



FOR PRIVATE CIRCULATION ONLY



Civil Engineering Construction Contractors

Bebanco

is gearing itself up to introduce new technology to enable the execution of affordable housing projects on a large scale

One of the most exciting things about construction is that no two jobs are alike. We take experience from one job to the next. But the endless diversity of designs, locations, and most importantly people, makes every project different. Whatever the size or budget, each holds opportunities to forge new relationships; use a new construction method; do an even better job for our customers.

What ties all of these projects together? With the economy entering uncharted waters it is more important than ever that we bring flexibility and innovation to construction challenges on every project, to help clients of all types accomplish their goals: Whether you are in the building industry or not, innovation, creativity and a renewed focus on the needs of every customer no matter their size makes a pretty good recipe for getting through economic uncertainty.

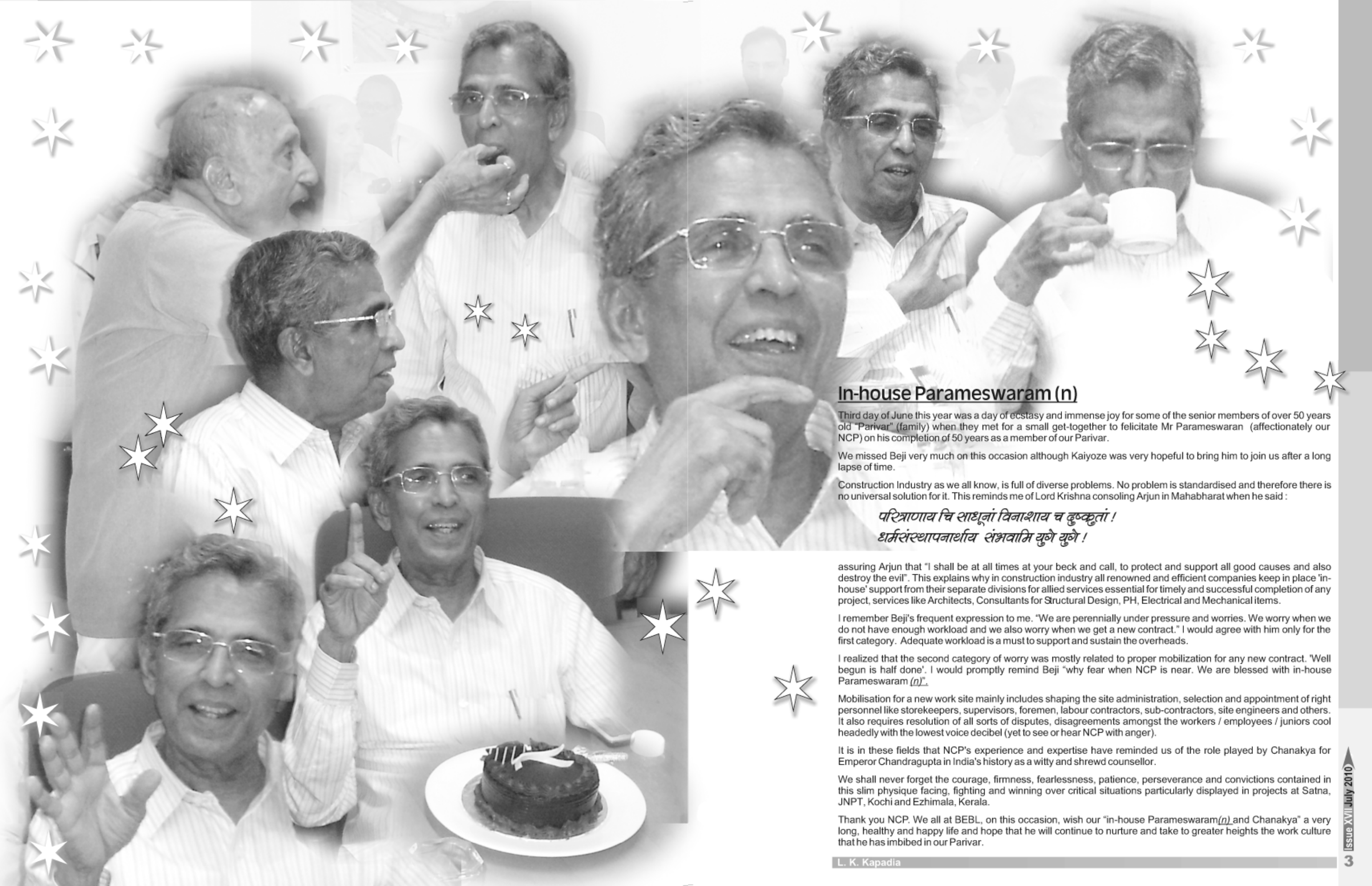
New product introductions are vital to ensure growth especially in tough economic times, when differentiation is the primary means by which to create value and the basis on which the future of successful companies is built.

