



MESCO

Newsline

An HR Initiative
Issue 10, Mesco Tower, Bhubaneswar, April 2018





Mr. J. K. Singh
Group Chairman



Mrs. Rita Singh
CMD

MESCO STEEL

Partnering Progress

OUR VISION

“MESCO Group commits to the brick and mortar sectors of economy which promote nation building. Our core competence is therefore in steel, minerals, aerospace, gold mining and low cost housing. In all these sectors we will strive to be the most efficient producer and be among the top companies in the countries we operate in by creating value for the stakeholders. We will constantly strive to pursue opportunities in these sectors and promote establishment of cooperative enterprises for the development of society”

CONTENTS



Krishna Ashram
www.krishnaashram.com

Page 6

THIS ISSUE

Page 4	Know Your Plant BF
Page 5	Know Your Plant DRI
Page 7	Our Product at a Glance
Page 9	Safety Measures at Industrial Workplace
Page 11	Role of KNMU in MESCO STEEL
Page 12	MESCO Gold Mines
Page 13	New Training Centre Inaugurated at MESCO STEEL-I
Page 14	Turn Around Story of MISL
Page 16	Holi Celebration
Page 19	Employee Articles
Page 25	Promotion of Executives at MISL Plant
Page 28	New Joinees at MESCO Group

Message From Director (Finance)

It gives me immense pleasure to inform all our valued investors, stakeholders and employees across the locations and service providers that the Company has delivered impressive performance under very stressful conditions in the market both domestic and international. We have been able to increase Net Sales remarkably. This has come only through the hard work of our Employees, faith on us by the investors and shareholders and strong Management by our dedicated team. With this trust, dedication and hard work the Company is placed in an advantageous position to deliver excellent financial performance and build for the future growth. It is also indeed a matter of great satisfaction that MESCO NEWSLINE by now has proved its worth as an educative, informative as well as composite resource in house magazine which is widely read and appreciated by all.

There are no secrets to Success. It is the result of a vision for tomorrow, preparation and hard work. Keeping in mind of this fact I feel "the best is yet to come" which can be achieved only if the whole team shares the vision and works together for a better tomorrow.

The only path to success is **"NEVER GIVE UP EVER"**.



Natasha Singh Sinha



Message From Director (Commercial)

I am happy to note that MESCO News line is bringing its 10th Issue. I am a firm believer in the proverb “When the going gets tough, the tough get going”. I expect the same high spirits and self-belief in all of you. We indeed hopeful for Revival of Mining Sector for sustainable pick up in the industrial output. Despite the difficult situation prevailing in general and specially for Steel and Mining Sector, MESCO STEEL has demonstrated its resilience by operating both the Steel Plants. We have succeeded in more challenging environments earlier and currently we are well prepared to meet all contingencies. Despite the fact that there was significant constraint in the Mining Operation, Company has posted a record turnover along with healthy performance which is reflected through the various performance indicators. There has been also progress in terms of project implementation like we are progressing fastly in our Sahapur Lime Stone Mines, MP.

To embark on a journey of success one needs the tools of preparedness, foresight and strategical planning. These lead to the path of growth and high quality operation. It's our endeavour to be one of the most competitive companies in the industry with emphasis on efficiency in operations, reliability for customers and thrust on total customer satisfaction by attaining our vision of becoming the most efficient producer of Iron & Steel.



Shipra Singh Rana



Editorial.....

After successful revival of “MESCO Newslines” publication and circulation of Digital Version of its 9th edition, now we welcome everyone to our redesigned and re-imagined 10th Edition of our MESCO Newslines. We would like to place on record our gratitude and heartfelt thanks to all those who have contributed to make this effort a success. We profusely thank the management for giving support and encouragement and a free hand in this endeavor. The transformation of this gigantic organization has been possible only through the hard work and dedicated commitment of each and every living assets of MESCO Group. The need of the hour is re-dedicating ourselves to the growth of MESCO Group. By maintaining the respect and interest of our readers, the Newslines ultimately aspires to inform their opinion of the Company and to strengthen their commitment to its welfare.

We welcome suggestions from all our valued readers who wish to see their ideas incorporated in the subsequent issues. Please feel free to provide your feedback and send pertinent information with photos to the editorial team for inclusion in our forthcoming issues. We look forward for incessant guidance, support of the Management, our Stakeholder and valued Readers.



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Know Your Plant

Blast Furnace (MESCO STEEL -I)

MESCO having two Blast Furnace named SANKYA(BF#1) and SATYA(BF#2) of capacity 350m³ each and able to produce 679 ton Hot Metal everyday and two Pig Casting Machine of capacity pouring 110 ton of Hot Metal per hour. SANKYA commissioned on 2007 and SATYA commissioned on 2005. After major capital repair again SATYA re commissioned on 2014. After relining again SANKYA re commissioned on 21.10.18.

Blast Furnace is a tower shaped structure, made of steel and lined with heat resistance refractory bricks made of Al₂O₃ and Carbon. It is a tall counter current reactor to process iron and sinter to produce liquid iron (Hot Metal) and by products Slag, BF Gas and Flue dust.



Raw materials (Iron Ore, Sinter, Coke and Flux) are screened, chemically analyzed, weighed and batched are charged into Blast Furnace through bells via Skip

(Double Bell Skip charging system). These materials forming a packed bed and move downwards by gravity. The cold blast air taken from blower passes through stoves and takes heat turns to hot blast. This Hot Blast Air (Hot Blast) of quantity around 48000 to 50000Nm³/Hr blown from bottom with 950 to 1000°C temperature at 1.2 Kg/Cm² pressure through tuyers for combustion of coke, which result in generation of hot reducing gas (CO) which is forced to flow up wards by pressure gradient through the void space between solid lumps in the packed and permeable bed to exit at top of furnace. The counter current flow of solid and gaseous streams and extensive gas-solid contact for chemical reaction. Raw material after charging in to furnace, passes through the following zones

continuously named preheating, reduction, softening and melting in sequence. The liquids (Hot Metal and Slag) reach bottom (hearth) of the furnace with the transformation from solid to liquid at around 5 hrs.

The liquids accumulated in the heart bottom, tapped out in regular intervals of 50 to 60 minutes based on melting rate by drilling the tap hole with drilling machine and using lancing pipe, Oxygen and poking rods. The Hot Metal and slag (the fluxes combines with the impurities in the charged raw materials form slag) separated outside the furnace. Hot Metal collected in the refractory lined ladles of capacity 60ton which hold by ladle car sent to PCM for casting and slag which is floating on top of Hot Metal due to lighter density sent to Slag Granulation Plant where hot slag was hit by high pressure water and transform the liquid slag to powder form. When the liquids in the furnace is drained down to tap hole level, some of the blast blow out from the tap hole causes tap hole spitting. This signal is the end of cast. The tap hole is closed by mud gun clay mass by using mud Gun machine. The Mud Gun pushes clay into tap hole stopping the flow of liquids. The cast house all troughs then cleaned and made ready for next casting.

Blast Furnace gas which is generated at blast furnace is sent to gas cleaning plant (GCP) for dust cleaning. The cleaned dust free gas is used internal for stove heating, CPP for in house power generation and to sinter plant to maintain temperature during process.

Presently we are producing Hot Metal average 750Ton/day basic grade production from one Blast Furnace with average 635 Kg/thm gross coke rate.



