



CRGO
Laminations

Core Coil
Assembly

Transformers

Transformer
Tanks

EPC

Solar

Stringing
Tools

Material
Handling

- CEO's MESSAGE -

My dear KRYFSians,

As we complete 2018-19 at KRYFS, our 27th financial year, we look back and take stock of what went right and what could have been better.

As a company we have many assets and resources, all of which contribute to our contribution and adding value to our community, society, and nation.

However, our most important asset and resource are our people, You. Without everyone's contribution, KRYFS could never have become the workplace that it is. KRYFS is our second home, away from home as all of us spend most of our waking hours over here. It is our main Karmabhoomi, where we all do our karmas. As you know that the only thing attached to our soul takes with it, when we leave our bodies, are our karmas. Therefore it is imperative that we think about our karmas as they will be with us for many lifetimes, not just this one.

At KRYFS, we have our 7H values which guide us through our journey of life. I have personally found that whenever I am in a dilemma of making a choice or I am confused about a decision or direction to take, my reference to the 7 H values, always helps me gain clarity of thought.

Therefore at the beginning of this new Financial year 2019-20, I urge all of you to live life fully and live life by the

values that define you, whatever they are. Without a set of values, life is meaningless and nothing means anything to us.

The blessing and curse of being human is that we make our own heaven and hell in our lives. The intellect that allows us to think and reason, if not handled with care can as easily make our lives living hell. How many of you have experienced feeling down or sad for no reason at all? Or getting angry and frustrated but not being able to identify why? How many of us are aware of our emotional well being beside physical well being?

As we proceed in this financial year, let us ensure that we are always aware not only of our emotional well being but that of our colleagues and family members who are around us. Let us ensure that we always live life with our values and self respect intact and don't create any karmas in our life that will have negative influences not only in this lifetime but beyond.

I hope my message resonates with some of you and you are able to live life to the fullest. I wish you and your families all the very best for a healthy, happy and honorable future.
With warm regards

Your fellow Humsafar at KRYFS,

SAIF QUREISHI

CEO AND MD, KRYFS POWER COMPONENTS LTD.



- KRYFSian Corner -

In conversation with Vijay Kumar Dubey Plant Head - Palgaar

- ***It's been more than 25 years that you have been with KRYFS. How is the experience so far?***

My experience with KRYFS is fantastic so far, today whatever I have achieved & learned in my life till date is from KRYFS. The Senior Management team has always given me full support and opportunity to develop myself and all the people working here, special thanks to Senior Sir & the senior management team. I have started my KRYFS journey as a security person in the year of 1992, that time KRYFS was a very small unit at Palghar and in the beginning years of KRYFS there were not many facilities like what we have today. I am learning daily step by step everything in KRYFS from the beginning to date and contributing to the growth of our company.



- ***Your journey with KRYFS is a very inspiring story. Please share your biggest hurdle so far and how you overcame the same.***

My biggest hurdle was in April 2000, when suddenly the plant head of Palghar unit left KRYFS, Senior Sir & Saif Sir gave me the opportunity to lead the plant as a manager, but at that time I had no idea or the experience of management skills to handle the production or the factory.

I was not sure whether we will be successful or not because at that time our team was new and have very little experience, the senior management gave me full support & guided me in my work. I kept learning and exploring and in few months I developed myself and a team to achieve KRYFS goals/dreams.

- ***Your inspiration.***

My inspiration is hard work with honesty in KRYFS as well as in personal life, helping other people needs motivates me to work harder.

- ***What drives you in life and at work ?***

What drives me in my personal life and at the workplace is to focus on work with utmost Honesty and sincerity. Never stop working hard to achieve your targets and goals.

- ***A few tips for the youngsters who would like to get into the same field as yours.***

1. Join the organization with full dedication of hard work with honesty to achieve your personal goals and also organizations goals.
2. Work as a team member and focus on your work to achieve the goal of the company.
3. Trust your team and Organization.



फूल शबनम में डूब जाते हैं, ज़ख्म मरहम में डूब जाते हैं,
जब कोई आसरा नहीं मिलता हम तेरे गम में डूब जाते हैं |

-Javed Khan



Honesty

- Employee Engagement -

DIWALI CELEBRATION

KRYFS STARTS OFF WITH A FULL HOUSE DIWALI DECORATION COMPETITION. THE WINNING TEAM CRM WON FREE MOVIE TICKETS FROM KRYFS.



