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India Power's Commitment to **Empowering People, and Enabling Social & Business Sustainability**

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Sustainability is the principle objective of every organisation as we look towards the future and make significant changes to build a better place. Up until a few years ago, sustainability was a concept that was discussed on esteemed platforms. Now, the world has begun strategizing actionable plans to achieve it. It is a multi-factor theory comprising business, environmental, and social parameters that are interlinked. While for the longest time, major focus has been put on environmental issues and the preservation of nature, the sustenance and profitability of a company and its people have garnered importance as well.

Culture is the driving force behind corporate transformation. Fostering a people-centric culture where employees feel valued, is the key to achieving social sustainability, that directly affects the strength and growth of a business. Organisations today are facing an unprecedented convergence of social, technological, and economic forces, especially after the shift to the "New Normal". The fast-paced changes can create gaps that need to be bridged with relevant training, investments in human resources, respect, empathy, and opportunities for advancement, thus making the roles of people management practices and departments increasingly important.

## India Power's Commitment to Empowering People, and Enabling Social & Business Sustainability

The people management practices at India Power have played a critical role throughout its history, owing to the shift in supervision from British authority to public administration to private leadership. Despite being subjected to continuous change, the company has sustained itself for over a century as a result of the dynamics among the leadership, people, and systems. Today, employee demographics at India Power consist of a unique mixture of fresh talent and seasoned resources. The social sustainability of the company is reflected in several of its practices, processes, and achievements.

India Power has been taking a steadfast approach towards building a positive and learning environment for its employees. It provides best-in-class people processes to unlock and unleash the full potential of every employee by making them future-ready. The practices and processes are being put to the test as a means of peer-to-peer and self-assessment. India Power has been participating in the CII HR Excellence Award since 2019. For the first 3 years of participation, the company scored 400+ and was positioned in the category of **"Strong Commitment to HR Excellence"**.



In 2022, IPCL participated in the **13th CII HR Excellence Award**. With the persistent efforts of the entire HR team and the support of the leadership, India Power scored above 501 and was awarded **“Significant Achievement in HR Excellence”**. It is in the league of 16 top companies in India to have been given this award, along with Bharat Aluminium Company Limited, Hindalco Industries Limited - Renukoot, Hero Motocorp, Vedanta, L&T, and more. The company underwent a meticulous and stringent assessment by a team of assessors assigned by CII, comprising leaders from BHEL, Sundaram Home Finance Limited, BPCL, and Hero Fin Corp. Limited. They visited the organisation for 4 days, both at the corporate and location levels. The results are based on the interactions with the Leadership Team and different segments of employees: women, workers, junior management employees, midmanagement employees, new joiners, housekeeping staff, contractual staff, and vendor partners.

SL. NO	COMPANY
1	AUROBINDO PHARMA LIMITED
2	BHARAT ALUMINIUM COMPANY LIMITED
3	CAIRN OIL & GAS
4	CARBORUNDUM UNIVERSAL LIMITED
5	COROMANDEL INTERNATIONAL LIMITED
6	FORBES MARSHALL PRIVATE LIMITED
7	GRANT THORNTON BHARAT LLP
8	HERO MOTOCORP LIMITED
9	HINDALCO INDUSTRIES LIMITED, UNIT - RENUKOOT
10	INDIA POWER CORPORATION LIMITED
11	LARSEN & TOUBRO LTD. - TRANSPORTATION INFRASTRUCTURE IC
12	MAHLE ANAND FILTER SYSTEMS PRIVATE LIMITED
13	SHREE CEMENT LIMITED
14	STERILITE COPPER (A UNIT OF VEDANTA LIMITED)
15	TALWANDI SABO POWER LIMITED
16	VEDANTA LIMITED, LANJIGARH

Additionally, India Power participated in the National Competition of ASSOCHAM and received the Annual HR Excellence Special Jury Award for the best practices in Performance Appraisal and Training. These achievements are confirmations of successful practices that are undertaken by India Power to promote social sustainability.



### Leadership Architecture

Leadership plays a vital role in ensuring that employees are highly engaged and motivated in their work. As part of the Leadership Architecture, IPCL launched the Multi Hierarchy-Multi Domain leadership concept to augment Leadership Pipeline, Domain Experts and create Successors at all levels. To ensure there is an effortless flow of energy between the department heads and their employees, the effectiveness of Senior Leaders is gauged through various surveys like Employee Engagement, External Audits, Customer Satisfaction, and other forums like Skip Level Meetings, Town Hall Meetings, etc. IPCL's robust performance review mechanism, including Monthly Reviews, Quarterly Reviews, IPCL Management Committee and Board meetings, also provides input for improving leadership effectiveness.



## Employee training and development

A company is the sum total of what employees achieve individually. In an ever-evolving corporate world, training and development are indispensable to building new skills, sharpening existing abilities, and creating a learning experience. India Power has been organising several immersive learning techniques to help its people prosper.

The unique initiative, Powered by Values - Driven by 3D Culture, was designed to bring values of devotion, dedication, and discipline to life through storytelling.

Apart from this, the company gives importance to upskilling their employees through structured learning and development programmes for all employees and career growth for the right talent. We have created avenues for continuous learning and have rewarded better performance through an effective recognition programme.

## Diversifying the workforce and encouraging inclusivity

India Power relies heavily on the competency of its blue-collar and last mile workers. In order to ensure that this workforce at Asansol is well equipped with the skills and knowledge to execute their operational duties, several Hindi module workshops have been introduced. SEVA, aimed at instilling self-effectiveness, is a programme to develop a service mindset. It helps in identifying, understanding, and valuing customer needs and catering to them. DISHA is a junior management training and morale-boosting programme for tenured and veteran employees in the organisation to drive consistency. UMANG is a half-day workshop to build a healthy workplace and create a positive work environment for contractual workers.

### Physical to digital to phygital

Keeping up with technology is essential, and it became more evident during the pandemic and its subsequent lockdown. COVID-19 cast a shadow of uncertainty over every aspect of our lives. Along with personal lives undergoing tumultuous changes, office goers, who were used to working at their desks amidst the hustle and bustle of corporate culture, suddenly found themselves lost in a sea of data.

India Power created Limitless Horizon to enable digital-learning and engagement. It helped employees learn the basic and advanced digital requirements to work and meet targets despite physical barriers.



Virtual classrooms



Webcasts



Video and audio conferencing



Virtual coaching



File sharing



Content co-creation  
(eg. whiteboards)

## People wellbeing and engagement

Employee well-being comprises several categories of wellness, including physical health, emotional or psychological well-being, community or social relationships, and financial stability. At India Power, people's wellbeing is viewed as both a responsibility and a strategy to progress business sustainability. Its well-being and engagement approach has been segregated into Employee Communication, Rewards & Recognition, Wellness and Mindfulness Programmes, and Celebrations & Festivities.

IPCL has also introduced the concept of Total Employee Involvement where employees are engaged in quality management workshops such as TQM, 5S+2S, Kaizen-Zero Investment Improvement, and Lean Six-Sigma to create an environment enabling improvement in the quality of products and services in the organisation.