Know Your Plant

DRI (MESCO STEEL -II)

Maithan Ispat Ltd (A Unit Of Mesco Steel) is one of the leading manufacturer of Directly Reduced Iron (DRI), Steel Billets and Reinforcement bars in India as well as International standard specifications. Maithan Ispat Ltd was established in 2004 and located in Kalinga Nagar Industrial Complex, Jajpur-Road (Odisha). **Back-up Facilities for Heavy Section /Billet & Reinforcement Steel Bar**

Product Capacity

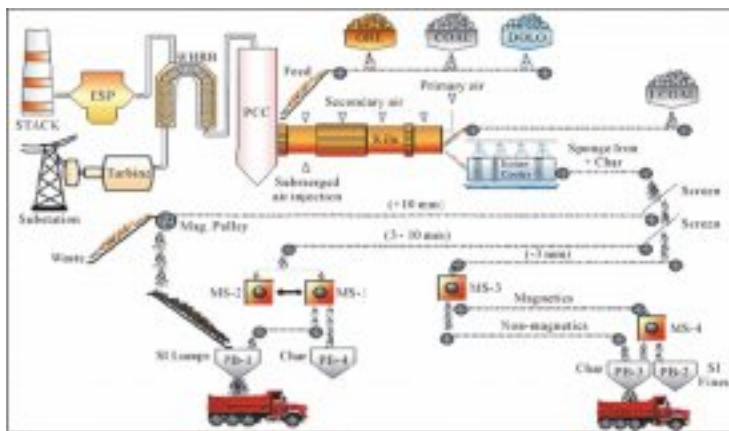
Annual DRI production capacity is 210,000 MT with 2 X 350 MTPD rotary kilns

Sponge Iron Making Process

The process of sponge iron manufacturing involves removal of oxygen from iron ore. When that happens, the departing oxygen causes micro pores in the ore body, turning it porous. When the eventual product is observed under a microscope, it resembles a honeycomb structure, which looks spongy in texture. Hence the name is sponge iron.

As part of the reduction process, there are several endothermic as well as exothermic reactions are taking place inside the kiln. $3Fe_2O_3 + Co \rightarrow 2Fe_3O_4 + Co_2$, $Fe_3O_4 + Co \rightarrow 3FeO + Co_2$, $FeO + C \rightarrow Fe + Co$.

Process Technology



Generally in any sponge iron process, the coal and iron ore are metered into the high end of the inclined kiln. A portion of the coal is also injected pneumatically from the discharge end of the kiln. The burden first passes through a pre-heating zone where coal de-volatilization takes place and iron ore is heated to pre-heating temperature for reduction.

Temperature and process control in the kiln are carried out by installing suitable no. of air injection tubes spaced evenly along the kiln length. The product (DRI) is discharged from the kiln at about 1000°C to a rotary cooler. The cooler is a horizontal revolving cylinder of appropriate size. The DRI is cooled indirectly by water spray on the cooler upper surface. Solids discharged to the cooler through an enclosed chute are cooled to about 100°C. without air contact. The product is screened to remove the plus 25mm DRI. The undersize – a mix of DRI, Dolochar and coal ash are screened into +/- 5mm fractions. Each fraction passes through a magnetic separator. The non-magnetic portion of – 5mm fraction mostly spent lime, ash and fine char is discarded.

The flue gases then pass through an after burning chamber where un-burnt combustibles are burnt by blowing excess air. The temperature of the after burner chamber, at times, is controlled by water sprays. The burnt gases then pass through a pollution control equipment namely ESP where balance dust particles are separated. Then the gas is let off into the atmosphere through stack via ID fan.

Raw Material handling and Preparation

- (a) Crushing and screening operation are being carried out in enclosed area. Centralized de-dusting facility
- (b) Work area including the roads surrounding the plant are being asphalted or concreted. In the wet system, water sprays/ sprinklers are being provided at the

following strategic locations for dust suppression during raw material transfer.

Equipments

Rotary Kiln, a cylindrical vessel, inclined slightly to the horizontal as in Figure which is rotated slowly about its axis. The material to be processed is fed into the upper end of the cylinder. As the kiln rotates, material gradually moves down towards the lower end, and may undergo a certain amount of stirring and mixing. Hot gases pass along the kiln, sometimes in the same direction as the process material (co-current), but usually in the opposite direction (counter-current). The hot gases may be generated in an external furnace, or may be generated by a flame inside the kiln. Such a flame is projected from a burner-pipe (or "firing pipe") which acts like a large Bunsen burner.

Important Equipments/Machineries

Kiln Shell/Refractory Lining/Tyres and Rollers/Drive Gear/ Rotary air lock feeder/Lobe Compressor/Coal Throw Pipe/ Air Tubes/ESP's/Feed Tube/ Air Tube

We love for dogs and keep them as pets at our big home – “Krishna Ashram”

We are sure most of you can relate to Mrs. Rita Singh as the business woman and CMD of our company-MESCO group but am not sure how many would know about her passion for animal welfare. It is this love for animals, that she started Krishna Ashram (KA); a **non-Government , not for profit and voluntary organization that started thirty years back with individual efforts of our CMD.** In the last 30 years, KA has rescued and cared for thousands of sick and injured stray animals mainly dogs. To formalize the work being done for the animals, the organization was registered under Societies Act in October 2003. The look after of the animals, primarily dogs is not limited to Krishna Ashram's premises but wherever she has office or place to stay. For example the guest house in Jajpur has more than 75 dogs who stay within the premises. Her residence in Bhubaneswar has nearly 14 dogs. So, wherever possible, she has arranged for shelter to some extent for the *animals in need*.

The organization is registered with Government bodies like AWBI, NDMC and SDMC for contributing towards Anti-Birth Control (ABC) programme and organizing Anti Rabies Vaccine (ARV) campaigns for stray dogs.

Presently, Krishna Ashram houses more than 800 stray dogs and all the resident dogs are being provided with quality life; good food and timely medical care. Around 200 dogs, who live in the vicinity of KA are being fed twice in a day. A dedicated team of 45 staff members have been employed to look after the dogs, which includes; 4 full time doctors, 2 paravets, 1 pathologist and attendants/care takers. In the last one to two years,

we have upgraded the operation theatres, which are well equipped to deal with any kind of emergency. It baffles us when we receive cases on almost daily basis of the dogs who are run over by vehicles because of driver's neglect or are victims of cruelty to animals. As an organization, we plan to start awareness and sensitization programmes for the people. We plan to go to schools for sensitizing children as we view them as 'change agents'

who if are convinced are sensitized, they in turn would be instrumental in bringing change in the mindset of their family members.

Over the years, KA has developed a significant volunteer base; more than 100 volunteers are associated with the organization. These volunteers are the animal

lovers who keep referring the *animals in need*, and send them to us for treatments. We have tied up with few luxury hotels like; The Oberois, Trident and Leela, who give us breads for our dogs and the famous brand Harvest Gold also provides breads to us on daily basis. The owner of one of the biggest malls in Delhi 'Select City walk' sponsors on monthly basis treatment of some of the stray dogs. Likewise, lots of people are now getting associated with us and supporting in our work.

In Delhi, NCR Krishna Ashram is known for the care we provide to the sick dogs and the personal care being extended to each dog. It is heartening to share with you all that at KA, every staff is trained to take care of every resident dog with lot of love and care. Recently, CMD's interview was aired in Red FM and an article on KA was published in Statesman Newspaper.

Compiled by – Team, Krishna Ashram

For more details visit: www.krishnaashram.com



Our Product at a Glance (MESCO STEEL I)

PIG IRON

Pig iron is an intermediary product when iron ore is smelted with a fuel with high carbon, such as coke. This is usually done with limestone to act as the flux. Anthracite as well as charcoal can be utilized as fuel as well.

It has a fairly high carbon content combined with silica and dross constituents, making it very brittle. Pig iron should not be directly utilized as a material with the exception of some limited applications.

Pig iron is produced in the blast furnace sector. The raw materials used include ore, sinter, coke, lime and various aggregates.

To ensure that the production process maintains a high and stable level of quality, these materials have to be metered precisely and supplied to the blast furnace in batches.