Bebanco is gearing itself up to introduce new technology to enable the execution of affordable housing projects on a large scale. The affordable housing we are planning to create is as desirable as any market-priced housing we have ever built and it points the way for projects like this to be an important part of a economy's growth and revitalization.

As always Bebanco will need the complete support of its engineers and staff to make this venture a resounding success.

Monesh R Bhansali
CFO





In-house Parameswaram (n)

Third day of June this year was a day of ecstasy and immense joy for some of the senior members of over 50 years old "Parivar" (family) when they met for a small get-together to felicitate Mr Parameswaran (affectionately our NCP) on his completion of 50 years as a member of our Parivar.

We missed Beji very much on this occasion although Kaiyoze was very hopeful to bring him to join us after a long lapse of time.

Construction Industry as we all know, is full of diverse problems. No problem is standardised and therefore there is no universal solution for it. This reminds me of Lord Krishna consoling Arjun in Mahabharat when he said :

*परित्राणाय चि साधूनां विनाशाय च दुष्कृतां !
धर्मसंस्थापनार्थाय संभवामि युगे युगे !*

assuring Arjun that "I shall be at all times at your beck and call, to protect and support all good causes and also destroy the evil". This explains why in construction industry all renowned and efficient companies keep in place "in-house" support from their separate divisions for allied services essential for timely and successful completion of any project, services like Architects, Consultants for Structural Design, PH, Electrical and Mechanical items.

I remember Beji's frequent expression to me. "We are perennially under pressure and worries. We worry when we do not have enough workload and we also worry when we get a new contract." I would agree with him only for the first category. Adequate workload is a must to support and sustain the overheads.

I realized that the second category of worry was mostly related to proper mobilization for any new contract. 'Well begun is half done'. I would promptly remind Beji "why fear when NCP is near. We are blessed with in-house Parameswaram (n)".

Mobilisation for a new work site mainly includes shaping the site administration, selection and appointment of right personnel like storekeepers, supervisors, foremen, labour contractors, sub-contractors, site engineers and others. It also requires resolution of all sorts of disputes, disagreements amongst the workers / employees / juniors cool headedly with the lowest voice decibel (yet to see or hear NCP with anger).

It is in these fields that NCP's experience and expertise have reminded us of the role played by Chanakya for Emperor Chandragupta in India's history as a witty and shrewd counsellor.

We shall never forget the courage, firmness, fearlessness, patience, perseverance and convictions contained in this slim physique facing, fighting and winning over critical situations particularly displayed in projects at Satna, JNPT, Kochi and Ezhimala, Kerala.

Thank you NCP. We all at BEBL, on this occasion, wish our "in-house Parameswaram(n) and Chanakya" a very long, healthy and happy life and hope that he will continue to nurture and take to greater heights the work culture that he has imbibed in our Parivar.

L. K. Kapadia



A Commerce Graduate qualifies as a Civil Engineer

Too short a period to serve such fine men. The amount of respect that I could get from the Founders is unbelievable. They have never said a harsh word to me although I have done mistakes but they were gracious enough to understand my difficulties. I was a Commerce Graduate but I took it up as a challenge and studied very hard to qualify as a Civil Engineer only to fulfill my father's wish, as my elder brother could not succeed.

On my completing 25 years in the Company, Mr Ramakrishnan informed Mr Beji Billimoria about it to which he said "Don't give him anything. Let him wait till he completes 50 years." I am fortunate that I have been able to fulfill his wish and ambition.

N. C. Parameswaran



N.C. Parameswaran - one of the strong foundations of BEB

When the history of BEB is written, we will know that it is built on very strong foundations - apart from Mr L.K. Kapadia and Mr B.E. Billimoria, Mr N.C. Parameswaran is one of the foundations. One of the things I have observed from all these three people - which I certainly cannot claim that I have any of the virtues - is that very, very hard dedicated work is the reason all three of them could build up this company. We have yet to experience the hardships that they have experienced. Because of their hardships and hard work we are the lucky ones to benefit. We pray for his long life and hope he will continue to help and guide us.