## Corporate Social Responsibility

Social sustainability practices transcend employees. It also focuses on what the company does to contribute to wider society. India Power has been conducting business in the Asansol-Raniganj area for more than 100 years. When an organisation survives for more than a century, it becomes an institute that people look up to and

expect safeguarding and protection in return for their support. IPCL considers CSR its duty, and the importance of 'giving back' is reflected in its approach, such that, employees from both line and service functions are invested in public welfare.

Each year, India Power engages in a plethora of activities to promote women's empowerment, education, health and hygiene, skill development, cultural heritage, social and infrastructural welfare, green initiatives, relief and care, and nationally acclaimed sports. The company has also developed several signature properties that are held every year to empower marginalised communities, such as Medha – promotion of girl child education, Ananya – celebrating women achievers, Karigari Mela – preservation of Bengal's heritage, etc.

The need for sustainability within an organisation is a goal that cannot be overlooked. Similarly, focusing on a single pillar of sustenance will hold one back from meeting those goals. The harmony of balancing all pillars can only be achieved if people sustainability is treated as crucially as nature and profit sustainability. Additionally, it enhances an organisation's reputation and attractiveness to top talent. In an increasingly conscious world, job seekers are gravitating towards organisations that demonstrate a genuine commitment to social responsibility.

Despite being a power distribution company, India Power made notable digital achievements in FY 2022-23, leveraging technology to enhance operations, customer experience, and overall efficiency.

## Upgrading metering systems: MP Smart Grid Installation

India Power had won the project of implementing 3.5 lacs smart meters in Madhya Pradesh covering 5 towns of Mhow, Ratlam, Ujjain, Devas and Khargone. It had already completed consumer indexing of all 3.5 lacs consumers and was in the process of implementing smart meters for these consumers. During the last FY, it had already completed installation of more than 2.1 lacs smart meters and was well on its way to completing all in 2023-24.

When IPCL completed installation of 2 lacs smart meters, it became only the third company in the country and first utility to reach this milestone. Earlier, it had completed the installation in town of Mhow, making it the first town in India 100% on smart meters.

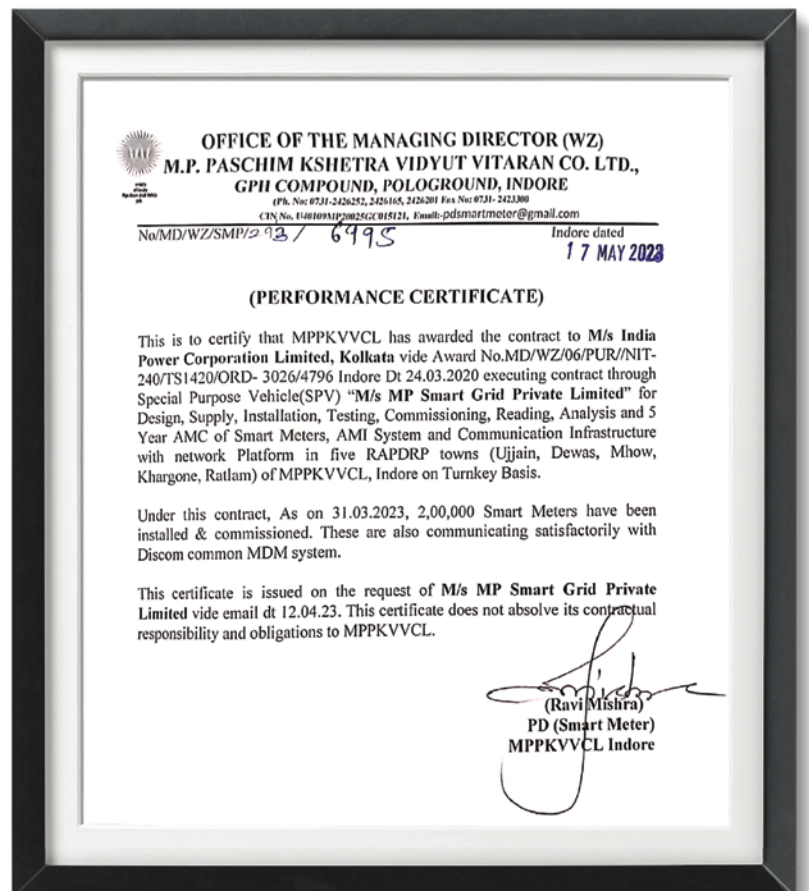
A dependent and reliable network is a key enabler for a smart system. IPCL has been consistently maintaining its network of connected meters with an uptime close to 100% with more than 99% of the meters communicating at any given point of time, thus setting the benchmark in the industry. We have integrated radio frequency (RF) and Global System for Mobile Communications (GSM) technologies or both to ensure smooth communication for the Smart Meter System.

The success is the result of our dedicated team at IPCL, coupled with the support from the Madhya Pradesh State Electricity Board (MPSEB). To ensure our quality of deployment and operation, we conduct various routine audits by our circle and head-office teams.

Furthermore, IPCL has taken steps to enhance the effectiveness of its smart meter system by implementing an automated fault management system. The digital journey embarked on by IPCL with tools and technologies has allowed it to bring operational efficiency and project experience, to drive business growth.

## Way forward

India Power continues to demonstrate its prowess in the digital realm with yet another remarkable accomplishment. The prestigious appointment as the Advanced Metering Infrastructure Service Provider by M.P. Madhya Kshetra Vidyut Vitaran Co. Ltd., a government undertaking in Madhya Pradesh, showcases India Power's expertise. In this project, India Power will undertake the installation of an impressive 9,57,758 smart meters in the city of Bhopal, raising India Power's smart meter portfolio to 1.3 million. This achievement further solidifies India Power's position as a leading player in the digital transformation of the power sector, emphasizing their commitment to technological advancements and their contribution to a more sustainable energy future.



India Power achieved remarkable technical advancements in FY 2022-23, focusing on various crucial aspects. Significant strides were made in ensuring safety standards, enhancing calibration processes, and upgrading aging distribution systems. Furthermore, the utilization of the state-of-the-art 12MW plant was expanded, showcasing India Power's commitment to sustainable energy generation. These achievements reflect the company's dedication to innovation and excellence in the power sector, setting a benchmark for future advancements in the industry.

## Ensuring Precision: Calibration and Protection for High-End Consumers

We have successfully completed the protection and meter calibration checking of high-end 11kV/33kV consumer service points. Through this meticulous process, we have ensured the accurate measurement of energy sold, leading to better uptime and revenue growth. By enhancing the immunity from consumer-end faults, we have significantly improved feeder interruption and increased system reliability. Additionally, this initiative has contributed to the extended lifespan of our installed equipment, while also enabling accurate monitoring of system transmission and distribution losses. Our commitment to these actions reinforces our dedication to providing exceptional service and maximising sustainability in the power sector.



## Enabling Safe Operations: Implementation of Operational SOPs

We have implemented and currently practice standardised operational practices to ensure quality execution with safe and reliable operations. These practices cover three major aspects: constructional, operational, and safety-related. As part of this initiative, we have created an SOP Portal on our intranet, allowing anyone to access it in viewing mode.



