



BUILDING Relationships



Relationships

Civil Engineering Construction Contractors

Dear Colleagues:

Until a few months ago we thought that the growth of the Indian economy for the next few years was guaranteed to be over 8% pa. Funds were pouring in from overseas and major projects were being announced in every sector all over the country. There was no shortage of construction work for contracting companies and the only shortage was of the human resources required to complete all the projects that had been announced and for which funding had apparently been arranged.

Those who have been working for many years will have realised that the periods of growth and slow down come in cycles. When the market is going through a boom time, it is as sure as anything that the slow down will come. And conversely, when the market is down it is as sure as anything that the good times will come again. What cannot be accurately predicted is how long each cycle will last. Each time during a down turn in the market it appears that this time it is worse than ever before. And each time we come out of it and then later there is another slow down which seems to be worse.

This time the down turn has been triggered by a credit crunch. Banks and Institutions around the world competed aggressively with each other to give loans to individuals to buy homes. The Banks and Institutions then sold their liabilities to raise more funds so that they could lend more. These liabilities were packaged and traded between Banks and Institutions as complex instruments. Insurance Companies jumped into the picture and insured the liability. The easy availability of credit artificially increased the value of properties to unrealistic levels. So when the individuals could not repay their loans and house prices started falling, the Banks did not have enough security against their loans. The effect of this has wiped out many International Banks and Insurance Companies and even those that have not been wiped out have needed to merge with stronger Banks to stay alive. The Governments in the US, UK and Europe are funding the losses to prevent Banks and other businesses from collapsing as this will cause great hardship by way of loss of jobs and this will have the affect of accelerating the recession.

This has had an adverse affect on India as the export of goods and services particularly IT and BPO services have been badly affected. And the real estate industry which was artificially churned up has also had a major correction.

How does this affect us ? Fortunately, we are not exposed to the Real Estate market directly. But we are exposed indirectly as many of our clients are Developers. Fortunately none of the projects on our order book have been cancelled. And all our clients are reputed and solvent business parties or Government organisations. However, in some cases, clients have indicated to us that they propose to delay the start of some phase of work or curtail the speed of work.

At a time like this execution of work becomes much easier. All resources are more easily available and there is no excuse for non performance. It is important that we work within the limits of the funds available with our clients and ensure that prompt certification of our Bills and prompt collection of dues becomes our prime focus. Experience shows that at such times when the cash flow of our clients is affected they instinctively find reasons for non certification of Bills on flimsy grounds. It is essential that our documentation is perfect and delays in receipt of drawings, decisions and other resources and hindrances to our progress caused by non compliance by the clients or their consultants are promptly and accurately recorded. And it is important that all correspondence from the client and their consultants is promptly replied to.

Most important is for us to keep an even tighter control on our costs than at normal times because our competitors will be cutting costs across the board and to keep alive in business we must remain competitive. So all forms of excess or wasteful expenditure must be avoided. It is more important than ever to work to budgets. The revenue and cost breakup for each current and future period of each project must be kept in focus at all times and every attempt must be made to do better than the budget.

The silver lining to all this is that our country is one of the least affected by this down turn and we have the best chance of coming out a stronger and better economy. And that our Company is one of the least affected in this down turn and has the best chance of emerging as a stronger and better Company.

The continuing success of our Company is upto each of us separately and to all of us collectively. Separately we are but small drops, but together we can be as strong as the mighty Ocean !

Mr. Kaiyoze Billimoria
Managing Director

“As Chairman, Beji has run the Company with discipline, courage, dignity, strong values, honest commitments and generosity. Beji & I give our blessings to Kaiyoze & Digant that they may do the same.”

- Mrs. Mehroo Billimoria

For Team BEB, all roads led to Jade Gardens on the terrace of Nehru Centre Podium in Worli, Mumbai on 1st November 2008. It was a red letter day for all the employees past and present of our Company. Completing an illustrious 50 years in a highly competitive and mostly unorganized industry and establish formidable reputation for high quality, timely delivery, integrity and rectitude no mean achievement. This was an occasion to look back; to take stock and feel nostalgic about the attainments and laurels; take a detached look at trials and tribulations which honed our capabilities; to honour those who have served the Company for long periods and to remember those members of the team with gratitude who are no longer around to see this day.

