**Inauguration – Gear Grinding Machine**

Gear Grinding machine – Rapid 1250 from Hoffler was installed and commissioned in Mysuru plant.

The formal inauguration of the machine was on 5th June 2019. With the introduction of the new machine, SAN is gearing up to increase the production capacity to meet the customer and market requirement.

**Grab Crane Gearbox**

SAN has designed and manufactured customized Grab Crane Gear Box for Electromech Material Handling India Pvt. Ltd., Pune, whose end client is TATA Metaliks.

The Gearbox is rigid with proven maximum unloading operating capacities, reduced duty cycle and low in maintenance.

SAN EAST Branch and Mrs. Rudna Tandi were instrumental in getting this customer in our fold.

**SAN’s foray into the Defense industry**

Armoured Fighting vehicles play an important role in the war scenario. Particularly, the Main Battle Tank (MBT), a lethal combat vehicle, crucial for survival, is a game changer in conflict situations worldwide.

SAN having a long standing relationship with the Defense establishments of the country, got an opportunity to be a part of the indigenous Gun control system developed for the MBT.

This is a project of national importance, where our Traverse Gear Box goes in to the turret of MBT for 360° rotation of the gun. The prototypes have been successfully dispatched to the customer.

**Sales Conference: FY 2018-19**

The much awaited and anticipated Sales Conference for the Financial Year 2018 – 19 was successfully concluded in Kuala Lumpur (Malaysia) between 12th to 15th April 2019.
Leadership Development Program

Post the launch of LDP in March – 2019, course on Managerial Economics was successfully completed on 21st April 2019.

Course on Global Marketing was completed on 26th May 2019.

Delegation of Authority...

As a Manager, you cannot do everything yourself. And bigger the business, truer this becomes. That’s why it is essential to master the art of delegation.

One reason in not delegating our work is the fear of losing the position and importance in hierarchy. This results in holding part of our work, however routine it gets for us. But, delegating the day-to-day work frees us up to think big and take higher responsibility. As an additional benefit, delegation provides our subordinates with the hands-on experience they need to develop a broader range of skills, ensuring that they will be ready to grow along with us.

Of course, there’s a right way to do it and here are a few steps for delegating effectively:

1. Be Clear and Concise
   Be very clear about both the assignment and the expected outcome, but avoid the temptation to narrate the exact things to do in the assigned tasks. Instead, describe the goal and then let them find the best approach. By allowing the team to work in the way they believe most effective, you will increase their creativity and initiative while boosting their self-esteem.

2. Grant the Necessary Authority
   Anytime you delegate a task, you also need to delegate the authority i.e. the organizational power and resources required to get the job done. Without this, the team members will have a much harder time doing what we have asked. They may even become frustrated as the work may not get done as required.

3. Get Buy-In
   Be sure to get the team members acknowledgement that they understand assignments and agree to take on the responsibility for completion. If they have any questions or concerns, it’s important to address them at the outset.

4. Monitor Progress
   Monitoring team’s work does two things: it motivates them and it helps us to catch problems early. It’s important to know the degree of monitoring necessary for each task and each team member. An inexperienced employee, for example, needs continuous assistance, whereas the experienced one knows already what to do.

5. Correct When Necessary
   If progress veers too far from the discussed guidelines, it’s time for a manager to take immediate and decisive corrective action. Pursue on a plan to return to targeted goals and explain the consequences for not getting back on track.

6. Provide Training
   Taking care of training needs of the team members is also important. This will equip them to handle the assigned task effectively. Training will help in a big way.

   The job of any manager is to get things done through other people, and delegation is the way to do it. The sooner one masters this vital skill, the sooner the organization grows and ultimately everyone will be benefited.

   Kishore Govinde (Finance & CS)...

*Die empty*

One of the most beautiful book to read is “Die Empty” by Todd Henry.

The author was inspired and got this idea of writing this book while attending a business meeting.

When the director asked the audience: “Where is the richest land in the world?”

One of the audience answered: “Oil-rich Gulf states.”