The standardisation efforts have brought about several benefits, including uniformity in design and engineering, resulting in improved quality and a system built on the philosophy of "First Time Correct." We have also adopted a more efficient approach to purchasing and stocking inventory, focusing on lesser, need-based, and standardised inventory. This approach enables better justification of operational costs.

Our commitment to safety is a top priority. We strive to provide a safe working environment for our employees, ensuring their well-being. Furthermore, we emphasise safe and secure operations, aiming for zero accidents. By implementing these measures, we foster a culture of safety and actively work towards minimising risks and promoting a secure working environment.

Through these standardised operational practices, we aim to achieve superior execution, maintain reliability, and prioritise the safety of our workforce. Our ongoing commitment to standardisation reinforces our dedication to excellence in all aspects of our operations.

## Enhancing Distribution Network: Implementing SM/CM for Impactful Results

To address the challenges posed by an ageing distribution system and outdoor exposure of equipments, we have implemented a robust system of status monitoring and condition monitoring. This system allows for regular health and technical audits of the system, generating exceptions on a standard reference data platform. By promptly addressing exceptional observations, we ensure effective remedial actions.



The implementation of preventive maintenance procedures through this monitoring system has resulted in a remarkable reduction in the failure rate of the system by more than 50%. Beyond this significant improvement, the status monitoring and condition monitoring procedure also play a crucial role in guiding our operational engineers. It enables them to maximise the capacity utilisation of various electrical equipment, thereby, optimising their performance.

Furthermore, this proactive maintenance approach significantly improves the lifespan of the equipment, leading to enhanced system reliability. By addressing potential issues before they escalate, we can avoid costly breakdowns and minimise downtime. Additionally, this monitoring system contributes to improved system efficiency, particularly in terms of minimising system losses.

### Enhancing Network Sustainability: Low-Cost Tubular Pole Reinforcement for Lightning-Prone Areas

After conducting a comprehensive system study and analysis, it was discovered that a significant number of electrical poles supporting the distribution network had either collapsed or become damaged, particularly during the monsoon season. This resulted in a substantial increase in system failures, leading to significant revenue losses and inconveniences for consumers.

Further examination revealed that these poles were sectional tubular-type poles, erected long ago and severely damaged from within, making them highly vulnerable to adverse weather conditions. Given the large volume of these poles, complete replacement was deemed impractical for obvious reasons. To address this issue, we implemented a cost-effective solution known as “Pole Reinforcement.”

The Pole Reinforcement method involved reinforcing the tubular poles from the top using concrete items with reinforcement rods. This procedure significantly increased the mechanical strength of these age-old poles and extended their lifespan. Since the introduction of this reinforcement procedure, there have been no reports of pole breakage or failures among the reinforced poles. However, considering the large number of poles requiring reinforcement, it is estimated that an additional three years of continuous work will be necessary to complete this reinforcement process on strategic sections of the distribution network.

By implementing the Pole Reinforcement system, we have effectively mitigated the risk of pole failures and enhanced the overall reliability of the distribution network. This proactive approach ensures the uninterrupted delivery of electricity, reduces revenue losses, and improves the overall experience for our valued consumers.

### In-house success: Connecting Own 12MW Generation to 33kV Bus of JKN Grid



In our system, we had a thermo-generating plant with a capacity of 12MW that was mostly operating in a captive mode due to the absence of a high-voltage evacuation network. The entire generation was being used locally, limiting its utilisation. However, our engineers conducted a thorough study of the evacuation system and identified key equipment, such as step-up power transformers, along with a dilapidated 33kV power network that could be leveraged to establish a power evacuation connection with our JKN Grid substation.

With this insight, our dedicated team of engineers conceptualised, designed, and successfully implemented a 33kV power evacuation system from the generating point to the Grid substations, spanning a distance of 30km. Strategic planning, including meticulous maintenance of the evacuation network and the reutilization of idle equipment through in-house testing, played a vital role in the precise execution of this project within a remarkably short timeframe.



Today, our 12MW captive plant operates in full swing, synchronised with the 33kV bus of the JKN Grid substation, achieving a plant load factor (PLF) of 103%. This transformation has earned our plant the recognition of being a grid-connected generating station. It stands as a resounding success for our diligent power engineering team, which tirelessly maintains and manages the power generation and distribution system throughout the year, round the clock.

It is worth noting that the cost of generation from our plant is currently the lowest in the system. Furthermore, the overall efficiency of our plant is on par with other similar nature generating plants. This remarkable achievement underscores our commitment to optimising operations, maximising efficiency, and delivering reliable power supply to our consumers.

The successful implementation of the power evacuation and transformation project stands as a testament to our team's expertise and dedication. It showcases our ability to unlock the untapped potential within our system, resulting in improved operations and a cost-effective generation model.



### Future road map: NABL accreditation of Central Testing Lab at Central Office

In the annals of our century-old power distribution utility, there once existed a robust set-up of testing facilities. Engineers assigned to the Testing Department diligently carried out systematic activities to ensure the stability of distribution equipment. However, as the years passed, numerous adversities took a toll, leading to the damage or near-defunct state of several testing equipment.

In 2022, a dedicated group of Testing Engineers, led by the Testing Head, made a solemn commitment to repair and reinstate these valuable assets. Through their efforts, they identified specific precision reference equipment that could be restored to operational status. Notable among them were the 10-way ZERA Meter Test Bench, DG Analyser, DCRM, and LCM. The team undertook the task of repairing and reviving these instruments, successfully bringing them back to full operational mode.

Furthermore, the team envisioned obtaining NABL Accreditation for two key equipments: the 10-way ZERA Meter Test Bench and DG Analyser. By doing so, they aimed to transform the testing facilities from being a cost centre to a profit centre. This accreditation would add value and enable the provision of chargeable testing services to industrial consumers. Given the lack of nearby facilities within the industrial area, this initiative presented an opportunity to meet a crucial demand. Currently, the team is actively working towards implementing this accreditation within the current fiscal year, marking the initial phase of the process. This endeavour will elevate the Testing Department to new standards within the country.

The unwavering determination and proactive approach of our Testing Engineers have resulted in the revival of testing facilities and the pursuit of excellence. By restoring vital equipment and striving for NABL Accreditation, the Testing Department is poised to play a pivotal role in enhancing service quality and offering specialised testing services to industrial consumers. This progressive approach reflects our commitment to continuously elevate our operations and deliver exceptional value to our customers.



## Prayaas

“Prayaas” is a one-day workshop exclusively designed for Workmen to help them channelize their thought processes and actions about creating happiness for themselves at work as well as in their personal lives.

## Umang

“Umang”- as the name suggests, is a half-day workshop that aims to help in building a healthy workplace, create a positive work environment and help employees to channelise their energy in a positive direction and infuse positivity towards self, work, and the environment.

## Effective Supervision

“Effective Supervision” - a two-day workshop designed in collaboration with HRDC Ltd., to make the participants aware of the roles, responsibilities and characteristics of effective supervision. The workshop aimed to improve and sharpen their Supervisory Skills to effectively, inculcate discipline, monitor on job performance, and improve the motivation level of workmen/team members.