All those who assembled were in a festive mood. The venue was tastefully decorated and lighted. It was in the fitness of things that the celebration was held in a monumental building built by us. The tower portion of the Nehru Centre soared in the star-lit sky and it appeared as if the Tower was presiding over the celebration.

Everybody was curious to know whether Mr. B. E. Billimoria would be attending the celebration considering his age. When he came to the venue, a murmur of delight went through the audience.

Mr Varughese George, GM HR had the honour of being the Master of the Ceremony. There were special invitees to the celebrations people who had worked with integrity and diligence for several years. Unfortunately some of them could not make it for health reasons but we had the privilege of having Mr A.S. Godbole, Mr B.K. Shah and Mr N.B. Nambiar who had retired from the Company.

During the last three years our Company has grown at a rapid clip. A large number of employees have joined the Company during this period who did not know the history and achievements of the Company. It was the desire of the Management that a presentation be made as a part of the Golden Jubilee Celebrations which will highlight the Company's history, its achievements, its core values, the work culture and its ethos. The mantle fell on Mr D.R. Nayak then AGM Technical and Marketing who made an impressive presentation. The lead slide of his presentation was that of the iconic Indian Airlines Hangar at the domestic

Celebrating 50 Golden Years

1st. November 2008 - 'Jade Garden', Nehru Centre, Worli

airport, Mumbai. He likened this structure to a bird which has spread its wing and was about to soar into the sky. This was symbolic of the Company's spirit which has enabled it to undertake challenging projects and create landmark after landmark.

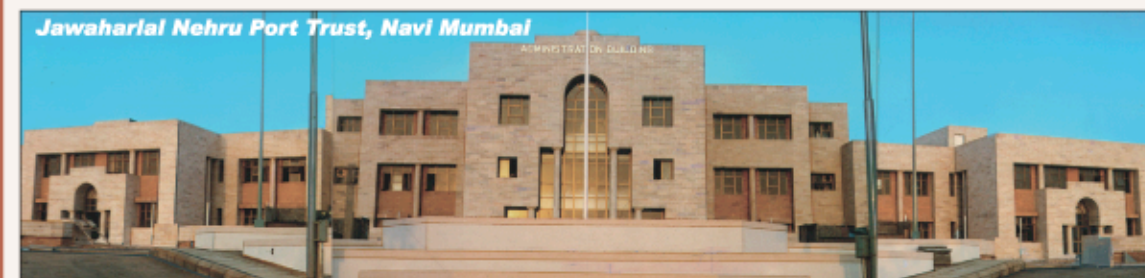
Next our Executive Director, Mr T. Ramakrishnan came up on the dais and narrated how his career was closely intertwined with the Company's history. He traced the growth of the Company and also dwelt on how the Company's founders laid great stone by quality, safety and commitment to our clients' interests.

Mr B.N. Naik, Director Engineering, narrated his long association with the Company through trials and tribulations and dwelt with pride on various challenges met and complex projects completed to clients' satisfaction.

One of our stalwarts, Mr. C.V. Patel, Vice President Projects (Western Region), reminisced about his years with BEB. It must have been an emotional time for him because he was in-charge of the Nehru Centre Project.

Mr S.N. Bhat, Vice President Operations, Mr R.K. Mistry, Mr S.D. Thakur, Mr B.K. Shah (special invitee) also spoke and enlightened the audience about their association with the Company.

The Founders of the Company along with their wives were invited to the dais followed by a standing ovation. They were each presented a bouquet by the BEB brigade of pretty ladies.



Jawaharlal Nehru Port Trust, Navi Mumbai

Mrs. Mehroo Billimoria, wife of the great founder and Chairman Emeritus Mr Beji Billimoria, took the opportunity to walk down the memory lane. She enlightened the audience by narrating how Mr Beji Billimoria with his father's able guidance and help was able to establish this Company along with a team of highly qualified brilliant engineers who have been the backbone of the Company till today. She specially remembered Mr B.N. Naik, Mr S.N. Bhat, Mr M.O. Shah and Mr Parameswaran who had joined BEB for a salary of Rs.400/- per month and is the present Chairman of the Company.

Thereafter the Company's Co-founder and Vice-Chairman Emeritus regaled the audience with his characteristic wit and gems of wisdom. He went on to say that the BEB staff in the last 50 years had worked together, quarreled with one another, stared at each other, smiled also but with no rancour in the spirit of 'Vasudhaiv Kutumbakam' and vowed to carry this torch of teamwork in the journey ahead.