Another added: “Diamond mines in Africa.”

Then the director said: “No, it is the cemetery. Yes, it is the richest land in the world, because millions of people have departed, “they have died” and they carried many valuable ideas that did not come to light and benefitted others. It is all in the cemetery where they are buried.”

Inspired by this answer, Todd Henry wrote his book “Die empty.”

Where he did his best to motivate people to pour out their ideas and potential energies in their communities and turn them into something useful before it is too late.

The most beautiful of what he said in his book is: “Do not go to
your grave and carry inside you the best that you have”.
*Always choose to die empty*
The TRUE meaning of this expression, is to die empty of all the goodness that is within you. Deliver it to the world, before you leave
If you have an idea, perform it.
If you have knowledge, give it out.
If you have a goal, achieve it.
Love, share and distribute, do not keep it inside.
Shall we begin to give and remove, and spread every atom of goodness inside us.
Start the race....
*Die Empty*
Please read the full book

The article which impressed me...
I think this text is very beautiful, very true.....!
Hardly the day started and ... it is already six o'clock in the evening.
 Barely arrived on Monday and it’s already Friday.
... and the month is already over.
... and the year is almost up.
... and already 40, 50 or 60 years of our lives have passed.
... and we realize that we lost our parents, friends.
and we realize that it is too late to go back ...
So ... Let’s try, however, to take full advantage of the time we have left...
Let’s not stop looking for activities that we like...
Let’s put color in our greyness...
Let’s smile at the little things in life that put balm in our hearts.
And yet, we must continue to enjoy serenely the time that remains.
Let’s try to eliminate the “after”...
I do it after ...
I will say after ...
I will think about it after ...
We leave everything for later as if “after” was ours.
Because what we do not understand is that: after, the coffee cools ...
after, priorities change ...
after, the charm is broken ...
after, health passes ...
after, the children grow up ...
after, the parents get older ...
after, the promises are forgotten ...
after, the day becomes the night ...
after, life ends ...
And after that it’s often too late ....
So ... leave nothing for later ...
Because always waiting for later, we can lose the best moments, the best experiences, the best friends,

How to perform Dhanurasana? It is a very simple procedure. The different techniques and steps of doing the Bow pose are given below:
Steps for Dhanurasana:
1. First, lie down on your stomach.
2. Exhale, bend your knees and hold the ankles with hands.
3. While inhaling raise the thighs, head and chest as high as possible.
4. Try to maintain weight of the body on lower abdomen. Join the ankles. Look upward and breathe normally.
5. While exhaling, bring down the head and legs up to knee joint. Maintain this position as long as you can hold and slowly come back to the original position.

Yoga for health
Dhanurasana consists of two words: Dhanu meaning ‘bow’ and Asana indicating a ‘Yoga pose’. Thus the name ‘the Bow Pose’ because in the final position, the body resembles a bow. In this pose, the abdomen and thigh represent the wooden part of the bow whereas legs ,lower parts and arms represent the bowstring. This is the definition of Dhanurasana. This is one of the important Yogic postures, which is known for many health benefits and advantages such as weight loss, strengthening the lower back, treating asthma, making your entire spine flexible and supple and so on.

How to do Bow Pose Yoga

EYE Openers...
- Sometimes we feel all the doors are closed in our life, but all the doors may not have been locked. They may be waiting for your gentle push.
- When we get little, we want more. When we got more, we want much more. But when we lose everything, we realize that little was enough.
- Speak in such a way that others love to listen to you. Listen in such a way that others love to speak to you.
- The corrupt person has a price, while an honest person has a value.
- Two rules that help for peaceful life:
  1. Failure should never go to heart
  2. Success should never go to head.
- Three things for peaceful life:
  1. Don’t cry for what happened yesterday.
  2. Don’t fear for what is happening today.
  3. Don’t expect anything from tomorrow.
- Time and Smile are two crucial things in life.
Sometimes time makes us to forget how to smile.
Someone’s smile makes us to forget time.