## Time and Task Management

“Time and Task Management” - a half-day workshop to help the participants develop the ability to plan out and complete tasks in a timely and productive manner and work both effectively and efficiently. It has been designed to sensitise participants to not just about getting things done, but doing the best things, and doing them in the best way.

## Improving Health of Distribution System

“Improving Health of Distribution System” – a two-day workshop designed in collaboration with the Central Board of Irrigation and Power to apprise the participants about the contemporary practices in improving health of distribution systems (including transformer maintenance, earthing practices, protection systems, and power quality) to help them improve their overall effectiveness and efficiency.

## Disha

“Disha – Creating Success for Self”- A one-day workshop has been designed to cultivate and nurture abilities that will enable employees to realise their true potential and achieve success in life. The program primarily aimed at helping employees achieve excellence at work and beyond, prioritise effectively, and become more proactive in achieving life and career goals.

## Advanced Excel

“Advanced Excel” – a two-day workshop designed in collaboration with Excel Prodigy to help employees speed up productivity and be more efficient when dealing with large amounts of data and calculations develop the ability to use more sophisticated tools to complete their tasks and analyze data more quickly.

## Powered By Values: Driven by 3D Culture

“Powered By Values: Driven by 3D Culture” – a half-day workshop designed in collaboration with Mr. Vijay Batra, Think Inc. to help employees develop a deeper understanding of the core values and 3D culture at IPCL, integrate them into their actions and live by them.



## 5S Workshop

As a part of “My Place My Pride-5S plus 25 (Safety & Swasthya)” at India Power, 5S has been initiated in collaboration with HRDC Ltd. to create a clean, beautiful, safe, organised, and efficient work environment. The workshop aimed to familiarise employees with the Japanese concept of creating a better work environment through a systematic approach.



## THE NEW LOGIC OF WORK- All People, All Spaces

Mr. Sanjeev Sinha, President, IT&D, at India Power Corporation Limited, was part of a roundtable discussion organised by Economic Times in association with Logitech. The discussion saw participation of industry stalwarts who shared insights on various models of workplace.

**The Economic Times in association with Logitech brought together industry stalwarts to discuss how IT will evolve to support employees in the new hybrid workplace**

**logitech**

Early in the global pandemic, it was clear that the work environment for many would change for good. Though far from over, the pandemic is receding and a new sense of normal is taking shape. As businesses move to re-open offices and support hybrid work environments to keep employees connected, the adoption of new and emerging collaborative technologies has accelerated. Prior to the pandemic, remote work was a benefit not every business offered, but as employees continue to shiver in place and successfully prove remote work is sustainable with the help of various platforms, businesses are now evaluating the technologies required to create hybrid in-office and remote teams.

Different firms have different approaches to a hybrid workplace. On any given day in a hybrid workplace, some employees will be in the office and some will be working remotely. The mix is fluid, with employees continuously transitioning between a work office and a home office. And this is resulting in the emergence of various models of a hybrid workplace, to meet the rapidly evolving business needs. It will need to become even more agile and responsive. And IT leaders would need to become positive about technology deployment and helping to support a mix of office and remote workers, to discuss how to stay ahead of the curve and know more about the changing culture's impact. The Economic Times in association with Logitech organised a roundtable discussion in Kolkata, Chennai and Bangalore. These discussions saw the participation of industry experts who came together to share insights about managing collaborations, employee well-being and ensuring that the culture of the company remains intact, regardless of the model they are working in.

Talking about how enterprises make the most of the hybrid world, Jayan Narayanan, Head IT Services at Wipro, said, "The pandemic struck us very heavily, but what is going to happen and how we are going to change through, we had to shift an entire organization to work from home overnight. But with the support of our vendors we were able to enable this change across the nation. The outcome was amazing as productivity increased immensely."

When the pandemic lockdown seemed temporary, people made do with what they had. But as companies adopt a hybrid model and employees realize they may be working remotely on a permanent basis, they will need equipment designed for business collaboration and communication. Anand Lalithambaram, Head of IISB Sales, India & South West Asia, Logitech shared his point of view on the real-life challenges faced by people. "Logitech is in the business of providing experiences. One of the first prerequisites for good collaboration is the ability to be seen well as well as to be heard well. Technology has grown and significantly improved, it is easier on us to collaborate and choose the right fit."

Companies across sectors are gearing up to help their employees work anywhere, anytime on a device of their choice. And IT leaders are prepared for a fluid work environment.

From helping businesses during the pandemic to ensuring collaboration in the post-pandemic world, enterprise-grade video and audio solutions have emerged as a productive remote work experience."

**ANAND LALITHAMBARAM**  
Head of IISB Sales, India & SW Asia, Logitech

The main thing that we are currently looking at is to make the best use of employees by giving them the right devices and the right environment so that it doesn't really matter where they are. Whether they are at home or in the office, it should be a seamless experience. This should also be done in the tools they need to be productively working on their responsibilities."

**PRAMOD SINGH**  
Head IT Operations, IFC

Having a home to stay, unlike some employees have begun returning to the office, others continue to work remotely. For us, working from the office was always encouraged. Culture at government organizations, as such, has been such that you just come to office and start working. We never used to have any laptops in our company. But the pandemic brought in a massive change. We used every resource of our budget to buy laptops. It was a very tough transition, but we managed to get us running the night around it back a longer time to complete."

**ANAND K PANDEY**  
Head IT Operations, IFC

Mr. Sanjeev Sinha, President, IT & D, IPCL, was one of the esteemed judges for the 12th edition of the Climate Control Awards held on the 7th of December 2022, on board the Queen Elizabeth 2, anchored in Dubai.



Mr. Pramod Singh, President - Regulatory & Commercial, India Power Corporation Limited, spoke at the 13th CII Energy Conclave 2022 which addressed "Transitioning Towards a Sustainable Energy Business in Eastern India". Mr. Singh was a panelist for the session on Transitioning to Low Carbon Energy.



Mr. Pramod Singh also attended the 4th Edition of World Utility Summit. He was a part of the panel discussion on "Sustainable Practice Towards Net Zero Utilities".



Anand K Pandey, Head-Renewables and New Business, India Power Corporation Limited, participated as a speaker in REConIndia 2023 held at Gurugram. He addressed the topic "Paving the Road for Energy Storage: Remedial Solutions for Paucity of Minerals, Perceived Upfront Costs, Diverse Technical Requirements and Policy Interventions".

Amitabha Saha, Vice President, Business Development and Marketing and Amit Prakash, Vice President, Commercial, attended the ICC 11th Green Energy Summit & 3rd Green Urja and Energy Efficiency Awards. Mr. Amitabha Saha addressed the summit about the importance of Green Hydrogen to reduce the usage of fossil fuel, along with the regulatory challenges in adopting this technological milestone.



Mr. Somesh Dasgupta, Whole-Time Director, India Power Corporation Ltd addressed the crowd at the 4th Edition of The People Management Conclave. The seminar had profound decision-makers and leaders across various industries who discussed 'Employability Challenges of Next Gen'. The knowledge-driven conclave identified the gaps in employability and solutions to bridge them.