PIG IRON	SPECIFICATIONS					PIG IRON	WEIGHT (KG)	DIMENSION (mm)		
	C	Si	Mn	S	P			L	B	H
STEEL	3.8 to 4.2	1.49 (max)	0.20 (max)	0.060 (max)	0.120 (max)	SIZE-1 (PCM-1)	13.47	240	150	100
MISL-1	3.8 to 4.2	1.50 to 1.99	0.30 to 0.50	0.060 (max)	0.120 (max)					
MISL-2	3.8 to 4.2	2.00 to 2.49	0.30 to 0.50	0.060 (max)	0.120 (max)					
MISL-3	3.8 to 4.2	2.50 (min)	0.30 to 0.50	0.060 (max)	0.120 (max)	SIZE-2 (PCM-2)	14.8	245	225	70
BASIC	3.8 to 4.2	>2.50	0.30 to 0.50	>0.060	0.120 (max)					

SINTER

The Concept Of Waste To Wealth

At MISL, Sinter Plant having two number of sinter machines each 36 M², with different bed height, 450 mm and 500 mm. The designed capacity 993 TPD, achieved 1124 TPD and 1202 TPD from Band-I and Band-II respectively.

Sinter Plant playing a vital role in our plant to make Hot metal through Blast furnace. Using the Sinter in Blast furnace reduce coke rate, raw flux consumption and enhance productivity of the furnace...

It is a process of agglomeration at high temperature, by the incipient fusion of Iron fines, coke breeze Lime stone, Dolomite fines and other metallurgical waste under desired vacuum.

Keeping the operation in Mines in past, when the mechanized mining was started, the fines generation was approx 60%, which was not suitable for Blast furnace to charge directly, but it could not be thrown like a waste and that fines also contains a rich percentage of Iron i.e. 58-65% also became a hindrance for dumping. After lot of research and development the metallurgists finally succeeded to utilize it to extract iron from the fines and sintering process came in existence by Russian and German metallurgists, just before 1st world war. Now it is



widely adopted by all the Iron makers in the world.

In case of our Plant, we have so far achieved our hot metal production and coke rate beyond the target in Blast Furnace. It is one of the great causes that we are producing good chemical and Physical quality of Sinter, having More than 55% TFe with 1.9 % basicity and Tumbler Index more than 70, as required by Blast Furnace, which was difficult to produce before restarting the Furnace in Nov'2017.

There was a critical time for MESCO in the period of Oct'2015- Nov '2017 due to global recession in steel market and other reasons too. But we think this is the best time ever for MESCO when we overcome the entire barrier which was affecting to reach our target.

The Team Sinter Plant is very grateful to our management in extending all possible support and providing required technical grade of raw materials, equipment spares and other accessories. I am confident to reach new height in production of sinter with desired quality and do thankful to my all colleagues to provide their endless effort; otherwise it was not possible to meet our target.

Our Product at a Glance (MESCO STEEL II)

MESCON TMT

Size with Sectional Weight Tolerances as per IS 1786

S No.	Nominal Size (mm)	Mass per Meter	Tolerance on Nominal Mass	Tol in Individual Mass of the
1	8	0.395	7%	8%
2	10	0.617	+/-7%	+/-8%
3	12	0.888	+/-5%	+/-6%
4	16	1.580	+/-5%	+/-6%
5	20	2.470	+/-3%	+/-4%
6	25	3.850	+/-3%	+/-4%
7	28	4.830	+/-3%	+/-4%
8	32	6.313	+/-3%	+/-4%

Length: Uniform 12 Mtrs. Can also be supplied in any length on mutual agreement.

Advantages of MESCON TMT Fe 500

Superior Corrosion Resistant.

MESCON TMT Bars show negligible rusting in comparison to Cold Twisted Bars, even after a long period of time due to its special manufacturing process and absence of Cold Stress.

Earthquake Resistant/Seismic Property

With superior seismic properties, MESCON TMT bars ensure better protection and minimum damage to the structure in the event of earthquake.

Excellent Bendability & Workability

The tough outer layer of Martensite and the ductile core of the MESCON TMT bars result in excellent bendability. This Ferrite Pearlite structure allows these bars to be bent with ease.

Superior Rib Pattern

MESCON TMT bars have unique rib patterns resulting in formation of a strong bond with concrete. The

uniformity of the rib pattern ensures uniform strong bonding with concrete for the entire structure.

Fire Resistance Property

MESCON TMT bars when exposed to a temperature of 400°C for one hour, lose only 5% of its tensile strength, which is regained as the temperature comes down.

Higher Fatigue Strength

The fatigue strength of these bars meets the requirements of International Standards.

Resistance to Ageing

The mechanical properties of MESCON TMT bars such as strength and elongation do not show significant change as a function of time.

Weldability

MESCON TMT bars with low carbon content can be used for butt and other weld joints without reduction in strength at the weld joints.

BILLET

Continuous Casting is the process by which molten metal is transformed to a solidified state of semi-finished Billet, Bloom, or Slab. Molten Metal from the Electric Arc Furnace / Induction Furnace is tapped into a ladle, and then from bottom of the ladle molten metal is poured into the Tundish of Continuous Casting Machine.

Continuous Casting has evolved from a batch process into a sophisticated continuous process. This transformation has occurred through understanding principles of mechanical design, heat-transfer, steel metallurgical properties and stress-strain relationships, to produce a product with excellent

shape and quality. The process has been optimized through careful integration of electro-mechanical sensors, computer-control, and production planning to provide a highly automated system.

TYPE OF MACHINE	MULTI RADIAL BOW TYPE CASTING MACHINE
RADIUS OF MACHINE	R1: 6 METER, R2: 11 METER
CASTING RANGE	WIDTH: 100 MM TO 200MM,
	HIGHT: 100MM TO 250MM, LENGT H: 3 6 METER
CASTING MATERIAL	MILD STEEL, ALLOY STEEL
CASTING SPEED	1 TO 4 MTR/MIN.

Safety Measures at Industrial Workplace

Industrial safety in the context of occupational safety and health refers to the management of all operations and events within an industry, for protecting its employees and assets by minimizing hazards, risks, accidents and close calls. The relevant laws, compliance and best practices in the industry have most of the issues addressed for the best protection possible. Industrial safety covers a number of issues affecting safety of personnel and equipment in a particular industry. The following topics are generally discussed:



- General Safety - General aspects of safety which are common to all
- Occupational Safety and Health - Particularly associated with the occupation
- Process and Production Safety - Safety in the process and production etc.
- Material Safety - Safety of the materials used in the production
- Workplace Safety - Safety issues directly related to the workplace
- Fire Safety - Fire safety, in particular the risks associated to the industry
- Electrical Safety - In general and in particular, arising from the equipment used
- Building and Structural Safety - Safety in general including installations as per existing building code
- Environmental Safety - Issues of environmental safety (direct or indirect impact of the industry)

GENERAL SAFETY RULES

1. Always report for duty at least ten minutes early.
2. Take proper shutdown work permit before starting of work.
3. Keep the work place clean.
4. Keep yourself properly dressed. Use of loose garments, hanging sleeves, flying hair and improper footwear are liable to cause obstruction and hence unsafe.
5. Be careful of the rotary/moving mechanisms. Do not stand or walk under the hanging loads.
6. When some object is allowed to rest on the ground, ensure it rests firmly and that there is no possibility of its tilting or slipping.
7. Stand erect. Do not lean against any working machine or equipment. Keep away from rotary parts.
8. Use safety appliances provided :
 - While handling rough objects, use leather-palm canvas hand gloves.
 - While handling hot coupling-halves, bearings, slip rings etc. use asbestos hand gloves.



- While electric welding, use welding helmets/shields.
 - While working at height, use safety belts. Fix the safety belt hook firmly.
 - While gas cutting, chipping and grinding, use safety goggles.
 - While working on live lines use tested hand gloves and rubber mats.
 - While safety shoes and helmet always at work.
9. Do not use damaged tools like mushroom-headed chisels, hammers, screwdrivers. These are unsafe.
 10. Maintain handles of files, hammers, screwdrivers, pliers in good condition.
 11. Do not engage in loose talk while working. Do not invite friends/visitors to your work spot. These may divert your attention.
 12. Put tag "HOT" on the heated couplings, bearings etc.
 13. Do not touch any electrical lines unless conformed about the absence of voltage.
 14. Do not work on a machine without proper shut down.
 15. Discuss job plan, safety precautions, and technology of repair etc. before starting the job in your group.
 16. Follow the practice of making protocol before starting hazardous jobs, work in confined space, on height, on high pressure/high temperature water and steam lines and EHV lines.