K. B. Billimoria



I had heard a lot about him and his style of working

When I joined BEB in 1976 I did not have the opportunity of knowing him personally but I had heard a lot about him and his style of working as to how he guided the engineers in resolving difficult situations. He once called me to his office and told me that I will have to go to Ratnagiri and handle the bridge construction work for the Konkan Railway totally independently.

I feel proud to say that if it was not for Mr Parameswaran's confidence in me and for his guidance at every step, this task would have been very, very difficult for me.

M. O. Shah

Mr. N. C. Parameswaran - A Great Personality

Mr N. C. Parameswaran, is a great personality with profound knowledge in the civil engineering field. Mr Parameswaran, during his career with BEB, distinguished himself as an extremely fast decision maker and by his amazing sense of judging people.

He is a person of dedicated commitment to the Company and possesses high level of people orientation. His ability to deal with exceptionally difficult situations during negotiations with Clients is worth mentioning. He is known to maintain his cool self even in the most challenging instances.

Manoj S M



My interaction with him for 2 years culminated in my joining BEB in 1981

I happened to meet Mr N.C. Parameswaran when I was working for HCCL and my interaction with him for 3 years culminated in my joining BEB in 1981. The first door that I opened when I had problems after joining BEB was that of Mr N.C. Parameswaran and I came out totally relaxed. Even today whenever I have any problem I always approach Mr Parameswaran and I can walk out trouble free. I pray that he will continue to be with us for many more years to help and guide us.

S. N. Bhat

Mr. N.C. Parameswaran - A Karmayogi Par Excellence

During my college days, a classmate handed me a copy of the "Bhagvad-Gita". It was a fascinating read. Gita encompasses all aspects of human existence and its challenges. The most eloquent part deals with the characteristics of a yogi, a karmayogi in particular. Gita describes several characteristics - "lakshan" in Sanskrit - of a yogi. Two characteristics impress the most. A yogi is one who is in complete command of his mental and intellectual faculties at all times and he focuses on his duties and goals unwaveringly transcending all distractions.

I never really expected to meet such a person because Bhagvad-Gita itself says that such a person is very rare. When I joined BEBL in January 2002, little did I realize that I will have the privilege of meeting one such person.

During the last 8 years I have been with BEBL, I observed on countless occasions that no matter what the problem at hand was or no matter what the provocation was, Mr. Parameswaran was always in complete command of his faculties and would zero in on the right decision unerringly. It also became clear that he is always completely immersed in his work with focus on completing Company's projects to the complete satisfaction of the clients at the same time protecting company's interests often surmounting enormous odds.

Just by watching him handle various thorny issues and listening to him, one learns what no book or course would teach. I have been richer that much by my association with him. There are countless persons in the Company who have been here much longer than I have been and had the privilege of working under his tutelage in the field. They have been enriched even more. I envy them all.

To be in BEBL and being able to greet Mr. Parameswaran on completing 50 eventful years in the Company is an honour in itself. Let us stand together and bow to this true karmayogi.

D. R. Nayak

Safety Award



conferred on
B. E. Billimoria & Company Ltd.,
Bangalore



THE CARPENTER

An elderly carpenter was ready to retire. He told his employer-contractor of his plans to leave the house-building business and live a more leisurely life with his wife enjoying his extended family. He would miss the paycheck, but he needed to retire. They could get by.

The contractor was sorry to see his good worker go and asked if he could build just one more house as a personal favor. The carpenter said yes, but in time it was easy to see that his heart was not in his work. He resorted to shoddy workmanship and used inferior materials. It was an unfortunate way to end a dedicated career.

When the carpenter finished his work the employer came to inspect the house. He handed the front-door key to the carpenter.

This is your house, he said, my gift to you.

The carpenter was shocked! What a shame!

If he had only known he was building his own house, he would have done it all so differently.

So it is with us. We build our lives, a day at a time, often putting less than our best into the building. Then with a shock we realize we have to live in the house we have built. If we could do it over, we'd do it much differently. But we cannot go back.

You are the carpenter. Each day you hammer a nail, place a board, or erect a wall. Life is a do-it-yourself project, someone has said. Your attitudes and the choices you make today, build the house you live in tomorrow.

Build wisely!

Safety activities at Mahindra Splendour, Bhandup

Madhav Bapat - Asst. Manager - Safety

Safety Activities on the Site

Safety activities commence an hour before the site activates for the day i.e. by 8 am. All stewards for the day shift report before 8 am along with the labour i.e. 4 labour/tower. This allows sufficient time to fasten life lines and put railings wherever civil activities are to be executed from 9.00 am onwards.