Mr. Indu Bhusan Chakraborty, Sr. Vice President, Power Trading & Procurement, IPCL, represented India Power at the 49th TCC & ERPC Meeting, organised under the aegis of Government of Sikkim & Sikkim Urja Limited (Teesta Urja Ltd). The meeting is held every quarter, wherein members discuss and resolve issues pertaining to distribution, generation and transmission of power in the Eastern Region. While resolutions of the inter-state issues are submitted to Central Electricity Authority (CEA) for further evaluation, the intra-state issues are mitigated at the committee meeting. The committee comprises of two bodies: Technical Coordination Committee (TCC) that discusses the issues, and Eastern Region Power Committee that provides the final verdict.



India Power has demonstrated its commitment to corporate social responsibility (CSR) through a multitude of impactful initiatives. These initiatives encompassed signature properties that left a lasting impression on the company's identity. Targeting marginalised communities, India Power's CSR activities spanned diverse areas such as women's empowerment, education, health, social and infrastructural welfare, as well as the preservation and promotion of cultural heritage. By focusing on these crucial sectors, India Power has made a significant difference in the lives of those in need.

## WOMEN EMPOWERMENT

### Ananya

India Power in its centenary year introduced ANANYA: a women's empowerment initiative, aimed at recognising and awarding women from our licence area with compelling stories of grit, will and determination. This year, at the 5th edition of Ananya, India Power felicitated three women.

Mamata Kisku, a 22 year-old woman from the village of Haripur, is a State Level Cricketer aspiring to be a National Level Cricketer. Shyamali Singh is an elite marathon runner who has competed at district, state, national and international levels. She beat chest and brain tumour and continues to run the track of life. Sarama Roy, a leader of an SHG lost most of her family in a fatal accident. She lost the will to live but rose again to provide for her daughter.

The event was held at IPCL Central Office on 9th March 2023 in the presence of Swami Somatmananda, Secretary, Ramakrishna Mission Asansol, Mr. Somesh Dasgupta, Whole-time Director, IPCL, Mr. Subir Das, Vice President, Technical, IPCL, Mr. Anil Prasad, Associate Vice President, Finance & Accounts, IPCL and Mr. Partha Chattaraj, General Manager, HR, IPCL.



## EDUCATION

### Support to Raniganj Vivekananda Seva Kendra

India Power continued to support Raniganj Vivekananda Seva Kendra, a supplementary school which is run by a group of retired men under the vision and guidance of Ramakarishna Mission Ashrama, Belur. During the FY 2022-23 the company provided the monthly salary of three teachers and tiffin cost of 50 students. The school caters to education as well as character-building of the children residing in the four nearby slums of Raniganj area.

### Support to Sabar Tribes

India has innumerable minority adivasi groups in every nook and corner of the country that have less access to benefits and sometimes even basic necessities. Sabar is one such tribe that lives in parts of West Bengal and Odisha. India Power, in association with NGO Partner Bose Pukur Tahader Katha, identified one such Sabar Tribe residing in the village of Sasangdih, Barabazar Block, Puruliya District, West Bengal.

The families have remote access to proper nutritional food. Children are growing up in extreme vulnerable situations with compromised education. The company has undertaken the initiative to develop an educational and guidance center for the children of the tribe. The project will provide basic education and nutritional monitoring to them.



### Support to Manjeet Kaur Foundation

Manjeet Kaur Foundation in association with Asansol-Durgapur Police Commissionerate organised an inter-school debate competition in Asansol to promote "Safe Drive, Save Life". The goal of this initiative was to increase public awareness about traffic discipline, fostering better overall civic sense and improving the quality of life in the city. India Power extended its support to the same.



### Providing support to Boringdanga High School

Boringdanga High School, at Jamuria, Asansol, Pashchim Bardhaman conducted open air classes for its students. In the absence of a shed it became difficult to conduct classes during summers and monsoons. The area was also used by 1,400 students for consuming their mid-day meals. The prolonged exposure for harsh weather conditions was turning out to be hazardous to the health of students.

In order to ensure the children learn their lesson and consume their meals without any hindrance, India Power undertook the initiative of building a shed.



## HEALTH AND HYGIENE

### Swastha Samridhhi

1. A free eye-check up was also organized in association with Vision RX Lab at Rambagan, Raniganj. The local community were provided eye screening and spectacles at free of cost. The camp was a resounding success with 200+ people attending it.
2. India Power donated a Slit Lamp to an eye clinic run by Hindol Welfare Organization offering free medical check up to marginalized groups of the society.



### Happy Period

India Power, in association with Anahat For Change Foundation, organised Happy Period – a menstrual awareness and hygiene camp at Boringdanga High School, Jamuria. 120 adolescent girls from classes VII and VIII attended the session that covered topics like basics of menstruation, pre-menstrual syndrome, hygiene to be maintained during periods, nutrition and sustainable menstruation. The company also distributed cloth pad kits to these girls which were made by the SHG of women of Project Unnati from Hirapur Thakurbari Kripin Credit Society.



### Project Amrit

India Power has continuously ensured the provision of clean and safe drinking water to the local communities in its licence area. During the FY 2022-23, the company donated a water purifier to the Pandabeshwar Police Station and Andal Panchayat office for use of the larger mass. Additionally, a cooler was also installed at Raniganj by a densely populated locality.



## NATIONALLY ACCLAIMED SPORTS

### Project Bijay Shakti

1. India Power supported the Football Tournament "Vivekananda Gold Cup" 2022, organised by Asansol Pragati - a Social Welfare Organisation. The support was lent in the form of providing individual prizes on the final day of the tournament.
2. India Power provided the travel and logistical support to the Indian Team players that participated in the 5th Sub-Junior Boules Sports Championships and Federation organised by Boules Sports Federation of India.
3. India Power helped in facilitating a community sports event that was organised at the Gobindapur Shib Mandir Football Ground, with a humble donation. A total of 25 events took place and for each event 1st, 2nd and 3rd winners were awarded.





## PROMOTION OF CULTURAL HERITAGE

### Karigari Mela

2020 saw the birth of Rarh Bangla Karigari Mela, a unique undertaking by India Power aimed at promoting the rich cultural heritage of Bengal and providing a platform to artisans from Bengal to showcase their artistry and generate revenue.

In the 4th Edition of Karigari Mela held in FY 2022-23, the company took a step ahead by organising it for 4 days instead of the usual 3 days, from January 26 to January 29, 2023. Almost 70+ artisans benefitted from the initiative. Fair-goers indulged in a shopping spree of indigenous art forms such as Kantha, Tant, Dokra, Patachitra etc. Each evening was dedicated to Bengal folk performances such as Baul, Raibeshe etc.



## Promoting Hindustani Classical Music

India Power continues to promote the rich cultural heritage of Hindustani Classical Music by supporting prestigious music consortiums. This year the company supported The 71st Dover Lane Music Conference and the 100th Swara Samrat Festival.

Both the conferences saw participation by musical maestros, instrumentalists and vocalists alike, such as Pt. Hariprasad Chaurasia, Pt Ajoy Chakrabarty, Ustad Zakir Hussain, Ustad Rashid Ali Khan, Ustad Parvez Khan and more. The festivals also captivated the audience with dance performances by Guru Rama Vaidyanathan, Sujata Mohapatra & Troupe and Saberi Misra among others.