SAFETY DURING LIFTING/HOISTING

1. Display Safe Working load of slings/chains prominently at shop floor.
2. Check that the slings are in good order i.e. without cracks, broken stands etc.
3. While lifting heavy load, check the state of brake of crane by lifting only 10-15 mm and keeping stationary for 10 minutes. If the brake is holding properly, proceed with further lifting. Before lifting the load, check the inching operation of crane under load.
4. Ensure that only one person gives the signal to crane operator. Use only correct and standard signals.

SAFETY WHILE WELDING/GAS CUTTING

1. Ensure that the spares/cut materials do not cause fire.
2. Keep a distance (say 4-5 meters) between gas cutting/welding spot and fire hazardous/inflammable materials.
3. Do not contaminate gas cylinders with oil or grease. Do not store cylinders near grease drum/oil drums.
4. Discard the electrode holder when its handle insulation is damaged.
5. Stand on a rubber mat while welding in damp/wet places.
6. While lighting the gas-cutting torch, first release oxygen, then acetylene and then light both of them simultaneously. While extinguishing, first stop acetylene and then oxygen.
7. Check the hosepipes and regulators regularly for any leaks. Do not work with leaking hose/regulators.

SAFETY DURING MEGGERING

1. While using the megger do not touch the bare conductors of leads or the equipment under test. Use proper rubber hand gloves while meggering with 2.5 KV megger.
2. Discharge the equipment after test. The touching of un-discharged equipment winding is hazardous.

Industrial Relation – Role of KNMU in MESCO STEEL

Kalinga Nagar Mazdoor Union (KNMU) is a Pioneer trade union functioning in different industries of Kalinga Nagar Industrial Complex always have been landing all cooperation and constructive to the MESCO Steel right for the inspiration. Kalinga Nagar Mazdoor Union not only



Dr. Prafulla Chandra Ghadai
Founder cum Chief Advisor
Ex-Finance Minister, Govt. of Odisha

In the context of growth of MESCO Steel, KNMU's opinion is that lease of Iron Ore Mines allotted to the MESCO Steel should be granted and renewed again for contributing value addition and incoming GDP growth of the state.

KNMU always believes in the constructive approach and play a statistical



SK MD Jahed
President-KNMU

campaign for the cause of workers but also gives relentless support for the establishment continuation and sustaining of Industries because KNMU perception is always in industries and workers should go together. The industries exist than only workers can survive. Hence,

KNMU always gives importance the existence and survival of the industries KNMU and its leaders are great advocate in industrial of the estate.

role to carry industry as well as workers there by to the people of locality at large. KNMU further believes all issues should be short out between the Management and Union representatives through the persuasion. KNMU never intense Jeopardize industrial relations besides leaders also plays a participated role to be developed of the area.



Mr. Narendra Kumar Samal
General Secretary-KNMU



CMD with Director (Project)
KNMU Members Presenting Bouquet



International Labour Day Celebration by KNMU



KNMU Members at Union Office

Ambassador of India in Cambodia Visits MESCO Gold Mining Site

Ambassador of India in Cambodia Ms. Manika Jain visited the gold mining site of Mesco Gold on 6 April 2018. Women employees dressed in traditional Khmer costume welcomed the Ambassador Ms. Manika Jain, CMD Mrs. Rita Singh and Group Chairman Mr. JK Singh on their arrival at the site.

During the visit, the Ambassador discussed a range of issues including investment climate in Cambodia for Indian companies in her meeting with CMD Mrs Rita Singh and Mesco Group Chairman Mr. JK Singh.

Mrs. Rita Singh apprised the Ambassador of the business operations of Mesco Group in India. Mrs. Rita Singh highlighted the acquisition of Maithan Ispat and expansion and modernization plans of steel plants in India.

Mr. JK Singh in his remarks pointed out that Mesco is at the forefront in fulfilling the ACT EAST Policy of Government of India in Cambodia. He also briefed Ms Jain about the gold mining project in Cambodia.

The Ambassador lauded the efforts being made by Mesco in developing the project in Cambodia. She said that Mesco is the only company from India, which has invested in a major project in Cambodia. In her address

to the workers and staff of Mesco Gold (Cambodia) Ltd she stressed the need to maintain discipline and follow the processes for various works for ensuring safety in operations. She also appreciated the fact that a large number of local persons have been trained in various skills.



Mrs. Rita Singh welcoming the Ambassador said that her visit has boosted the enthusiasm and confidence of the Mesco Team in implementing the project. Mr JK Singh thanking the Ambassador for her visit requested her to visit the project frequently to apprise her of the

developments. The Chairman extended best wishes for the Khmer New Year to the workers and staff.

Earlier a presentation on the Mesco Group and the gold mining project was made before Ms. Manika Jain. On this occasion, Mr. DC Pant, Second Secretary in the Indian Embassy was also present. Later Ms. Manika Jain cut the ribbon to mark the start of sinking operations at the vertical shaft.

The Ambassador along with Mr. Pant inspected various facilities at the mine site and showed interest in the sinking operations of the vertical shaft. The Ambassador got down the vertical shaft to get first hand experience of underground mining operations.

The Ambassador was shown various facilities of the Project by General Manager, Mr. Sudheera Gulwade and



New Training Centre Inaugurated at MESCO STEEL-I

“The gap between what skill we have and what we should have is Training - a never ending process till death”

A full-fledged training centre, has been set up at MESCO-1 and is well equipped with required audio-visual aids. The training centre was inaugurated on 24-02-2018, by Mr. B.N. Swain, Group HR Head who was the Chief Guest of the occasion. The HODs, senior executives and non-executives from Mesco I & II, were also present during the inaugural ceremony. Mr. D.P. Nanda, DGM-IR in the inaugural session invited all the guests and shared the vision of the promoters with regards to setting up of the training centre. Trainings will be jointly imparted to the employees of MESCO-I & II. Head HR in the inaugural address, deliberated on the significance of *continued learning on the job* and encouraged the staff to actively participate in the training programmes being held in the forthcoming months. The inaugural session was followed by a day long workshop on – '**Building and Engaged Organization- FOCUS**'. The workshop was conducted by Mr.

N.K.Behera, MD, Peopluse Management Consulting Ltd. He had a rich career in steel industry and had worked as HR & IR head in various steel companies. The objective of the training programme was to enhance the employee's engagement through commitment, loyalty and achieve organizational goals. Around 35 executives and non-executives from MESCO I & II attended the training. The workshop touched upon different aspects of employee engagement for making an organization successful. The trainees were involved in theme based activity for team bonding and instilling the importance of team work. The other interactive sessions during the training programme included, accepting accountability, dealing with adverse situations and customizing solutions for making any project successful. The workshop ended with Vote of thanks by Ms. Savita Sethi, AGM-CSR who summed up the entire days learning as well as forthcoming plans for the training centre.



Turnaround Story of Mideast Integrated Steel Plant (MESCO STEEL I)

Mideast Integrated Steel Plant was designed by Capital Engineering Research Institute China and MECON India in the year 1993. The plant was conceived as integrated steel plant with comprising technological units necessary for economic operation. The plant was designed to be most up-to-date with PLC controls for all units. However, a long period of 24 years has elapsed since the conception of the plant and during this period major improvements have taken place in design features, plant operation technology & raw materials. Attempt has been made to incorporate technological features and improvements in operation technology to make the operations sustainable on long term basis.



A 22 yrs youngman with 60 yrs rich experience

Brief history of the plant and improvements done/envisaged are as follows:

Initially, only 2 Blast Furnaces, Raw Material Handling Plant and Pig Casting Machine and Power Plant, MSDS and Repair Shops were built. The plant was commission in the year 2005. One Sinter Band was added in 2011 and another in 2014. During the period, the plant was started and stopped several times due to unviable operation.

It was decided to re-commission the plant in October 2017. The running of the plant as a profitable entity seemed quite daunting considering the past history.

