d) Fine wire fuse for earth fault detection was found intact.

3. Short Time Current withstand Strength for the rating of 85KA for 1 second

Particulars of Sample tested : 415V, 5000A, 85KA Power Control Centre In accordance with standard : IS 8623 (part 1), 1993

Excerpt from the Test Report of CPRI

(a) This test was cleared with the initial peak current of 187kA on 3 phase bus and 51 Arms for one second with initial peak current of 112kA on nearest B phase and neutral of the Power Control Center.

(b) No abnormality noticed during the test.

(c) All busbars and supports were found intact.

(d) Fine wire fuse for earth fault detection was found intact.

The team involved in conceptualizing, designing and manufacturing of this panel was headed by **Mr. B. B. Nandi** and included :

Engineers

Mr. Manish Gupta
Mr. Tarkeshwar Nath
Mr. Rajkumar
Mr. Ishan Mukherjee

Technical Associates

Mr. Suresh Yadav
Mr. Ram Bharosa Yadav
Mr. Hargas Yadav
Mr. Ram Babu Prasad
Mr. Baiz Nath
Mr. Pradeep Yadav



Seismic Test

4. Seismic Test for Tricolite LV Switchboards – Power Control Centre for Zone 3

Particulars of Sample tested: PCC, LT Switchboard complete with switchgears – ACB & MCCB

Particulars of Test Corrected:

(a) Resonance Search Test

(b) Seismic Test

In accordance with standard: IS 1893 (part 1), 2002
Zone III

Excerpt from the Test Report of CPRI

After Seismic test LT switchboard complete with switchgears – ACB, MCCBs was subjected to visual inspection. Following observations were made –

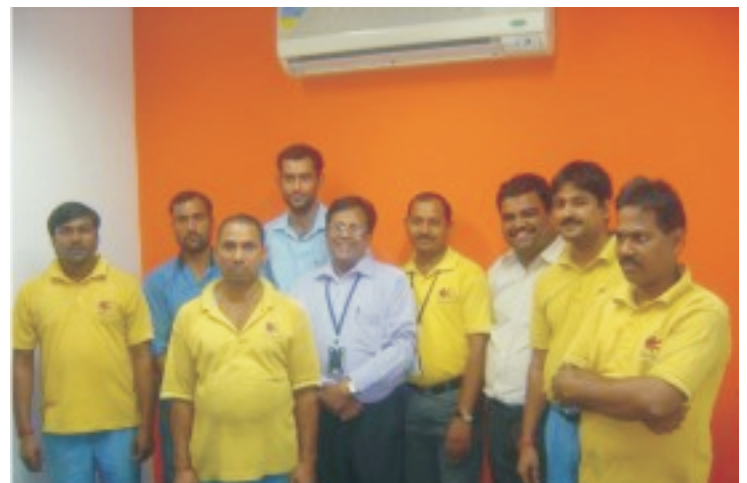
(a) No permanent deformations, dislocations, breakage or cracks

(b) No loosening of components / equipments from their original mounting

(c) No cracks in welds noticed

Doors did not open during the test

Breakers were kept mechanically ON condition. No change in status noticed during the test.



Test Team

NEW YEAR AWARD CEREMONY

A special award ceremony was held for our technical associates to celebrate the onset of 2010. Here are some of the most brilliant gems of our team.

SAHIBABAD

Most Motivating Technical Associate - Mr. Sarvender Kumar Yadav

Most Motivating Supervisor - Mr. Virender Yadav

Most Helpful Technical Associates -

Mr. Rajveer Singh Bhaduria, Assembly

Mr. Jitender Kumar Ray, Wiring

Mr. Pankaj Kumar, Fabrication

Highest Attendance - Mr. Sanjay Singh

MANESAR

Most Helpful Technical Associate -

Mr. Rajesh Manjhi, Mr. Bhopal Singh, Mr. Shrikrishen, Assembly

Mr. Kuldeep Sharma, Wiring

Mr. Sunil Shah, Fabrication

Mr. Ravi Chand, Paintshop

Most Motivating Technical Associate -

Mr. Jay Chand, Wiring

Mr. Rajesh Manjhi, Assembly



TRICOLITE CENTERS OF EXCELLENCE



Initiatives for '09-10

The recent strict scenario witnessed by the industry brought several learning's. At Tricolite we acquired skills in better people management. Its important to keep your team aware of the situation the organization is in, the reasons behind management's decisions and to develop a sense of ownership amongst people in taking the responsibility of improving the situation at hand. Everyone from the junior most employees to the senior most directors had a role to play in sustaining a positive environment in the organization. One cannot afford to loose the spirit of being together as a strong team in such situations. Transparency, Communication and Team spirit are the key values that have seen us through.

CONTACT US

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