The support was lent in the view of preserving the rich Indian Classical Music and influencing the minds of the listeners.



## SOCIAL AND INFRASTRUCTURAL WELLBEING

### Project Kalyan

1. India Power in line the Government of India's initiative Swachh Bharat Abhiyan, took up an initiative to build a community toilet at Raniganj near a doctor's colony that has massive footfall of patients and their families on a daily basis.
2. In order to contribute to the control and prevention of crime in the company's license area, India Power installed 18 CCTV cameras in densely populated areas that are prone to accidents and other crimes, on recommendation by Asansol Durgapur Police Commissionerate.
3. Amorangori Juga Sangha runs an old-age home for widowed mothers in Kolkata. During power-cuts the mothers of the old-age home were left feeling uncomfortable and uneasy and unable to do any work. With summers around the corner, it was become increasingly difficult for them during loadshedding. Keeping the health perspective in mind, India Power donated a generator to the Bridhashram.
4. The communities of Ukhra and Sodepur were in need of a community assembly centre for people to come together for common activities. India Power extended support by aiding the construction of the centres.
5. India Power installed a water tank and long basin at Sodepur Colliery School. The installation helped the children and school staff to easy access of water along with making the day to day operations of the school kitchen for mid-meals easier.



## Republic Day Tableau Competition

India Power, like previous years, participated in the Republic Day Tableau Competition that is held at Asansol. The theme for this year was “Shaping India as a Global Power”, wherein we highlighted notable milestones post independence, that positioned India as a Global Power and won the 4th position.



## Children’s Day Celebration

India Power had an employee-driven Children’s Day activity. The employees contributed towards 100+ chocolates which were distributed among the children of India Power’s CSR initiatives. The children put up a beautiful little show of dance, poetry, and drama. It turned out to be a delightful evening. We thank the employees for their contribution.



## Feather Cup

India Power participated in the 10th Feather Cup: Corporate Badminton Tournament. The company’s team put up an astounding performance and reached the semi-finals.



AWAZ

बोरिगडांगा हाई स्कूल में आईपीसीएल ने लगाया कैंप

आसनसोल। आसनसोल-यूनिगेज क्षेत्र में बिजली वितरण कंपनी, इंडिया पावर कार्पोरेशन लिमिटेड (आईपीसीएल) ने स्वास्थ्य और स्वच्छता सीएसआर पहिचाना स्वास्थ्य समृद्धि के तहत 100 पोपिड का आयोजन किया। यह मासिक धर्म जागरूकता और स्वच्छता शिविर बोरिगडांगा हाई स्कूल, जामुडिया में आयोजित हुआ।



जिनका उपयोग ऐंठन को कम करने के लिए किया जा सकता है। इंडिया पावर ने यूनिगेज के यमवागन क्षेत्र में नि:शुल्क नेत्र शिविर लगाया। शिविर में करीब 200 से अधिक नेत्ररोगियों की जांच की गई। उन्हें परामर्श प्रदान किया गया। आईपीसीएल ने योग्य और उन्नत में दो सामुदायिक केंद्र भी बनाए।

संख्या में मरीजों का आना-जाना लगा रहता है। आईपीसीएल ने एक वाटर कुलर और पानी की टंकी धान की तार्कि मरीजों को सुवर्धित पेयजल उपलब्ध हो सके। इसके प्रतिनिधित्व, बिजली डिस्कॉम ने सोयपुर कॉलोनियरी स्कूल में पानी की टंकी भी स्थापित की। अपने लाइसेंस क्षेत्र में लोगों के लाभ के लिए एक प्रमुख उपाय के रूप में, आईपीसीएल यूनिगेज में डॉक्टर की कलोनियों के पास पुरुष पो और महिलाओं दोनों के लिए सामाजिक सौचालय का निर्माण भी कर रहा है।

SHOKALER DAK

बेसकरा बिदु उतुपदनकारी संसुहार उदुयोग आसानसोले शुरु चारदिनेर चतुर्थ कारिगरी मेला

निजय प्रतिबेदन, आसनसोल: बेसकरा बिदु उतुपदनकारी संसुहार उदुयोगे 26 जानुयारी शुरु हल चार दिनवापी खुईडिया पाओयार राडु बांगला कारिगरी मेला। प्रजातंत्र निरसेर बिकेले आसानसोलेर विवेकानंद सरशीर सेट्टिम मले मेलेर शुभ उद्घोषण करेन राजेजर अहिन उ श्रम मंत्री मलय घटक उ आसानसोले रामकुश मिशनेर सटिब श्रामी सोमाधनपत्नी महाराज। एर आगेर तिन बरुन एई मेला तिन दिनेर शलेउ वुध-पतिवार धेके शुरु हउया एई कारिगरी मेला चार दिन बरे चलावे बले जानाने हउयेउ उदुनात्तापेरे तराफे।



श्रामी शिरीसेर बाज अनतार दरवार पौंये निते एई मेलेर आरोगेजन करे आसले। चतुर्थ बरुनेर एई मेलाके एवरेर ईउनेको श्रुक्ति दियेये। फले आमरा आरगे बेनि उतुवाहि हउये। आगामी बरुन आरगे बडु बरे एई मेलेर आरगेजन करा याते या, तार छेरी करा हवे।

BHARATMITRA

आसनसोल में चार दिवसीय इंडिया पावर राढ़ बंगला कारीगरी मेला का मंत्री मलय घटक ने किया उद्घाटन

दुर्गापुर। आसनसोल के सुश्रीनगर स्थित सेट्टिम माल समीप चार दिवसीय इंडिया पावर राढ़ बंगला कारीगरी मेला का चौथा सत्र का आयोजन किया गया। इस अवसर पर राज्य के श्रम, कानून, विधि मंत्री मलय घटक, रामकुश मिशन के सचिव स्वामी स्वमानानन्द महाराज, पार्षद अनिर्वाण दास, इंडिया पावर के निदेशक सोमेश दासगुप्ता मौजूद रहे। मंत्री मलय घटक ने फ्रीला क्राफ्टमेन मेला का उद्घाटन किया। इसके बाद सभी अतिथियों को साल और



हस्तशिल्प के बने सामानों को देकर उन्हें सम्मानित किया गया। कार्यक्रम की संयोजित करते हुए मंत्री मलय घटक ने कहा कि

इंडिया पावर की और कारीगरी मेला कीते चार वर्ष से आयोजित किया जा रहा है यह बहुत ही सरासरीय पहल है। उन्होंने कहा कि मेला बहुत प्रकार के होते हैं। उद्घरण देते हुए उन्होंने कहा कि पहिलम बंगाल सरकार की ओर से कृषि, श्रम सहित विभिन्न मेला का आयोजन होता है। बेसे ही पुस्तक मेला और धार्मिक मेला का भी आयोजन होता है। कारीगरी मेला के आयोजन से स्थानीय हस्तशिल्प को बढ़ावा मिलता है और उनके सामानों का

प्रदर्शन के साथ बिक्री होती है जिससे उनके आय में बढ़ोतरी होती है और वे लोग आत्मनिर्भर हो सकते हैं। उन्होंने कहा कि कारीगरी मेला का राजा के विभिन्न जगहों पर आयोजन करने की जरूरत है इसलिए उद्योगपतियों का आगे आकर इस तरह मेला आयोजन करना चाहिए। इंडिया पावर के निदेशक सोमेश दासगुप्ता ने कहा कि कारीगरी मेला का चौथा वर्ष है। इस बार भी हस्तशिल्प सामानों के करीब 35 स्टाल लगाये गये हैं।

TIMES OF INDIA

Swiss co E2S, India Power ink energy unit deal

Kolkata: E2S Power, one of the leading developers of thermal energy storage solutions based out of Switzerland, and India Power Corporation (IPCL), one of the leading power utilities in India, have signed an agreement for a 250 KWh pilot thermal energy storage unit to be operated in India. The pilot unit has been engineered, built, and tested at the E2S Power facility in less than nine months. It passed Factory Acceptance Tests and will be delivered to India in the first quarter of 2023.