Three things for peaceful life:
- Success is not key to happiness. Happiness is key to success. If you
- Learn to be happy with small things in life, big ones are usually artificial!
- Don’t think that TIME will change our life. TIME only changes the expiry dates of the opportunities

N N Murthy (Mysuru)...

IT abbreviations...
MB Mega Byte
MPEG Moving Picture Experts Group
MPLS Multi Protocol Label Switching
NIC Network Interface Card
OS Operation System
P2P Peer-To-Peer
PCB Printed Circuit Board
PDF Portable Document Format
PIXEL Picture Element
PNG Portable Network Graphics
PnP Plug-and-Play
PoE Power over Ethernet
POP Post Office Protocol
QHD Quad High Definition
RAID Redundant Array of Independent Disks
RAM Random Access Memory
RDP Remote Desktop Protocol
RGB Red, Green, Blue
RJ11 Registered Jack 11, physical specification for four-wire jack used for telephone systems
RJ4S Registered Jack 45, eight-wire connector in local-area networks
RTF Rich Text Format
SAN Storage Area Network
SMTP Simple Mail Transfer Protocol
Journey of an Eagle...

The map below shows the movement of an Eagle over a 20 year period.

It had the tracker fitted in Russia and it finally died in the Valley of the Child in Saudi Arabia.

It is very interesting to see just how far this Eagle travelled over it's 20 years of life and the great distances it travelled crossing many countries. Also, what is interesting to note is the way in which it avoided crossing the sea.

Bhootharadhane (Bhootha Kola)...

Bhootha Kola is a highly stylized ritual folk dance held in honor of the local deities. It could be categorized as a form of Shamanism, as the dancer performing it goes into a trance and acts as an oracle for the deity being channelised.

Bootha Kola or Kola Aata:
It is the worship of Daivas or Bhootas or Demi-Gods and is an ancient ritual prevalent among the Tulu speaking community in the Dakshina Kannada districts in Karnataka and in Kasargod taluk of Kerala (celebrated as Theyyam). It has also influenced Yakshagana folk theatre.

History:
This tradition dates back to 700-800 BC, coinciding with the immigration of the early Tulu tribes who introduced the initial cult. It is a form of spirit dance that is performed by the people of Mangalore from December to January.

Although, the origin of the Bhuta Kola of Mangalore is unknown, yet it seems to be an inevitable part of the socio-cultural life of Mangalore. Moreover, the ‘bhutas’ or the spirits worshiped during the festival are believed to be the guardians of the village, who protect the villagers as well as their livestock from the evil forces.

In fact, the spirits that are worshiped by the villagers are considered to be the attendants of Lord Shiva. It is noteworthy in this context that the ‘Kola’ is a kind of Bhuta worship that includes devotion, inspiration and entertainment.

Celebration:
The annual festival at Mangalore takes place in different stages. The festival begins with the cutting of plantain and is followed by a cock fight, the coming of ‘Bhandara’, flag hoisting, an informal invitation, putting on the make up, wearing the Gaggara etc. ‘Paddana’, a typical song is sung during the ceremony. These songs are narrative epics that narrate the genesis and proliferation of the Bhuta cult. Thus, as it is evident, the Bhuta Kola at Mangalore lies at the core of the village life.

My friend Pradeep enacted the Bhoota Kola during the college festival.

A Mother’s Joy

She wakes up in the middle of the night
To check if you’re alright
She holds you in her arms
Until you sleep tight
The happiness you bring
It makes her heart sing
She’ll never leave your side
She will always be your guide
Never take her for granted
Never make her cry
For a mother’s joy at the heart
Is the love of a child...

Bhaskar Reddy (PSD)...