Our Chairman Mr N.C. Parameswaran spoke with his usual candour and narrated the early struggles of the fledgling BEB when works were very few and the number of contractors were very large. He also dwelt on the hard work put in by the founders and himself and the sufferings undergone by them. He recalled an instance when Mr Kapadia was admitted in hospital had helped in the working of a tender from his hospital bed. Such was the fanatic dedication of the founders to their work.

Mr Parameswaran recalled the help received from the various clients and consultants.

He also told the audience how Mr B.E. Billimoria did not believe in making easy money and how commitment to the clients came before everything else. Once a commitment was given to a client Mr Billimoria saw to it that it was fulfilled even if it meant incurring loss.

Mr Parameswaran singled out Mr B.K. Shah and Mr M.O. Shah for special mention and grateful praise. Mr B.K. Shah at JNPT Project site (shown below) and Mr M.O. Shah at Satna Project Site steered the Company's work in perilous conditions and saved the Company and its Directors from harm by acting as a shield. Mr Parameswaran advised the present generation of engineers and managers to emulate the example of Mr B.K. Shah and Mr M.O. Shah and act as owners of their projects. That was the only key to future growth and prosperity.

Finally Mr Parameswaran advised the young and dynamic Managing Directors that they can fully rely on the sound foundation laid by the illustrious founders and can raise an edifice of whatever height they desired.

A scrumptious chocolate cake ordered for the occasion was cut by the founders followed by presentation of Silver Mementos to the founders at the hands of Mr B.N. Naik, Mr D.V. Kulkarni and Mr T. Ramakrishnan.

The veterans of the Company who had completed 25 years and more were felicitated with a TITAN Wrist Watch and the celebrations were brought to an end with a vote of thanks by our CFO, Mr Monesh Bhansali. A sumptuous buffet dinner was laid out for the audience.

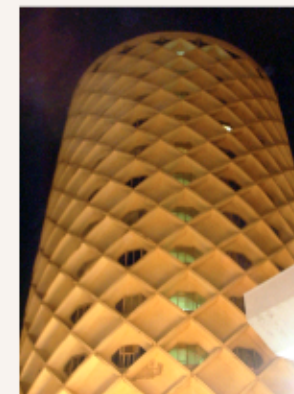
It is axiomatic that for every person on the stage there are many behind the stage working tirelessly for several days to make the celebrations a resounding success. One cannot conclude this write-up without mentioning the toil of Mrs. Jiloo Billimoria (wife of Mr. Kaiyoze Billimoria), Mr Varughese George, Mr Monesh Bhansali and the large team with them which saw to every minute detail and the pretty ladies brigade lent charm and grace.

We now look forward to the diamond jubilee celebrations ten years hence.

Compiled by Mrs. Sneha Natarajan & Mr. D. R. Nayak

“When we got a project of Rs.31 Lakhs Mr. Billimoria could not sleep. Today we are getting a job of Rs.200 Crores and everybody is sleeping peacefully, that is the change we have made during the last 50 years”

- Mr. N. C. Parameswaran



“The mantra you have to learn in this company is very simple. One is hard work and the other is sincerity and you will reach the level wherever you want to be if you have an ambition.”

- Mr. T. R. Ramakrishnan

Letters to the EDITOR

Hats Off to HO for the arrangement made for the Golden Jubilee Celebrations at the Jade Garden on 1st November 2008. I very much appreciate their efforts. The celebrations will be remembered for a long time by those who have attended. Photo slides require to be edited correctly and many of them are distorted which need to be restored. Unfortunately works executed in 80s and 90s cannot be photographed again and will require to be preserved with care. I can be of help to edit and bring back the pictures to original form

D. V. Kulkarni, Director - Projects

Our sincere thanks for such a grand celebration for the Golden Jubilee of our Company. It was simple but glamorous and yet a dignified function. The presentation by Mr D.R. Nayak was nice and catchy. Many of us came to know for the first time that the several prestigious projects all over the country are to our credit. The talks by Mrs Mehroo Billimoria, Mr L.K. Kapadia, Mr N.C. Parameswaran and several other Veterans of the Company were so lively with their past experiences which enlightened us on the work culture nurtured over the years that led BEBL to achieve this monumental milestone. We, staff of Antilia Site, wish to assure the Management that we shall leave no stone unturned to take the Company to greater glory and there is no doubt that we shall celebrate the historic Diamond Jubilee on 1st November 2018 in a befitting manner.