Humility

- Employee Engagement -

CHRISTMAS CELEBRATION



दिप बन जलते रहो श्रम हमारा आचरण है क्रम हमारा है लगन का अनगिनत हाथों की शक्ति बाँध कर चलते रहो,

दीप बन जलते रहो, श्रम - दीप से जलते रहो |

श्रम हमारा आचमन है भोर की पहली किरण का अडिग संकल्पों को लेकर कर्म में ढलते रहो,

दीप बन जलते रहो, श्रम - दीप से जलते रहो |

श्रम हमारा आगमन है मुस्कुराते हर जनम का लक्ष्य अर्जुन सा सम्भाले प्रगति - नित करते रहो,

दिप बन जलते रहो, श्रम - दिप से जलते रहो |

Satyendra Tiwari



Humanitarian
Approach

KRYFS
Hamesha Kaizen

- Employee Engagement -



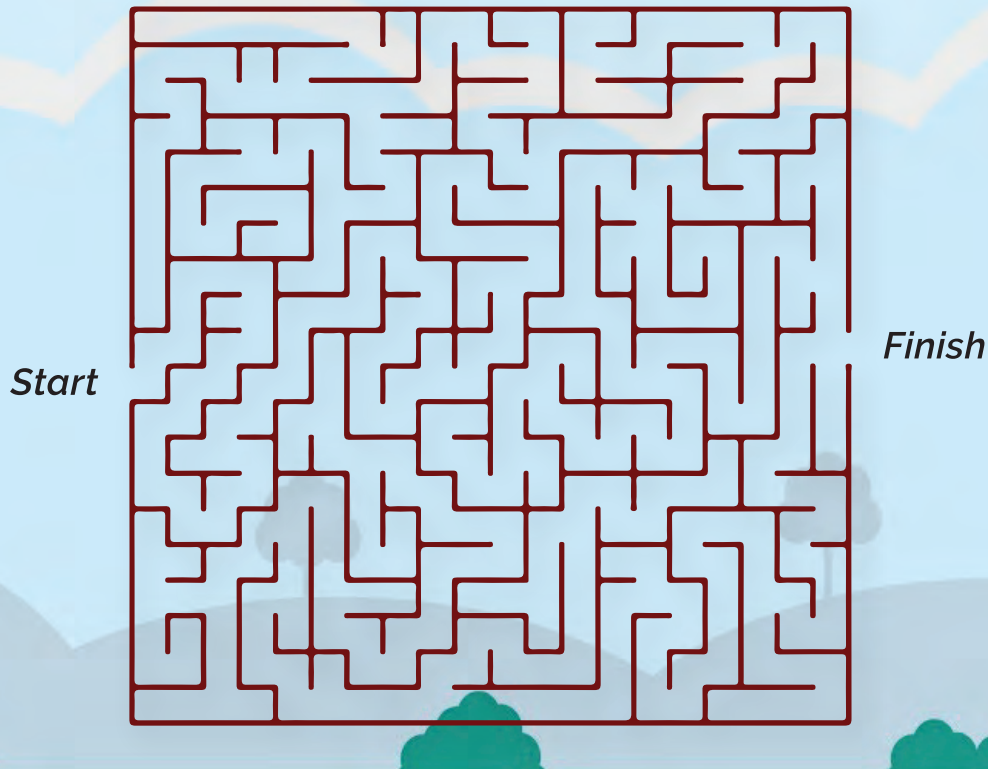
KRYFS PREMIER LEAGUE 2018-19



HOLI CELEBRATION



- Games -



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

Find The Given 8 Words From The Puzzle Given.

1. **KRYFS**
2. **TOYOTA**
3. **POWER**
4. **CRGO**
5. **HAMESHA**
6. **KAIZEN**
7. **LAMINATION**
8. **ELECTRICITY**

- Employee Engagement -

WOMENS DAY

EVERY WOMAN IN KRYFS WAS SUPRISED BY A SECRET MESSAGE FOR THEM,
WRITTEN BY THEIR DEAR ONES.