SQL Structured Query Language
SSD Solid State Drive
SSL Secure Socket Layer
SWF Shock Wave Flash
TCHSCR Touch Screen
TCP Transmission Control Protocol
TFT Thin Film Transistor
TIF Tagged Image File
TP Think Pad
UPS Uninterruptible Power Supply
URL Uniform Resource Locator
USB Universal Serial Bus
UTP Unshielded Twisted Pair
VBS Visual Basic Script
VGA Video Graphics Array
VLC VideoLAN Client
VM Virtual Machine
VoIP Voice over Internet Protocol
VPN Virtual Private network
Wi-Fi Name of wireless networking technology uses radio waves to provide wireless high-speed Internet and network connections
WMA Windows Media Audio
WMV Windows Media Video
WQHD Wide Quad High Definition
WWAN Wireless Wide Area Network
WWW World Wide Web

Gowthami (ITM)...

From The Heart

A Mother’s Joy

She wakes up in the middle of the night
To check if you’re alright
She holds you in her arms
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For a mother’s joy at the heart
Is the love of a child...

Bhaskar Reddy (PSD)...

JEWEL IN THE NIGHT SKY
It has been there since,
The dawn of civilization
Illuminating the sky,
A friend for mothers.
Who feed children.
An inspiration for poets,
A fascination for scientists,
Communication mode,
For separated lovers.
Even the mighty oceans,
Love its sight.
The waves rise higher and higher
To reach it, just like heart beat
Of a man who sees his love of life.
It’s a beacon, guiding sailors to reach the bay.
The scars make it more beautiful
Nothing is more charming than
Night sky with this beautiful thing
Along with those stars......and the cool breeze
Filled with fragrance of jasmine flowers
*Indu Sekhar K (D&D)*

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Gnana Jatin M (Class 7th student), Son of Siva Sankara Rao M (Planning)...

Manjunath N (Purchase)...

Kum. Pavithra Srinivas, Sister of Puneeth GS (Planning)...

There are no seven wonders of the world in a child's eyes. There are seven million.
An employee’s story...

Success is not the destination; it’s a wonderful journey....

I started my career in this wonderful place called SAN engineering & locomotive Co. Ltd. on 25th October 2010.

I have witnessed SAN achieve greater heights in minimum time under the able leadership of the Top management.

SAN has been spreading its wings and increasing its product portfolio by adopting new technologies. The success can be tracked via their ever increasing customer base.

SAN is the place where I have learnt, grown by empowering myself by learning many new things under the able guidance of my Department Head & unwavering support of my team.

By implementation of the latest ISO standards, SAN has added 1 more feather to its cap.

Batu Caves, in Malaysia, is a limestone hill that has a series of caves and cave temples. It takes its name from the Sungai Batu (Stone River), which flows past the hill.

The cave is one of the most popular Tamil shrines outside India, and is dedicated to Lord Murugan.

San - The Ocean of technology.

Druvendra R (QA)...

The Petronas Twin Towers, a landmark of Kuala Lumpur, was the tallest buildings in the world from 1998 to 2004 and remains the tallest twin towers in the world.

National safety day...

SAN employees participated in the Safety day march, organized by Dy. Director of Factories (Mysore), in view of National Safety Day, followed by an oath taking ceremony led by Mr. N N Murthy (Unit Head - Mysuru plant).

Bhumika Chandan (A&F)...

Congratulations...

Lakshman & Ram (twins), B/o Mutturaj Rodda (Product Support Dept) have scored 88% & 81% in SSLC respectively, from Sri Sathya Sai School, Gulbarga Dist., the results for which was announced in May’19. Lakshman has scored 123/125 in Kannada & 96/100 in Social Science.

Eye Checkup Camp

Free Eyecheck camp for SAN Bangalore employees by Lenskart on 24th May 2019
MS. Sunitha R (D&D) - To build efficiency and ease of access, hyperlink should be provided to co-relate Master Index & Operation Manual with Part list.

Mr. Kishore N & Mr. Kiran Kumar (Purchase) - Utilization of space available below the staircase in the new building to store stationeries.

Mr. Rajesh K S (E&C) - Formation of GST CELL consisting of personal from Accounts, ITM, Marketing & Technical team; save Quotation without prices in the server; access, review and update in system, and send quote with correct HSN Code including applicable tax.