Staff - Antilia site

The Golden Jubilee Celebration on 1st November 2008 was a memorable event. It was gratifying to see so many veterans and stalwarts being felicitated who have made the organization proud. On a personal note, I felt honoured for the privilege of making a presentation on Company's history, work culture and ethos. While my presentation was in progress, I noticed that Mr. B. E. Billimoria was listening attentively and nodding with appreciation. This was a reward in itself which I will cherish forever.

Dinesh Nayak, Dy. G. M. - Tech & Mktg.

Congratulations for the grand success of our 50 years celebrations. We wish BEBL more success.

Mayur Dharja, Sr. Engineer

What an achievement - 50 years of hard work, 50 years of goodwill and reputation and a long list of landmark projects. 1st November indeed was a proud day for us.

Prakash Sadavarte, Executive Assistant



Founder & Chairman Emeritus - Mr. B. E. Billimoria seated with wife Mrs. Mehroo Billimoria at the Golden Jubilee celebration held on 1st November 2008



Co-Founder & Vice-chairman Emeritus - Mr. L. K. Kapadia seated with wife Mrs. Pushpa Kapadia



Mrs. Billimoria sharing a slice of the Jubilee cake with Chairman Emeritus - Mr. B. E. Billimoria



Mrs. Billimoria addressing the audience at 'Jade Garden' Nehru Centre, Worli



Key note address on the auspicious occasion by Vice-chairman Emeritus - Mr. L. K. Kapadia



Inspirational message by our thoughtful Chairman - Mr. N. C. Parameswaran



Mr. Kalyoze Billimoria - Managing Director receiving a floral tribute



Mrs. Jiloo Billimoria, wife of Mr. Kalyoze Billimoria cheerfully accepting a floral tribute



Our Chairman - Mr. N. C. Parameswaran being honoured with a floral tribute



Mrs. Sethulakshmi Parameswaran, wife of Mr. N. C. Parameswaran, receiving a floral tribute



Mr. Digant Kapadia - Managing Director presented with a floral tribute



Mrs. Nayana Kapadia, wife of Mr. Digant Kapadia, accepting a floral tribute



Top level of the large BEB family



Mr. B.N. Naik, Director - Projects



Mr. C.V. Patel, V.P. - Projects, (W.R.)



Mr. T. Ramakrishnan - Executive Director



Mr. S.N. Bhat - V. P. - Operations



Mr. B. K. Shah, Ex. Employee



Vote of Thanks by Mr. Monesh Bhansali - C.F.O.



Mr. D. R. Nayak - A.G.M. - Tech. & Mktg.



Mr. S. D. Thakur, Manager - Payroll



Mr. R. K. Mistri, Sr. Manager - Accounts



A reason to blush, Mr. Kalyoze Billimoria - Managing Director



Full of laughter, Mr. Digant Kapadia - Managing Director



Founder, Mr. B. E. Billimoria is presented with a silver plaque of honour by Director-Engineering, Mr. D. V. Kulkarni



Co-Founder, Mr. L. K. Kapadia being honoured with a silver plaque by Director-Projects, Mr. B.N. Naik



Chairman, Mr. N. C. Parameswaran being felicitated with a silver plaque at the hands of Executive Director, Mr. T. Ramakrishnan



Master of Ceremonies Mr. Varughese George, G.M.-H.R.



Mrs. & Mr. B.E. Billimoria in a cheerful mood with Mr. Kesarkar



Mr. N.C. Parameswaran locked in a friendly hand shake with Mr. N. B. Nambiar



Top level of the large BEB family



Golden Jubilee emblem



A moment of laughter



Mr. B.E. Billimoria receives a floral tribute from Mrs. Sneha Natarajan while Mr. L. K. Kapadia looks intently



25 years' service awardees



Young BEB family members seated alongwith stalwarts



BEB family members and Sr. Management personnel listening with rapt attention



Mr. Monesh Bhanani, congratulates Mrs. Mehroo Billimoria on the occasion



Mr. L.K. Kapadia shares a joke with ladies



Sr. Management personnel & recipients of 25 years' service award



Founder & Chairman Emeritus Mr. B.E. Billimoria gratifies Mr. Digant Kapadia



Co-founder & Vice-chairman Emeritus Mr. L.K. Kapadia rewards Mr. K. B. Billimoria