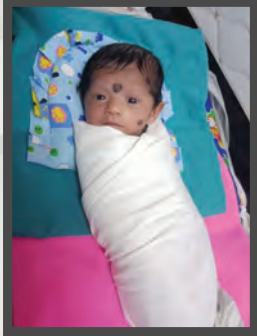


- What's New -

NEWLY BORN



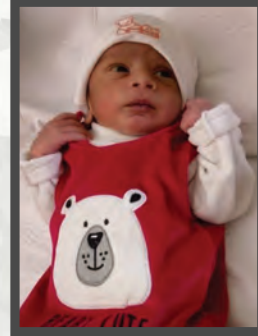
Aarav and Avika
Twins of Vineet
DOB: 15th Oct 2018



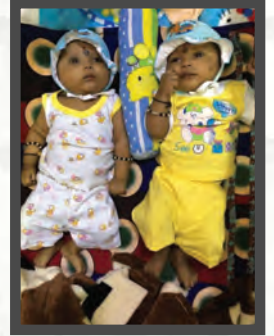
Shivanya
Nitesh's Daughter
DOB: 21st Sep 2018



Drishya
Dilip's Son
DOB: 19th Sep 2018



Agastya
Abhishek's Son
DOB: 02nd April 2019



Dhairya and Dhanush
Twins of Madhushri
DOB: 08th March 2019

KRYFS LENS is a new initiative taken for employees, giving them a platform to share their best and meaningful photographs with the world.

If you've taken a great picture you want to share with the world, please email it to us and we will review and put it up on the KRYFS website under the table KRYFS Lens(Social Connect) for the rest of the world to see your talent.

Generally photos should be meaningful and avoid photos of your self or partying or similar. They should be photos about life, scenery and something that touches the heart. Photo should be original and taken by you or a family member or a friend. You can write a few lines if you wish. Due credit will be given to the photographer's name on our website.

We are eagerly waiting to see what KRYFSians provide us with at marketing@kryfs.com
Information needed

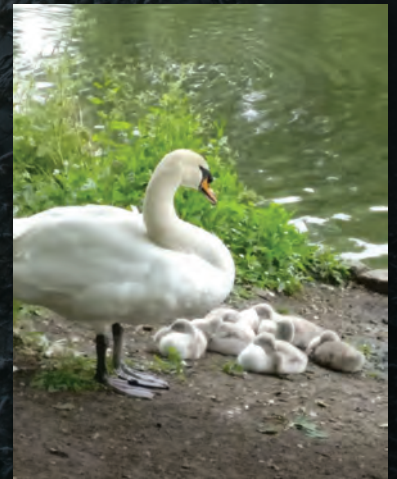
Your Name, Place of Capture and a Small Caption.

KRYFS LENS

www.kryfs.com/kryfslens



Sanjeev Chabra
Location: Bihar



Saif Qureishi
Location: London

- Employee Engagement -

NAVRATRI CELEBRATION

GREAT NAVRATRI CELEBRATION EVERYONE WAS COLOR COORDINATED.
NAVRATRI VIBE COULD BE FELT BECAUSE OF ALL THE COLORS THROUGHOUT THE FESTIVAL.



NEWLY MARRIED



SWATI GAIKWAD'S WEDDING
WITH MR. SANTOSH
ON 17TH MARCH, 2019



NILESH PATIL'S WEDDING
WITH MRS. SMITA
ON 19TH MAY, 2019



NISHANT KASHYAP'S WEDDING
WITH MRS. ANITA
ON 23RD FEB, 2019



HARDIK PANCHAL'S WEDDING
WITH MRS. JINAL
ON 10TH DEC, 2018

Corporate Social Responsibility



**KRYFS team
happy to serve
lunch every friday**

At Vinobha Bhawe Hospital,
Silvassa #CSR



WOMEN EMPOWERMENT PROGRAMME



ZEPSART organised 'Diya painting training workshop' as on 23.10.18 at Dolara village as a part of women empowerment programme under 'VDP' (Village Development Programme by KRYFS). 18 women participated. Miss. Vashnavi Kumbhar, Mumbai (Applied art graduate) was the trainer.



10 WOMEN ARE READY TO DO THIS BUSINESS IN THIS DIWALI FESTIVAL.

In Collaboration with
Rotary club of DNH

MEGA HEALTH CHECKUP CAMP AT KHERDI

- 9 Doctors
- 218 Patients Covered

Free Medicines and Snacks were also
provided to all the patients.