Daily Safety Checklist (For Supervisors and Stewards)

This Checklist is specially designed with the intention that all deviations to the safety aspects should be observed, recorded and action to be taken immediately. The checklist is prepared in consultation with Mr. Sunil Deshmukh (GM Projects), Mr. Vinukumar (JPM) and Mr. Rawool (JPM) so that involvement of civil staff for necessary actions to execute safety operations is effectively ensured.

Training & Education

Systematic Safety Training from the induction itself can be the lifeline for the project's success. Safety norms to be observed on site pertaining to the nature of work assigned, is given along with the general safety precautions. To enhance safety awareness among the labour & staff, we have planned a group wise quarterly training calendar, consisting of 24 topics which we circulate in advance. Such training is conducted very religiously at our safety office. At regular intervals we arrange for experts in the safety field to update our supervisors, engineers and other senior staff with the latest safety developments. Tool box talks are delivered daily by the stewards at different locations. A Booklet in Hindi covering all the Safety Norms is provided to all stewards.

Baby Creche

This is a different kind of activity run with the help of Mumbai Mobile Creche, NGO. Children of our labourers within the age group of 1 to 11 years are taken care of from 9:00 am to 4:30 pm and their parents can work at site without any tension.

Operational Control

Although training and education enhances safety awareness which certainly helps to keep the site accident free, this has also to be supported by proper checklists and immediate action if any deviations are observed. Work Permits are issued and checked. All these activities fall under the Operational Control. Net fixing and railing of openings such as lift shafts, kitchen shafts, etc have been given prime importance which is reviewed and checked regularly so that chances of any accident are remote. Functions like Children's Day, Independence Day, etc. are celebrated and witnessed by our top brass from HO.

Safety Committee meetings

The Safety Committee Meetings are conducted once in a month on site. Prior to the meeting, the Safety Committee reviews the commitments made in the previous meeting to ensure that these are attended to and are in place. The Labourers' participation in the meeting through their representatives is very encouraging. Matters regarding labour colony problems, review of BBS, general health and sanitation are always discussed on priority. The First Aid cases, classified under different reasons, are also discussed in the meeting so as to control the same.

All PPE's are indented after discussion with the execution team, GM Projects and the labour representatives too. Feedback on the quality of PPE is always obtained which is conveyed to the Head office.

Safety Week Celebration

Safety Week Celebration is observed on the site since the last 2 years. Various safety promotional activities are undertaken and one such activity is the blood donation drive. Most of the staff were very enthusiastic to donate blood and now it has become an asset for us. We have more than 40 blood bags on our account in the blood bank.

During the week-long celebration, we had street plays arranged by the NGO, an entertaining performance by the children from the Crèche, slogan competition, good housekeeping competition etc.

Distribution of ID Cards

Since January 2010 Photo IDs are made compulsory for every labour on the site. A procedure is laid down under the guidance of Mr. D S Awar and Mr. Sunil Deshmukh. Whosoever comes for induction has to fill up the requisite form and immediately after induction, photo ID is issued.



Mumbai Mobile Creche(NGO) representative, educating the children of our labourers

These are the activities mainly carried out to have proper operational control. All required documentation is done side by side and updated on a day to day basis. Until June this year there have been no reportable accidents and even First Aid cases are controlled i.e. 4 to 5 per month. Mahindra Splendour is practically an accident-free Site.

Our Client Mahindra Splendour has given the Safety Team 'A' Grade in the Client's Satisfaction Report. We have excellent co-ordination and co-operation between the Safety Team and the execution team without which this achievement would not have been

possible.

Medical Check-up and First Aid

Free Medical Check-up Camps are conducted on site with the help of Dr. Gaikwad and his Team from BMC, who put in a lot of efforts. This year too the camp will be arranged by first week of July. Trained first aid aides are positioned at different locations on the site with the First Aid Kit so as to immediately render first aid to any injured person without any delay.

Medical check-up and Blood donation in progress at Mahindra Splendour



The only Constant is Change

Amresh Jalali - S.G.M. - Q.A. & Q.C.

Did you not find the new environment in the school intimidating on the very first day? Did you not find it rather very complicated when you had to shift to a new city to pursue studies in a new environment? You must have cribbed when you had to adjust to new environment/new food and new people behavior in a new city/country when you had to go for a new job? How cheased off were you when you had to encounter the situation where your wife was not encouraging the continued presence of your mother in the same house?