Speeches by veterans hold the attention of BEB employees



Mr. L.K. Kapadia greets Mr. Godbole



Mr U. R. Harihara on a contemplative note



Mrs. M. Billimoria congratulating Mr. P.J. Daruwalla



Mr. K.B. Billimoria presenting the award to Mr. D.V. Kulkarni



Mr. Digant Kapadia & Mr. K. B. Billimoria have a word with each other



Mr. S.N. Bhat receiving the award from Mr. K.B. Billimoria



Mr. K.B. Billimoria presents the award to Mr. D.K. Desai



Mr. P. N. Nair receives the award from Mr. L.K. Kapadia



Mr. L.K. Kapadia presents Mr. Dinakaran with the award



Appreciative gesture from Mr. L. K. Kapadia as he delivers the award to Mr. Johnson V



Mr. D. L. Kapadia congratulating Mr. V. G. Suriekar



Mr. L.K. Kapadia presenting the award to Mr. Vijayan



BEB employees listening intently



Mr. D.A. Chemburkar greets the dignitaries



Sr. Management totally engrossed during the speeches



Mr. N.R. Parikh receiving the award from Mr. D.L. Kapadia



Mr. Murlidharan Nair receives the award from Mr. K.B. Billimoria



Mr. N.C. Parameswaran giving the award to Mr. A.K. Pangam



Mr. N.C. Parameswaran congratulating Mr. Ashok Tambe

Appreciation Appreciation Appreciation Appreciation

Mr. Abdul Karim Khan

Sr. Engineer - Antilia



The Management Committee appreciated Mr Abdul Karim Khan for his proactive role in preparing formats for the purpose of recording wastage control for cement and all finishing materials and in making his suggestions to help the Management Committee to focus on issues that could have significant impact on working at sites.

The Management Committee would appreciate if others come forward with similar suggestions for improving the quality, efficiency and productivity and bringing about economy in site operations

Mr. Mehboob Khan

Mechanic - Edenwoods, Thane



Mr Mehboob Khan proudly honoured by the BEB Management for his innovative creation of 'Cylinder Gas Trolley' structured by utilising waste material lying at the BEB site.



The Building & Other Construction Workers Act 1996 (BOCW)

Harshal Hirde, Sr. Manager - Safety

The Building & Other Construction Workers Act 1996 (BOCW) An Act to regulate employment & conditions of service for construction workers and to provide for their safety, health and welfare measures including matters connected therewith or incidental thereto (19th August, 1996). This Act was existing in India since 31st March 1996 and to exercise the powers conferred under Section 62 and Section 40 of the BOCW Act, 1996 the Central Government and the State Government passed Rules in 1998 and 2007 respectively.

By virtue of these Rules the State Government will put into service the Act as a legal binding on the Construction Industry in the whole of Maharashtra.

BEBL is already abiding by a majority of the Rules as our Company is certified OHSAS 18001:1999. It is now mandatory to follow the HSE norms based on the guidelines of these Rules for which we are required to refresh and revise certain procedures, duties and responsibilities.

BEBL concerned staff will therefore go through the chapters of BOCW ACT 1996 and the MAH BOCW RULES 2007 as listed below :

BOCW Act, 1996
Chapter VII Safety & Health Measures
Chapter X Penalties & Procedure (Section 47 to 55)

MAH BOCW Rules 2007

Chapter II Responsibilities & Duties (Section 5 to 11)
Chapter XXV Safety Organisation (Section 235 to 238)

Henceforth all activities such as Excavation, Scaffolding, Reinforcement, Shuttering, De-shuttering etc. are covered under legal obligations. Please refer D3 Legal Register at your Site.

There really will be no space for any legal hassles or inspection if the BBS (Behaviour Based Safety) is conducted consistently including the Safety Committee Meetings and Specialised Trainings and the Work Permit System and various checklists are in proper place. Henceforth HSE Audits will be conducted on the guidelines of the BOCW Act, 1996.

Implementing BBS has already brought about behavioural changes and positive approach in the employees towards safety which has strengthened the health and safety culture within the organization. I hope to receive your whole-hearted cooperation towards effective implementation of the BOCW Act, 1996. This task is not going to be difficult as the Executive Team and the Safety Department will work hand in hand.



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Civil Engineering Construction Contractors

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