The plant had been standing idle since 2014, and therefore complete health check of various units was taken up to firm up the cost of repair and start up activities. It was considered prudent to utilize half of the production capacity by commissioning one blast furnace and one sinter band and associated. After detailed study, Sinter Band II and BF 1 were selected for commissioning.

With a view to avoid pitfalls encountered in earlier operations following actions were taken:

- Detailed study of past operations to study performance of plant with particular raw materials.
- Detailed procedures to evaluate techno-economic of various raw materials.
- Standard operation procedures were put in place to eliminate chances of error in operation and maintenance.
- Evaluation of manpower was done and complete information disseminated regarding latest practices of operating blast furnaces and other units
- Repair and maintenance was given importance to eliminate breakdowns which result in increased cost of operation
- Manpower was reduced to ensure optimum utilization of manpower and reduced manning cost
- The RMHS was hitherto used only as a storage place for raw materials and its capability to avoid segregation of particle size and blending were not utilized.
- Movement of trucks and other heavy equipment in the RMHS has been completely stopped to reduce cost and minimize deterioration of raw materials
- Emphasis on suitability of raw materials

Improvements undertaken & benefits

Unit	Item	Remark
Sinter Plant	Introduction of BF Gas preheating	Higher flame temperature, Better Sinter quality -Tumbler Index, Less return sinter
	Quick lime introduction	Higher Production of sinter



Unit	Item	Remark
RMHS	Introduction of Windrow technique for stacking of raw materials.	Better blending, Particle size segregation minimised Smooth BF working, Better coke rate
	Mechanised handling	Avoid deterioration of raw material Lower cost
	New Truck tippler	Faster unloading, Less fine generation

Unit	Item	Remark
Blast Furnace	Improved operational techniques through dissemination of technology	Higher Production, Lower coke rate
	Coke Drying-new installation	Lower coke rate
	Coke segregation-new installation	Lower coke rate
	Better hot metal runner mass	Lower down time, Higher production, Better yield
	Furnace behaviour - Hanging /slipping etc.	Eliminated
Unit	Item	Remark
PCM	Hot metal ladle preheating	Better yield, Higher lining life



IMPROVEMENTS IN OTHER AREAS

1. IMPROVED SPARE PART LISTS LEADING TO:

- Better forecasting of spares
- Improved procurement
- Better budgeting

2. MANPOWER

- Optimal use of contract manpower
- Reduction in obesity yields better result
- Lower manpower costs
- Less manpower on permanent rolls
- Highly motivated manpower

3. RAW MATERIAL PROCUREMENT

- Dissemination of information on techno-economic aspects of variation of different parameters.
- Procedure to vet technical specification prior to purchase of any raw material

4. USE OF CONSULTANTS

- Russian Consultants-No
- Start-up consultants-No
- Large number of schemes implemented without involvement of consultants.

5. DISENGAGEMENT OF HIRED HEAVY EQUIPMENTS

6. REDUCTION OF CONTRACT DEMAND ON POWER AND WATER

- a. Reduction in power demand from NESCO : From present demand load 5.5 MVA to 4.5 MVA. : A saving of Approx. Rs 2.00 Lakhs /Month
- b. Reduction in water demand from IDCO : From present demand 300 CuM/Day to 130 CuM/ Day : A saving of Approx. Rs 19.00 Lakhs /Month

7. DIVERSIFYING POWER PROCUREMENT SOURCES ON COMPETITIVE RATES:

- a. Purchasing power from alternate sources : By Power Trading

8. NEW TECHNOLOGIES UNDER CONSIDERATION

- Pulverised Coal Dust Injection
This installation can lower the HM production cost by Rs 2000/t. The note has been put up for management approval. Payback period is about 2.6 months ON investment of Rs 22 cr.
- Heat Recovery from waste Gas
Scheme has been developed with M/s Thermos to recover heat enough to generate 0.6 MW of power. This installation would lower the power cost and stabilise the working of CPP.

The plant has surpassed all earlier record of operation in the following areas:

PERFORMANCE INDICES

Sl. No	Item Description	Achievement	Date	Remark
1	Production	860 thm/day	23.12.2017	Highest Ever
2	Gross Coke Rate	589 kg/thm	23.01.2018	Lowest ever
3	Yield Net (Hot Metal: Pig Iron)	96.27 %	13.3.2018	Highest ever

The 'Coke Drying' and 'Coke Segregation and Feeding' facilities are under stabilization. It is anticipated that with stabilization of operation of these modifications, further reduction in coke rate and better operation of blast furnace would occur. New initiatives coupled with motivated work force will open new era of prosperity for MESCO family.



"Editorial Board is thankful to Mr. KBR Sood (Director-Project) for contributing this article."

HAPPY HOLI
Celebration at
MESCO Group



Annual Health Check-up Camp at MISL Plant

A free Medical Health Check-up camp was organized at MISL Plant for the year of 2018 from 23rd March 2018 to 26th March 2018 for all employees and workers. The key objective behind health check up camp is to create the health awareness among the employee on health consciousness including Blood Pressure, diet and weight control. Around 450 people were given the free check up at the health check up camp during the day.



The health check up camp provided free tests for Health check-up, Diabetes, Blood Pressure, Dental check-up and offered counseling & treatment by trained Doctors and Specialists. The aim of the camps is not only to provide health services but also to create an environment where the community gets sensitized about health issues.



Maithan Ispat Celebrated 47th National Safety Week 2018



Maithan Ispat Limited has organized the grand celebration of 47th National Safety Week followed with various programs to create safety awareness among all employees & their dependants. Like every year it is celebrated on 4th March 2018 with great enthusiasm to make the employee aware about how to prevent industrial accidents by exhibiting widespread safety awareness programs in Plant. Shri A.K.Patnaik (GM-P&A) hoisted the Safety Flag and addressed the employees, workers and others. All employees have taken oath for their continuous commitment towards best safety practices. The objective of the celebration was to ensure that safety and health are integrated in work culture and life style.

Safety Week Celebration at MISL Plant From 4th to 10th March

National Safety Week has been celebrated from 4th March 2018 to 10th March 2018 at MISL Plant, Jajpur to commemorate the establishment of this event as well as enhance the safety awareness among the employees. The objectives of celebrating this day are to strengthen the healthy environment in the Industrial workplace. Sri S.K Panigrahi GM (maintenance) hoisted the Safety Flag and addressed the employees, workers and others. All employees have taken oath for their continuous commitment towards best safety practices. The campaign is comprehensive, general and flexible with an appeal to the participating employees to develop specific activities as per their safety requirements.



Turn Around Strategy of MISL - A Session for Energetic

A Training session has been delivered by Mr. KBR Sood (Director-Projects) to the employees of both the plant MESCO STEEL I and MESCO STEEL II on 17th April 2018 at MISL Plant, Jajpur to make more energetic by sharing and enlightening the *Turn around Strategy of MISL*. Around 50 employees had participated in this knowledge transfer session. The objective of the training program was to make more energetic through *Turn Around Strategy of MISL*. Mr. Sood spoke on brief history of the plant and improvements done in the past. Also training is important to ensure business productivity and growth. Employee training is often motivated by workplace regulations and must be kept up to date in the regulatory requirements of their industry. In his training session he addressed the employees on, how plant was conceived as integrated steel plant with comprising technological units necessary for economic operation and how plant was designed to be most up-to-date with PLC controls for all units.



Industrial Tour of Govt ITI Students to MISL Plant

A group of students from Govt. ITI, Jajpur have visited MISL plant on 6th April 2018. The objective is to provide the ITI students an insight regarding internal working of MISL Plant. Theoretical knowledge is not enough for making a good career in technical area, so with an aim and objective to go beyond academics, industrial visit provided the ITI students a practical perspective on process and working model of Pig Iron Plant. The Industrial Visit provides the technical students with an opportunity to learn practically through interaction, working methods and practices with MISL Plant. Industrial visit is a vital



part of engineering/technical courses. It help Bridge gap between classroom and shop floor of a production/manufacturing unit. The group of students has been guided by Mr. Digambar Panda (VP-Works), Mr. Satish Kumar Jena (Sr. Manager-P&A) and along with other departmental heads.