Hamesha Kaizen



- Employee Engagement -

THE KRYFS WAY - DEVELOPING CULTURE

OPENNESS

ACTION	BEHAVIOUR	CONSEQUENCES
Provide/create Opportunities.	→ Good Listening & Understanding	→ Better & Open Communication
Do Not Blame People	→ Respect For People	→ Harmony
Actively Participate, Encourage & Motivate.	→ Positive Attitude	→ Growth & Learning

INTEGRITY

ACTION	BEHAVIOUR	CONSEQUENCES
Better Planning & Proper Communication	→ Display Commitment	→ Stakeholder Satisfaction
Following Company Policies & Processes	→ Being Professional	→ Enhancement Of Brand Value
Appreciate & Motivate People	→ Respect For People	→ Team Work

LOGICAL THINKING

ACTION	BEHAVIOUR	CONSEQUENCES
Collate And Interpret Data	→ Analytical	→ Clarity Of Thoughts & Communication
Evaluate Urgency & Importance Of Task	→ Prioritization	→ Effective Time Management
Take Responsibility & Lead By Example	→ Cost Consciousness	→ Elimination Of Waste

THE KRYFS WAY - DEVELOPING PEOPLE

OWNERSHIP

ACTION	BEHAVIOUR	CONSEQUENCES
Clarity Of Role & Goals	→ Being Responsible	→ Improve Company Performance
Active Listening	→ Being Empathetic	→ Sincere Communication
Trusting People	→ Being Supportive	→ Task Completion & Honoring Commitment

INITIATIVE

ACTION	BEHAVIOUR	CONSEQUENCES
Encourage & Motivate	→ Responsiveness	→ Proactive Organization
Appreciate & Reward	→ Being Open Minded	→ Innovation
Timely Review & Monitoring	→ Being Specific	→ Better Results

LEARNING

ACTION	BEHAVIOUR	CONSEQUENCES
Mentoring	→ Sharing Knowledge	→ Consistent Growth
Asking Questions	→ Be Supportive	→ Continuous Improvement
Challenge The Status Quo	→ Continuous Learning	→ Be Competitive

- HAMESHA KAIZEN -

NEW KRYFSIANS ON THE BLOCK

Name	Function	Sub - Function
Pooja Bangare	Finance & Accounts	Company Secretary & Legal
Abhishek Gole	Finance & Accounts	Procurement
Anshu Kumar Srivastava	EPC	Quality & Safety
Shravan Kumar Pandey	EPC	Stores
Jnana Prakash Parida	EPC	Project Execution
Shrutika Murkar	EPC	Finance & Commercial
Mukesh Mittal	Finance & Accounts	Finance & Accounts
Hardik Panchal	Finance & Accounts	Procurement
Shadab Kabir Ahemad	EPC	Project Procurement
Maulik Rajgor	Manufacturing	PPC
Risheeraj Jain	Marketing	Marketing
Shashi Bhushan Jha	EPC	Accounts & Commercial
Pooja Prakash Bagwe	Finance & Accounts	Accounts
Suwendu Mondal	EPC	Stores
Mekala Shiva	Sales, Service & CRM	Sales
Pawan Kumar Pandiya	Finance & Accounts	Commercial
Shweta Sharma	EPC	Finance & Accounts
Sidharth Jagdishbhai Sisodhiya	Manufacturing	Production Planning & Control
Chandrashekhar Kashyap	EPC	Finance & Commercial
Dhairya Shah	CEO's Office	CEO's Office
Altamash Shaikh	Finance & Accounts	Commercial
Rishikesh Jha	Sales, Service & CRM	CRM
Ratnakar Tigote	Finance & Accounts	Procurement
Shivani Rai	Finance & Accounts	Finance & Accounts
Ajeet Mishra	Sales, Service & CRM	Sales
M D Hasnain	Sales, Service & CRM	Service
Sharad Jha	EPC & Solar	EPC & Solar
Devika Patel	Finance & Accounts	Finance & Accounts
Biswajit Mallick	Sales, Service & CRM	Sales
Avijit Mandal	Quality & Sustainability	Quality
Anil Kumar	Sales, Service & CRM	Sales
Rounak Malkan	Information Technology	Information Technology
Mahendra Sonkar	Manufacturing	PPC
Mahendra Prasad	Manufacturing	Design
P K Ashwin Rajeev	Manufacturing	Manufacturing
Nilesh Khot	EPC & Solar	Tendering
Anirban Banerjee	Sales, Service & CRM	Sales
Abdul Danish	Manufacturing	Production
A K Pandey	Manufacturing	Production
Kranthikumar Gadegoni	Sales, Service & CRM	CRM
Devendra Sharma	Manufacturing	PPC
Vineet Kumar Mishra	CEO's Office	Innovation, Research & Development
Sushil Kudtudar	Sales, Service & CRM	CRM
Rahul Satanker	Manufacturing	Design