The common reason that binds all the above instances together is the word "CHANGE". Last year we all dreaded the word "R" i.e. Recession / Retrenchment / Redeployment / Restructuring etc.

The transition we made from 2008 to 2009 (a rather challenging year) and now to year 2010 (that seems to be rather promising) is daunting and we had to and continue to adapt to "CHANGE".

Is it a pleasant process? Certainly not. No one wants to leave his/her comfort zone and adapt to a new environment. There is no way out but to adopt and embrace change since "the only constant is change". Companies try to implement the lessons learnt in 2009 in 2010.

If we look at the last decade, India Inc witnessed a period where employees saw fast growth and fancy designations and huge increments. However last year when we were hit by tough economic conditions companies resorted to quick fixes and took some strong measures like pay revisions and rationalization, cost cuts etc.

With the economy reviving, we may heave a sigh of relief. However, we as employees need to shed the entitlement mentality that was created as a result of fast growth. The employers will continue to play safe. As employees we need to be realistic in our expectations given the market condition.

Employers need to keep the employees apprised by sharing the real challenges the organization faces in the work environment, providing them with the motivation to ride the tough waves and remain above choppy waters, equipping them with the tools to deal with the rough environment as these are some of the tasks they need to do. This would lead to a fighting spirit and would lead to a sense of accountability and ownership to steer the organization out of rough weather and thereby create a heightened sense of belonging in employees.

It is necessary to emphasize on the need to adapt to the change as well as be the part of change itself. For that it is necessary for the employees to understand the need for change and the employers need to focus on creating awareness for the same.

We are short of skilled manpower and hence cannot cope with the quality and speed of delivery in the infrastructure development, which is the need of the hour to sustain the planned growth requirement.

Some of the expectations from employees are that they need to become more productive. On the job training practices, if made mandatory, will help to achieve that to some extent. We have organized on the job training through specialists in their respective fields, but it becomes more effective when we all contribute and share our experience and knowledge without the fear of becoming less important/redundant. Organization's HRD must ensure that they address this aspect of human behavior particularly while inducting new people, to ensure that they become part of the growth process. For that we also need to keep adding to our own knowledge and accepting new methodologies etc. We even need to unlearn sometimes, as they say, in order to be relevant in the present times while the managements need to do their bit otherwise they will loose out in retaining good talent and that will not be beneficial in the long run.

RELIANCE MEDIAWORKS Goregaon

Mayur Dharja, Dy. M. R.

World Environmental Day was celebrated on 5th June 2010. At our site we began the day by planting saplings along with Mr P.P. Saha and Mr Raja assisting in the activity. Later in the day we explained to the staff on how to save the earth from pollution and together we pledged to put a stop to pollution during the construction activities.

We urge all of you to endeavour to save the earth in every possible manner for our next generation to come.

Tree plantation on World Environment Day at Reliance Mediaworks



SAVE NATURE FOR OUR FUTURE

HAVE A CLEAN & GREEN ENVIRONMENT DAY

5th June 2010

- 1) PLANT MORE TREES
- 2) DO NOT WASTE WATER
- 3) USE ENVIRONMENT FRIENDLY MATERIALS
- 4) SEPARATE DRY WASTE & WET WASTE
- 5) SAVE ELECTRICITY: SWITCH OFF LIGHTS, AIRCONDITIONERS & FANS WHEN NOT IN USE
- 6) USE FLY ASH & CURING COMPOUND
- 7) PRESERVE NATURAL RESOURCES WITH CAREFUL USE OF SAND, STEEL, RUBBLE, METAL & PETROL
- 8) FOLLOW LEGAL NORMS PROMPTLY FOR EXCAVATION, HAZARDOUS WASTE DISPOSAL & DG OPERATION
- 9) MINIMISE PRINTOUTS, SAVE INK CARTRIDGES & USE RECYCLED PAPER
- 10) CORRESPOND VIA EMAIL RATHER THAN HARD COPY DISPATCH

POSTER & TREE PLANTATION ON ENVIRONMENT DAY

B.E. Billimoria & Co. Limited
Civil Engineering Construction Contractors

Project Update

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

RESIDENTIAL

'Mahindra Splendour' at Bhandup, Mumbai - 5 towers with 2 level parking and stilt. 2 towers having 32 floors each and 3 towers having 21, 23 and 25 floors each

'Crescent Court' at Greater Noida, Uttar Pradesh - 3 towers with double basement, ground + 22 floors and 2 towers with double basement, ground + 6 floors