Hill View Staff Bagged 2nd Prize on Body Building Championship

Mr. Braja Kishore Malik is a staff of our Hill View Guest House, Jajpur bagged 2nd Prize onndBody Building Championship organized by Jajpur District Body Building Association on 18th March 2018 at Town Hall, Jajpur. Shri. Prafulla Chandra Ghadai - Former Finance Minister, Govt. of Odisha, Chairman Jajpur Municipality and President- Body Building Association, Jajpur graced the above occasion and felicitated the winners of Body Building Championship. Barju is getting encouraged by Ms. Natasha Singh Sinha (Director-Finance), Ms. Shipra Singh Rana (Director-Commercial), Mr. Dhruv Singh (CCO-MESCO STEEL II).



How to save yourself from the Internet's controls

Today we use internet-connected devices in all aspects of our lives. We go online to search for information, shop, bank, do homework, play games, and stay in touch with family and friends through social networking. As a result, our devices contain a wealth of personal information about us. This may include banking and other financial records, and medical information that we want to protect. If your devices are not protected, identity thieves and other fraudsters may be able to get access and steal your personal information.

By using safety measures and good practices to protect your devices, you can protect your privacy and your family. The following tips are offered to help you lower your risk while you're online.



- **Keep your device secure**
- **Use stronger authentication**
- **Protect your private information**
- **Be careful what you click**
- **Shop safely**
- **Be careful what you share**

We are using various social media channels. Where we share all our personal information. We are not paying a single penny. Practically as its free to use then we are the source of income for the social media as they sell our information to earn. So it reflects "When you are not paying for any product, then you yourself is a product" means we are making ourselves a product.

You may heard about massive privacy scandal When it's not Facebook disclosing it allowed data on as many as 87 million users to be sucked out by a developer on its platform who sold it for different purpose like political campaign

Unexpectedly, Android users discover to their fear that Google's mobile platform tells the company where they are all the time location tracking bundled with Google services like Maps and Photos.

Instead one or two select features, with a bit of user advantage, have a habit of to be presented at the point of sign up to socially engineer 'consent'. Once a consent box is ticked during setup with a "defacto" license, then the company can generate that person's data by claiming the acceptance. Due Diligence Report says "Users seldom read carefully the Agreements before then accept"

A great example of that is Facebook's "Nearby Friends". The feature share your position with your friends. Here's that shiny promise-you can more easily hang out with them. But do you know anyone who is actively using this feature?

When it comes to privacy, some of you may think you have nothing to hide.



Debasis Panda
DGM-IT
MISL Plant, Jajpur

How to hide on the internet

- **Keep your webcam covered when not in your use**
- **Install valid HTTPS Everywhere**
- **Use tracker blockers**
- **Make a private search engine your default**
- **Use private/incognito browser sessions**
- **Use multiple browsers and/or browser containers**
- **Switch to another DNS**
- **Disable location services**
- **Take care with third-party keyboard apps**
- **Use end-to-end encrypted messengers**
- **Use end-to-end encryption if you use cloud storage**
- **Use an end-to-end encrypted email service**
- **Say no to always-on voice assistants**
- **Block some network requests**
- **Keep your Popup window blocked**
- **Avoid using Public & Open WiFi**
- **Use a recommended firewall & Anti-virus Security Software only & keep them updated with latest definitions.**
- **Never Ever Share your financial credentials / Identity & Residential Documents to anyone online.**
- **2-Step / OTP base authentication for all the email accounts.**



Educating the Girl Child to Empower the Women

Girls' education is highly important and crucial for the development of a nation.. Hunger, poverty, unemployment, poor standards of living, poor medical facilities, poor education, etc, are still lingering on in the developing countries.

Empowering girl child with education is the only Gateway. India is a fast developing country. The goal of complete advancement is not possible until each and every Indian becomes not only highly educated but also highly skilled. This task can only be accomplished with the girls' education and contributions. So, empowering girl child with education is the best investment a nation can make!

An educated girl will have the power to make her dreams come true. Only an educated girl can earn her own living and free in true sense. With her education, not only she will be benefited, she will spread the light of education all around her. She will teach her brothers, sisters, neighbors, and other adults; this will lead to a positive ripple effect that will lead to skill enhancement and the prospects of being hired by competent companies will increase. Besides, an educated girl child ensures the surety of education of the other family members. Besides, educating a girl is the best investment. By educating the girl child the family is making a sound financial investment. When the girl child is educated, she will reduce the financial burden of her father and later her husband.

Women means one half of humanity. All talks of national construction are hollow without the education of women. National regeneration is possible only when educated girls are in the front of National Development. So far it has been a male dominated world. Women played only second fiddle to men in all walks of life. They were condemned to be within the four walls of the house. However, education has given them a new confidence. The scenario is changing first. The academic world is no longer the monopoly of men more and more young women are coming forward to challenge the dominance of men. Educated girls and women are contributing to the welfare of the society. There was a time when people thought that it was not necessary to educate girls. Now we have begun to realize that girls' education is essential. The modern age is the age of awakening of girls. They are trying to compete with men in all spheres of life. There are many people who oppose girls' education. They say that the proper sphere of girls is the home. So, they argue that the money spent on

girl's education is wasted. This view is wrong, because girl's education can bring about a silent revolution in the society. They can share the burden of men in the different walk of life. When girls are well-educated, not forced to marry during childhood, they will be able to serve the society as writers, educators, teachers, lawyers, doctors, businessmen, administrators, politicians, scientists, and much more. They can work at banks, hospitals, government offices and large businesses. Now, they can play an important role in national defence.

Education is a boon to girls in this age of economic crisis. Gone are the days of plenty and prosperity. Now-a-days it is difficult for the people of the middle class to make both ends meet. After marriage, educated girls can add to the income of their husbands. If a woman is educated, she can earn a living after the death of her husband.

Girls' education is necessary for making the homes a happy place. A man's life blossoms when he is blessed with well-educated women as wife and mother. Educated girls can brighten the future of their country by the good upbringing of their children. Education gives a woman freedom of thought. It broadens her outlook and makes her aware of her duties and responsibilities.

Education empowers a grown up girl to become economically independent. They will be able to stand up for their rights. Girls have all the rights to get educated. Empowerment of girls and women is necessary to fight against the problem of gender-inequality.

Education of rural girls is equally important. The rural girls are not getting ample opportunity for education. Education of these girls would have positive impact on both economy and society.

Many people say that girls should not go in for degrees. They are wrong, because girls have already proved their worth in all walks of life. There is no reason why girls should not get the same kind of education as men. But they should not neglect their duties at the home. So, girls must have knowledge of domestic science and child psychology.

The progress of a country depends on girls' education. So, girls' education should be encouraged.



Ranjit Barik
AGM-F&A
MISL, Bhubaneswar

Accelerators: The new-age incubators that are accelerating the growth of startups

The well-advertised boom in startups and venture capital in recent years has coincided with the emergence of new players in startup ecosystems. One of these, startup accelerators, has received a great deal of attention but also little scrutiny. Moreover, they are commonly misunderstood or mistakenly lumped in with other institutions supporting early-stage startups, such as incubators, angel investors, and early-stage venture capitalists.

In a recent analysis published by the Brookings Institution, I tackle some of the confusion around startup accelerators by laying out a clearer picture of what they do, and how they differ from other early-stage institutions. I also provide a review of the research literature on the effectiveness of accelerators to achieve their stated aims, some best practices for accelerator programs, and some figures on the size, scope, and impact of these organizations in the United States.

Accelerators are playing an increasing role in startup communities throughout the United States and beyond.

Early evidence demonstrates the significant potential of accelerators to improve startups' outcomes, and for these benefits to spill over into the broader startup community. However, the measurable impact accelerators have on performance varies widely among programs — not all accelerators are created equally. Quality matters. Accelerator, like the name suggests, accelerate growth in early-stage startups. Accelerators provide a range of support which includes office space, mentorship, networking, capital, and alumni support. However, these are not for free as they are run by for-profit companies and take their cut either in the form of equity or access to proprietary technology.