An official pointed out that this collaboration will help in transforming thermal power assets into clean energy storage facilities. Somesh Dasgupta, whole-time director at India Power Corporation, said, "E2S and IPCL's association comes at a time when there is more and more emphasis being laid on clean energy. There is huge demand and potential for long duration energy storage system in India and this thermal storage technology is the best match to repurpose the retiring thermal power plants. Through this JV we expect to cater an estimated demand of 10 GW of Long Duration Energy Storage System (LDESS) within next 8-10 years."

Dasgupta added that IPCL and E2S Power will work jointly with major companies in the power and renewable energy sector in India to identify, evaluate and offer optimized integrated thermal and existing facilities being phased out. "India is one of the most important energy markets in the world," said E2S Power CEO Sasha Savic.

TELEGRAPH

IPCL pact

■ CALCUTTA: E2S Power, a developer of thermal energy storage solutions, and India Power Corporation (IPCL) have signed an agreement for a 250 KWh pilot thermal energy storage unit to be operated in India.

BOTTOM LINERS



HINDU BUSINESS LINE

E2S Power, IPCL ties up for thermal storage unit



Kolkata: Swiss-based E2S Power and India Power Corporation Ltd (IPCL) have signed an agreement for a 250 KWh pilot thermal energy storage unit to be operated in India. The pilot unit has been built and tested at E2S Power's facility in less than nine months. It has passed factory acceptance tests and will be delivered to India in the first quarter of 2023. OUR BUREAU

ARTHIK DHARA

आईपीसीएल की और से मासिक धर्म और स्वच्छता पर जागरूकता शिविर



आसनसोल-यूनिगेज क्षेत्र में बिजली वितरण कंपनी, इंडिया पावर कार्पोरेशन लिमिटेड (आईपीसीएल) ने स्वास्थ्य और स्वच्छता सीएसआर पहिचाना स्वास्थ्य समृद्धि के तहत 100 पोपिड का आयोजन किया। यह मासिक धर्म जागरूकता और स्वच्छता शिविर बोरिगडांगा हाई स्कूल, जामुडिया में आयोजित हुआ।



# AWARDS



India Power won the silver prize at the 3rd Green Urja and Energy Efficiency Awards under the category of Top DISCOM-RE & EE (Public & Private)



India Power won the CII ENCON Awards 2022, for Recognition of Excellence in Energy Conservation

IPCL participated in the 13th CII HR Excellence Award. With the persistent efforts of the entire HR team and the support of the leadership, India Power scored above 501 and was awarded "Significant Achievement in HR Excellence"



Sanjeev Sinha, President, IT&D at India Power Corporation Limited was among the 20 CIOs across the country to be awarded the CIO Crown in the form of Digital Genius Award 2022. He was awarded in the Smart Analytics category. The BI Solution implemented at IPCL has been rated among the best in the country

### **Christmas Celebration** - 23rd December, 2022

At IPCL, we celebrate all occasions specific to our state's festivals, embracing a secular approach. This year, we celebrated Christmas on December 23rd, 2022. To add a unique touch, we gifted our employees winter special Bengal-specific sweets, accompanied by chocolates. An employee from the HR team dressed up as Santa and joyfully distributed sweet boxes to all our employees.



### **Poush Parbon Celebration** - 20th January, 2023

Poush Sankranti, the final day of the Bengali month Poush, is renowned as Makar Sankranti and signifies the harvest festival in Bengal. During this time, the freshly harvested paddy and date palm syrup, known as Khejurer Gur and Patali, are used in the creation of various traditional Bengali sweets called 'Pitha'. These sweets are made with rice flour, coconut, milk, and 'khejurer gur' (date palm jaggery).

At IPCL, we celebrated Poush Parbon by organizing a Pithe Utsav festival and competition. The event took place in the cafeteria, where employees formed teams and set up stalls to sell Poush Parbon's special food items, either prepared or brought by them. The entire office was invited to attend and purchase the delectable offerings. It was a grand event with attractive prizes awarded to the winners.



### **Women's Day Celebration** - 6th March 2023

International Women's Day, observed worldwide on March 8th, was celebrated at IPCL this year in 2023, honoring the international theme of #EmbraceEquity. To commemorate this occasion, we arranged a special lunch for all our female employees at HO at Wow China. Additionally, our women employees in Asansol received thoughtful gifts and cards. Their respective HODs, along with HR, distributed cards and chocolates to appreciate and acknowledge their contributions.



### **Poila Baishak Celebration** - 13th April 2023

Poila Baishak, also known as Bengali New Year, is celebrated on the first day of the Bengali calendar. At IPCL, we joyfully celebrated Poila Baishak at the HO - Convergence Center. The festivities included a captivating band performance and a delightful dance performance by members of our employees' families. Our employees actively participated in the event by showcasing their singing and recitation talents. To add a touch of tradition, we held a best-dressed competition, awarding prizes to a male and female participant respectively wearing authentic Bengali attire. Additionally, we arranged a delectable spread of Bengali snacks and drinks. The event was a tremendous success, leaving everyone with memories to cherish.



Sl No	Employee Code	Full Name	Date of Joining	Designation	Location	Department	Company Name
1	301564	Jayanta Ghosh	10-Oct-2022	Executive	Asansol-JKN	Grid Substation - O&M	IPCL
2	301568	Suman Kumar Samanta	10-Nov-2022	Assistant Manager	Kolkata	Corporate Finance	IPCL
3	301569	Rakesh Kumar	17-Nov-2022	Assistant Manager	Asansol-JKN	Grid Substation - O&M	IPCL
4	301577	Ashim Layek	01-Mar-2023	Executive	Asansol-DPS	Operations & Maintenance	IPCL



**WELCOME  
TO THE TEAM**



Mr. Karn Pallav, Associate Vice President, Regulatory Affairs, IPCL, is about to make his mark as an author with his debut book, "The Power of Positive Thinking." With a deep-rooted passion for writing, Mr. Pallav has dedicated his spare time to honing his craft and making this debut publication an eagerly anticipated milestone in his writing journey. Scheduled to be released soon, this insightful book delves into the transformative impact of optimism and offers practical guidance for personal growth.

#### **What is the book about?**

The book explores optimism in life and how it can help us overcome challenging circumstances. By fostering a consistent positive mindset, we can effectively resolve every situation over time.