'Antilia' a private residence at Altamount Rd., Mumbai with double basement, stilt + 27 floors

'Lodha Bellissimo' at Lower Parel, Mumbai - 3 level podium and stilt + 50 floors

'New Heaven Township' at Boisar, Thane - 33 buildings with ground + 3 floors

'Concorde Manhattan' at Doddathoguru village, Bangalore - 5 towers with double basement, ground + 14 floors

'Salapur Greenage' at Hongasandra village, Bangalore - 3 towers with 21 floors and 1 tower with 25 floors

'Aparna Sarovar' at Kancha Gachibowli village, Hyderabad - 5 towers with double basement, ground + 19 floors

'Manjeera Majestic' at Kukatpally, Hyderabad - with three basements, ground + 23 floors

NEW Residential Tower at Bhavini Township Anupuram Kalpakkam, Chennai, with ground + 17 floors

CORPORATE

'Brigade Gateway' at Malleshwaram, Bangalore - double basement, ground + 28 floors

NEW 'Rubix Mall' at HMT layout, Bangalore - with single basement, ground + 11 floors + terrace

Commercial complex at Gachibowli, Hyderabad - Block 1 with stilt + 5 floors and Block 2 with basement, ground + 5 floors

'Manjeera Majestic' at Kukatpally, Hyderabad - with three basements, ground + 8 floors

'Information Technology Park' at Vilankurichi, Coimbatore - basement, ground + 4 floors

UTILITY

'Reliance Mediaworks' studios at Film City- Goregaon, Mumbai

'Maternity Home - stilt + 7 floors & Row Apartment' (ref. pic. 1) - stilt, podium + 4 floors at Edenwoods, Thane

'MRR Hospital' at Worli, Mumbai

'Hospital and Medical College' at Chennai with ground + 3 floors and ground + 4 floors respectively

'Cancer Hospital and Research Centre' at Raipur with numerous low rise structures housing various departments & facilities

'Warehouse' at Chennai - godown with roof having tubular truss

'Centre of Excellence for Training in Energy Efficiency' at Chennai, Block D with ground + 1 and Block E & F

'Amanora' Mall at Hadapsar, Pune - 2 blocks with basement, ground + 3 floors

'UPAL' Mall at Lucknow, Uttar Pradesh - with 3 basements, ground + 6 floors

'CIPLA' R & D Centre at Vikhroli, Mumbai

'Bangalore-Mysore interchange bridge' at Nice, Bangalore (ref. pic. 2)

'Badminton & Squash stadium' at Siri Fort Sports Complex, New Delhi

'MMRDA' Foot-over bridges at Jogeshwari Vikhroli Link Road, Mumbai



B.E. Billimoria & Co. Limited

Civil Engineering Construction Contractors

BRANCH

Bangalore

Shiv Kripa, 1st Floor, Plot No. 56
1st Cross, 4th Main, Domlur II Ind
Stage
Indira Nagar, Bangalore 560 071
Tel + 91 80 2535 9559
Tele Fax + 91 80 2535 9566

Chennai

301, Shivalaya Complex, 'B' Block
225 Ethiraj Salai
Egmore, Chennai 600 008
Tel + 91 44 2823 3888
Fax + 91 44 2823 3837

Coimbatore

Guest House, Plot No. 12, Door No. 5
Mani Mahal Road, Ramalakshmi
Nagar
Peelamedu, Coimbatore 641 004
Tel + 91 422 655 3422 / 2599251

Delhi

A-34, Okhla Industrial Area
Phase - 1
New Delhi 110 020
Tel + 91 11 2681 6661/62
Fax + 91 11 2681 2726

Registered Office:

Shiv Sagar Estate 'A' Block, 2nd Floor
Dr. A.B. Road, Worli, Mumbai 400 018
Tel: + 91 22 6654 5000 Fax: + 91 22 6654 5050
Email: beb@bebanco.com
Website: www.bebanco.com

Hyderabad

102, Imperial Apartment
H. No. 6-3-866/2, Greenlands,
Begumpet Ameer Pet Rd. Hyderabad
500 016
Tel + 91 40 6613 9908
Fax + 91 40 6666 9907

Pune

101-102, Mantri Terrace
Thube Park, Shivaji Nagar
Pune 411 005
Tel + 91 20 6620 4867
Fax + 91 20 2551 0683
beb@pune.bebanco.com

"Yesterday is history,
the future is a mystery,
today is a gift.
That's why it's called
the 'present.'
- Ann Douglas