Dharm Veer Choudhry
Sr. GM-Coordination
Maithan Ispat Limited
Bhubaneswar

The Four Institutions That Support Startups

	INCUBATORS	ANGEL INVESTORS	ACCELERATORS	HYBRID
Duration	1 to 5 years	Ongoing	3 to 6 months	3 months to 2 years
Cohorts	No	No	Yes	No
Business model	Rent; nonprofit	Investment	Investment; can also be nonprofit	Investment; can also be nonprofit
Selection	Noncompetitive	Competitive, ongoing	Competitive, cyclical	Competitive, ongoing
Venture stage	Early or late	Early	Early	Early
Education	Ad hoc, human resources, legal	None	Seminars	Various incubator and accelerator practices
Mentorship	Minimal, tactical	As needed by investor	Intense, by self and others	Staff expert support, some mentoring
Venture location	On-site	Off-site	On-site	On-site

SOURCE: "WHAT DO ACCELERATORS DO? INSIGHTS FROM INCUBATORS AND ANGELS" BY SUSAN COHEN, 2013. ADAPTATIONS BY IAN MATHAWAY

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Differences between accelerator and incubator

With respect to the time frame, accelerators work in a relatively short span of certain months, whereas there is no such time limit on incubators. Secondly, accelerators have an end goal for startups, which is to raise further funding. Incubators have no fixed goal; some incubators have a goal of preparing the startup for the accelerator phase.

Non-corporate accelerators originated in the USA, with Y combinator being the prominent one. They connect startups with investors and alumni with no corporate interaction in between. Corporates did not want to be left out of this race; hence, they started creating their own accelerators known as 'corporate accelerators'. This helps them to keep abreast of the latest trends in technology and helps to develop a startup culture

amongst their employees. Corporate accelerators tend to focus on one particular vertical which will add value to their core businesses; like bank accelerators focus on Fintech companies.

Corporates and accelerators work together to create programs (known as 'hybrid accelerators') and Techstars is trailblazing in this area. Barclays' accelerator is the result of the synergy between the bank and Techstars. There are accelerator programs that are run by the government that are nonprofit in nature. The Centre of Defense and Security Accelerator, a program initiated by the UK Ministry of Defence, fund proof-of-concept research with a focus on improving the defence and security in the UK. "The startups best suited for accelerators are the ones that want to grow by learning and sharing experiences with others," said Mark

Lawrence, co-founder and CEO of on-demand parking app SpotHero and a graduate of the Techstars Chicago accelerator program. Startups, at any stage, can apply for an accelerator program. It can be either in the ideation phase, have an established product, or a viable business model.

Phases of an accelerator

Though every accelerator is different but at the core, these are the stages a startup will go through in an accelerator. The initial scouting can take place via multiple channels. Accelerators like Y Combinator have an application form which will be vetted by their in-house team. Those applications that have cleared the initial application phase are invited for interviews. Y Combinator has a 15-20 minute interview and the result is announced at the end of the interview. There can be multiple rounds of interview and the questions can cover the team, the application, or any other vertical. The accelerator is not only looking at the company but also looking at compatibility between themselves and the company. After the gruelling process of application, interviews revolve around the deal stage. Depending on the accelerator, this can be carried out in multiple ways ranging from the standard equity for a capital deal to resources for capital. It can also be a venture loan or access to proprietary technology.

This is the real meat which all startups have come for. From classroom sessions to booking office slots, the methods can vary but one thing is certain—these startups get access to the best mentors who will develop their knowledge and skills. In Y Combinator, dinners are held every Tuesday where a prominent member of the startup community is invited to eat and mingle with the applicants. Apart from the support of mentors, the applicants are also given access to the alumni network. The alumni help in all aspects right from finding a place to move, to becoming beta testers for the product. Cloudkicks, an alumnus of Y Combinator, is called whenever the startup's servers start melting due to explosive growth. Alumni have a wealth of knowledge and resources to lend to the current batch and are willing to help out because of the camaraderie that is built during their accelerator days. This is the final culmination of the accelerator program where the companies demonstrate their product to investors for follow-on funding. For Y combinatory, this is a 3-day event with nearly 450 investors.

Techstars acquired Up Global, marking the start of a series of consolidations that will happen in the accelerator space. Whenever any industry is not organized and cluttered, acquisition starts taking place and with nearly over 400 accelerators in the USA, this is bound to happen. Another trend among accelerator spaces will be specialization. Alpha Gear focusses on hardware; Reach Accelerator focusses on real estate.

Specialization makes sense as this is one of the ways by which they can differentiate themselves in this space. By having focused alumni and batch, these accelerators will be better equipped to serve the needs of the startup that is functioning in one particular vertical.

Global accelerators

Silicon Valley, California was the hub of startups and innovation; hence, it was natural for startups to thrive there. However, with countries like Israel, India, and China, which are emerging startup hotbeds, there will be a natural shift of these accelerators. By having branches across various countries accelerators will be the pulse of the global innovation. Google and Microsoft have launched their accelerator programs in India, China, and Brazil.

While accelerators have traditionally focused on building a minimum viable product, second stage accelerators will help in building a minimum viable company. Second stage accelerators are for those companies that have moved beyond the startup phase and have hit the wall in terms of growth. Scalerator and Inrise are two programs that are in this field. They help in all aspects right from team building, recruitment, marketing, and technology. The world of startups is in flux with constant changes, thus accelerators will have to match the same and constantly innovate to offer new services in order to stay relevant.

I was able to identify 172 U.S.-based accelerators in existence during the 2005–2015 period. Collectively, they invested in more than 5,000 U.S. startups. During this period, these companies have raised a total of \$19.5 billion in funding, a number that will surely increase as accelerator programs continue to turn out companies and recent graduates work their way to maturity. Accelerator graduates that went on to raise additional venture capital investment had a median valuation of \$15.6 million during this period, and an average valuation of \$90 million. Some very well-known companies belong to this group, including “unicorns” AirBnB, Dropbox, and Stripe, among others.

To summarize, accelerators can have a positive effect on the performance of the startups they work with, even compared with other key early-stage investors. But this finding is not universal among all accelerators and so far has been isolated to leading programs. Early evidence also shows that accelerators may have a positive effect on attracting seed and early-stage financing to a community, bringing spillover benefits to the wider regional economy. Considering the growth of accelerators in recent years, this evidence is encouraging. By and large, accelerators seem to be a positive addition to startup ecosystems across the country and the world. Some may not make much of a difference, but many clearly do, and the best ones are poised to meaningfully improve the odds of success for the startups that graduate from them.

A Proud Grand Father.....

My granddaughter Ameek Kiran Batth the only daughter of Mr. Robinderpall Singh & Vijaya Batth , is a budding lawn tennis player from Odisha. Presently she is ranked No. 1 in Odisha (State Level) and No.25 All India Tennis Association (AITA, National Level) in the under 16 girls category as on 1st Jan 2018 rankings . She trains rigorously for over 6 hours a day under coach Mr. Farhan Ali. She has won six singles titles and 8 doubles title so far in her AITA career titles.



N.S Parameswaran
Company Secretary
Delhi Office

Recently, she was felicitated by Chief Minister of Odisha , Shri Naveen Patnaik on 26th February, 2018 in Kalinga Stadium with a cash prize of Rs. 50,000, during the first ever ITF (International Tennis Federation) tournament held in Bhubaneswar. The award was given in appreciation of her tennis achievements and as a token of encouragement for the sport.

Ameek studies in Std X, KIIT International School , Bhubaneswar and aspires to scale greater heights at international levels and make her country proud. She strongly believes in former President , APJ Abdul Kalam's words , " Dreams are not those that we sleep in our sleep, they are the ones that never let us sleep." Apart from tennis, she is a voracious reader and writes poetry.