#### **How can we stop ourselves from thinking negatively?**

As humans, we are prone to negative thinking, but the book doesn't delve into the psychological aspect. Instead, it beautifully depicts real-life scenarios where being surrounded by optimistic individuals naturally uplifts our spirits and diminishes negative thoughts.

#### **What inspired you to write this book?**

This was forced upon me by my daughters (laughs). One is five and the other is twelve years old. I noticed that when others didn't play with them, they would become pessimistic and feel disliked. To cheer them up, I encouraged them to maintain positive thoughts and play on their own, assuring them that others would join eventually. But they found it hard to believe me. That's when I decided to write this book, sharing anecdotes and examples to prove that optimism leads to better outcomes.



#### **When did you start writing this book?**

I began writing on January 26, 2023.

#### **Did you always have an interest in writing?**

Yes, writing runs in my family. My wife is a published poet, and I enjoy casual writing and blogging. I've been writing for about 10 to 12 years now.

#### **When did you start writing?**

I started writing when I was working in Reliance, Mumbai. Since my office hours ended early and I wasn't married or fond of traveling, I had ample time after work to pursue my hobbies. That's when I started writing.

#### **What did you write at that time?**

During that period, I wrote nearly 400 pages of fiction where my present self interacts with my future self. The story revolves around events that unfold after receiving an email from my future self. Unfortunately, the manuscript wasn't published, and it got accidentally deleted from my laptop. This incident discouraged me from writing for a long time.

#### **Is this your first published book?**

Yes, this is my debut published book.

#### **Do you plan on continuing writing as a passion or side business?**

I will definitely continue writing, but I prefer to keep it as a passion. My wife is a professional writer, primarily focused on poetry, and even my 12-year-old daughter is writing a fiction book about a cookery show featuring magical potions.

### Have you thought about your upcoming projects?

Yes, I have an idea in mind, although I haven't started writing yet. It will be inspired by the Ramayana but will offer a fresh perspective from Shatrughan's point of view. I aim to explore his thoughts as the youngest sibling responsible for the family when his brothers are absent. The book will be set in today's generation. It will showcase how a family of four brothers deals with such situations and how the youngest sibling handles the responsibility.

### What got you into writing? Was it just a leisure activity?

I have various hobbies such as singing, blogging, and painting, but it became challenging to manage them alongside my job. The passion for writing was always there,

but due to time constraints, I couldn't pursue it. However, during the COVID-19 pandemic, I had more time to focus on my hobbies, and that's when I started writing again.

### What do you hope to achieve with this book? What was your thought process while writing it?

My main goal in writing this book was to inspire my daughters. Later, my wife suggested that I should get it published, and I decided to go ahead with it.

### When will the book be published?

The book is scheduled to be published in July and will be available online.

Photography by Binay Kumar Routh - Accounts and Finance

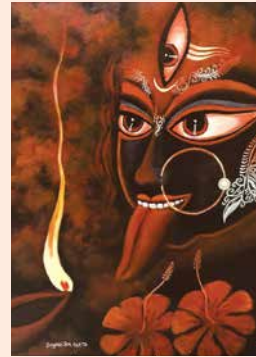


Art by *Saheli Mitra*  
*Daughter of Shuvodip Mitra - Procurement and Store*



Photography by *Saikat Jana*  
*Generation - O&M*





Art by  
**Sayani Sen**  
Human Resources



Art by **Aaradhya Goswami**  
Daughter of Arun Kanti - Procurement and Store



## Chicken Ala Kiev

Recipe by **Shakti Patra**, Head-Chef, IPCL



### Ingredients:

5 chicken breasts with wings

Parsley leaves

50 grams of all-purpose flour (maida)

3 eggs

1 tablespoon of white pepper

250 grams of bread crumbs

200 grams of butter

Oil for deep frying

Salt (as per taste)

### Instructions:

- Begin by preparing the chicken breasts. Lay each chicken breast flat on a cutting board and carefully butterfly them by slicing horizontally through the thickest part of each breast, being careful not to cut all the way through. This will create a thin layer of chicken that can be rolled.
- Take the butter and parsley leaves and place them in the center of each chicken breast. The amount of parsley leaves can be adjusted according to your taste preferences. Fold the chicken breast over the butter and parsley, sealing it tightly. Repeat this process for all the chicken breasts.
- In a shallow dish, mix the all-purpose flour (maida), white pepper, and salt together. This will be used to coat the chicken.
- In a separate bowl, beat the eggs until well combined.
- Place the bread crumbs in another shallow dish.
- Take each chicken breast roll and coat it first in the flour mixture, ensuring it is well covered. Then dip it into the beaten eggs, allowing any excess to drip off. Finally, roll it in the bread crumbs, pressing gently to adhere the crumbs to the chicken.
- Heat oil in a deep pan or pot for frying. The amount of oil should be enough to submerge the chicken rolls.
- Carefully place the coated chicken rolls into the hot oil, making sure not to overcrowd the pan. Fry them on low heat until they turn golden brown, which should take around 4-5 minutes.
- Once cooked, remove the chicken Ala Kiev from the oil using a slotted spoon and transfer them to a paper towel-lined plate to drain any excess oil.
- Serve the Chicken Ala Kiev hot as a main dish. It pairs well with mashed potatoes or a side salad.

Note: Since the butter used in the filling already contains salt, it is advisable to go easy on the additional salt added to the flour mixture. Adjust the seasoning according to your taste preferences. Additionally



## The sentinel wordsmith of India Power

**Mrinal Ghosh**, who works at the Security Service of India Power Corporation Limited, has pursued his passion for writing by authoring four books. His recent book, **'In Dark Solitude'** stands out as a series of short stories that delve into the detrimental effects of societal gaps and evils, often leading to criminal activities. The book highlights the inefficiencies of the systems that force individuals into a life of crime.

'In Dark Solitude' is Mrinal Ghosh's fourth book, currently available at College Street and through the publisher's website (raaprakashan.com). Mrinal Ghosh began his writing journey during college, venturing beyond fiction to craft scripts for street plays. With the advent of Facebook, he found a platform to share his stories with the public. His first book, 'Uncut Moments,' was published in 2015 and featured simple narratives of everyday occurrences with underlying social discrepancies.

In 2020, Mrinal Ghosh released his second book, 'Black Tulip,' which comprises 15 stories centered around unconventional love. These

stories explore label-less relationships, where individuals sometimes go to great lengths to support and serve one another. His third book, a thrilling series, uncovers how people unintentionally aid criminals in committing crimes.

Although Mrinal Ghosh completed his schooling and joined Andrew Yule as a clerk, his responsibility to provide for his family, along with his brother's open-heart surgery, compelled him to take on the job while pursuing his graduation. Unfortunately, an incident prevented him from obtaining his degree. Nevertheless, his passion for writing remained unwavering.

Currently, Mrinal Ghosh is working on a novel that delves into the lives of courtesans, showcasing their multidimensional characters and their capacity for love beyond their profession. As a writer, he has carved out his own niche, all while fulfilling his duties as a devoted husband and a loving father to his daughter, who is currently preparing to become a Chartered Accountant (CA)



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