Mr. Prasada & Mr. Madhusudan (Loco Assembly) - Suggested to torque the Engine mounting pad before the engine is mounted on the main frame, in free place. Reduction in process time, saving on extension tool, avoids accidents, easy process as one person can handle.

We wish the couples a very happy & prosperous married life.

26th May 2019 was the 12th death anniversary of our former chairman Mr. Subhash K Thakker. A 2 minute silent prayer was held to pay homage to our former chairman.

Note: Thank you all for your enthusiastic response and contribution to articles. Due to space constraint, we were unable to accommodate all of the articles received. The same shall appear in the next edition.

<table>
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<tr>
<th>Name</th>
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<tr>
<td>Mr. Sureshan</td>
<td>Production - ICF</td>
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<td>Mr. Srinivas Murthy G V</td>
<td>Officer - Stores</td>
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**Welcome Aboard**

**March - 2019**

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Mr. Nagesha M</td>
<td>Engineer - Loco Assembly</td>
</tr>
<tr>
<td>Mr. Govinda Raj R</td>
<td>Associate Engg. - Machine Shop</td>
</tr>
<tr>
<td>Ms. Pooja Y Bidikar</td>
<td>Engineer - Purchase</td>
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<tr>
<td>Mr. Punit Kumar</td>
<td>Engineer - Sales &amp; Marketing</td>
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**April - 2019**

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<tr>
<td>Mr. N Udhaya Ravi</td>
<td>Manager - Accounts</td>
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<tr>
<td>Mr. Thirumurugan M</td>
<td>Engineer - Service</td>
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<tr>
<td>Mr. Dhanapal N</td>
<td>Engineer - Service</td>
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**May - 2019**

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<tr>
<td>Mr. Rajeev Kumar V</td>
<td>Operator</td>
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<tr>
<td>Mr. Raju T N</td>
<td>Operator</td>
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<tr>
<td>Mr. Murthy N N</td>
<td>AGM - Manufacturing</td>
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<tr>
<td>Mr. Kalinge V R</td>
<td>Operator</td>
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<tr>
<td>Mr. Udaya Kumar T</td>
<td>AM - Secretarial</td>
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<tr>
<td>Mr. Nagaraj V</td>
<td>Jr. Technician</td>
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<tr>
<td>Mr. Sunkuru Ranjan Kumar Patra</td>
<td>GM - HR &amp; IR</td>
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**June - 2019**

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<tr>
<td>Mr. Thanikachalam C</td>
<td>Service</td>
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<td>Mr. Nagaraj G N</td>
<td>Fabrication</td>
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<td>Mr. Veerayya N</td>
<td>Purchase</td>
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<tr>
<td>Mr. Kiran Kumar D</td>
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<td>Mr. Druvendra R</td>
<td>QA</td>
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<tr>
<td>Mr. Abhijit Podder</td>
<td>Sales &amp; Service</td>
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**Employee name (Department)**

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<tr>
<td>Mr. Prabhakar K S</td>
<td>DM - Accounts</td>
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<tr>
<td>Mr. Vasudevan A V</td>
<td>Manager - Works</td>
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<td>Mr. Mukund A</td>
<td>Manager - PED</td>
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<tr>
<td>Mr. K Srinivasan</td>
<td>DGM - Sales &amp; Marketing</td>
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**May – 2019**

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<tr>
<td>Mr. Lakshaiah V</td>
<td>Fitter</td>
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<tr>
<td>Mr. Balaji Kumar K</td>
<td>DM - Sales &amp; Marketing</td>
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<tr>
<td>Mr. Ganesh D U</td>
<td>Operator</td>
</tr>
<tr>
<td>Mr. Nagalingam</td>
<td>Operator</td>
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<tr>
<td>Mr. Govindaraj D T</td>
<td>Operator</td>
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<tr>
<td>Mr. Srinivas Murthy G V</td>
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**Wedding Bells**

We wish the couples a very happy & prosperous married life.

**Editorial**

*SS* *RN*

in existence since 1969...