Leadership



Sambed Rout
AGM-P&A
MISL Plant, Jajpur

Once upon a time The French Army was surrounded

by the Counter Army during a French Army warfare in the Leadership of Napoleon Bonaparte . Within heavy casualties of the French the strength was breaking down both mentally and physically . The General suggested

Napoleon to back off. Instead of retreating , Napoleon fearlessly rushed ahead with a rifle towards the enemy while firing bullets . When the Army tried to give him back up cover Napoleon said in a grave voice , "No Bullet has yet manufactured in Europe which can penetrate me." With this brave lines of such a leader the entire Army including General got inspired and rushed attacking towards the Opponent Army and finally won the battle.

A person who can motivate anyone by guiding in an enthusiastic way is known as a Leader . Industries are no different too . These days managers are no more ordering the workers to get their work done . To maintain a sustainable motivated work force, a manager must lead the team from the front and he must understand the strengths and weaknesses of his team members and channelize it to get the output. It is the duty of a leader to facilitate each team member to increase the performance and building character.

"Ultimately, leadership is not about glorious crowning acts. It's about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter . It is about laying the groundwork for others' success, and then standing back and letting them shine."

Our Best Wishes to following Workmen Retired from MISL on Attaining age of Superannuation



Mr. Manguli Patra
Foreman - Fire & Safety
Superannuated on 04.04.2018



Mr. Laxmidhar Das
Foreman - GCP/STP
Superannuated on 11.02.2018

"You have made us all better and for that we thank you, enjoy your retirement."

Promotion of Executives at MISL Plant, Jajpur



Mr. Digambar Panda
Promoted to
Vice President-Works



Mr. Sisir Kumar Panigrahi
Promoted to
GM-Maintenance



Mr. B.K.Bhardwaj
Promoted to
Sr. DGM-Blast Furnace



Mr. Saroj Kumar Deo
Promoted to
DGM-Electrical



Mr. Deba Prasad Mishra
Promoted to
Sr. Manager-Utility



Mr. Trinath Mohanty
Promoted to
Sr. Manager-Mech



Mr. Kartik Chandra Sahoo
Promoted to
Sr. Manager-Electrical



Mr. Asis Kumar Pati
Promoted to
Sr. Manager-Instr.



Mr. Gayadhar Prusty
Promoted to
Sr. Manager-CMM



Mr. Basant Kumar Chaudhry
Promoted to
Sr. Manager-Electrical



Mr. Sidharth Nayak
Promoted to
Sr. Manager-Electrical



Mr. Aswini Sahoo
Promoted to
Sr. Manager-Project



Mr. Goutam Das
Promoted to
Sr. Manager-Sinter



Mr. Bishnu Charan Parida
Promoted to
Sr. Manager-Project



Mr. Ganesh Chandra Patra
Promoted to
Sr. Manager-CPP



Mr. Umesh Chandra Dash
Promoted to
Manager-F&A

Promotion of Executives at MISL Plant, Jajpur



Mr. Tarun Kumar Singh
Promoted to
Manager-Mechanical



Mr. Artabandhu Behera
Promoted to
Manager-Electrical



Mr. Himansu Mohan Dash
Promoted to
Manager-Commercial



Mr. Pramod Kumar Behera
Promoted to
Manager-P&A



Mr. Dillip Kumar Mohanty
Promoted to
Dy. Manager-MM



Mr. Nihar Ranjan Sahu
Promoted to
Dy. Manager-CPP



Mr. Shaikh Furhan
Promoted to
Dy. Manager-Mech.



Mr. Balaram Panda
Promoted to
Dy. Manager-Instru.



Mr. Satyabadi Behera
Promoted to
Dy. Manager-CPP



Mr. Sujit Kumar Samanta
Promoted to
Asst. Manager-Logistic



Mr. Santosh Kumar Gahan
Promoted to
Dy. Manager-Mech.



Mr. Pinaki Soma Dutta
Promoted to
Dy. Manager-Elect.



Mr. Satyabrata Pradhan
Promoted to
Dy. Manager-Electrical



Mr. Sanjib Sasmal
Promoted to
Manager-Instru.



Mr. Raj Kumar Panda
Promoted to
Asst. Manager-BF



Mr. Niranjana Sahoo
Promoted to
Asst. Manager-BF

Promotion of Executives at MISL Plant, Jajpur



Mr. Sangram Keshari Panda
Promoted to
Asst. Manager-BF



Mr. Jaya Prakash Sahoo
Promoted to
Asst. Manager-BF



Mr. Ashis Kumar Dash
Promoted to
Asst. Manager-Project



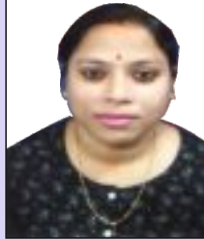
Mr. Rajesh Kumar Chauhan
Promoted to
Asst. Manager-S&E



Mr. Jyotirmaya Muduli
Promoted to
Asst. Manager-Project



Mr. Chandra Sekhar Behera
Promoted to
Asst. Manager-Mech.



Ms. Smrutimayee Senapati
Promoted to
Dy. Manager-Purchase



Ms. Prabhasini Das
Promoted to
Asst. Manager-Purchase



Mr. Sibasis Sarangi
Promoted to
Asst. Manager-Elect.



Mr. Ansuman Nayak
Promoted to
Asst. Manager-Mech.



Mr. Satyabrata Satpathy
Promoted to
Asst. Manager-Electrical



Mr. Sadananda Patra
Promoted to
Asst. Manager-Sinter



Mr. Chitta Ranjan Pati
Promoted to
Asst. Manager-Elect.



Mr. Raveesh Kumar Singh
Promoted to
Asst. Manager-Mech.



Mr. Madhabendra Das
Promoted to
Asst. Manager-Mechanical



Mr. Manas Kumar Jena
Promoted to
Asst. Manager-Elect.

**“MESCO NEWSLINE Editorial Board
on behalf of MESCO Group
Congratulates all of you
on your promotion”**



Mr. Sabyasachi Biswal
Promoted to
Asst. Manager-IT

LIST OF EMPLOYEES JOINED DURING FEB-APR 2018



Mr. Pradeep Kumar Maheswary
Director-Incharge
Singapore



Mr. Suresh Bhonsle
DGM-Mines
MESCO STEEL, Cambodia



Mr. Sanjib Kumar Routray
QC - Head
MESCO STEEL II, Jajpur



Mr. Sourav Ranjan Parida
Dy. Manager - QC-DRI
MESCO STEEL II, Jajpur



Mr. Arun Kumar Das
Dy. Manager - Mechanical
MESCO STEEL, Cambodia



Mr. Rishabh Purohit
Dy. Manager-Legal
MESCO STEEL I, New Delhi



Mr. Swarupa Kishan Kottapalli
Sr. Chemist QC-SMS
MESCO STEEL-II, Jajpur



Mr. Shyagnik Chatterjee
Accounts Assistant
MESCO STEEL II, Kolkata



Mr. Madan Ghosh
Winder-ERS
MESCO STEEL I, Jajpur



Mr. Arvind Kumar Pathak
Guest House Supervisor
MESCO STEEL I, Jajpur

GLIMPSES OF OUR PLANTS

MESCO STEEL - I



MESCO STEEL - II





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Mumbai : 401, 4th Floor, Silver Pearl, Opp. China Gate Restaurants, Water Field Road, Bandra (W), Mumbai-440 050, Tel: 022 26413269 / 57, 022 26446173 / 72

Kolkata : Diamond Heritage, 14th Floor, Room No : 1412, 16, Strand Road, Kolkata-700001, Tel No.: 033-66451214/15

Delhi : Mesco Towers, H-1, Zamrudpur Community Center, Kailash Colony, New Delhi 110 048, India, Tel: +91 11 29241099, 40587083, 40587085

Bhopal : House No.- 8-9A, Windsor Exclusive, Phase-II, Chunavhati, Colar Road, Bhopal, Te.-0755-4252705

Chindwara : House No.- 249, Behind Qrt. F/18, Civil Lines, Chindwara- 480001

Katni : Plot No.- 3, Harash Nagar, Collectorate Road, Katni. Tel.- 0762- 2220112

Rewa : senior HIG, 104, Vindhya Vihar Colony, Parada, Rewa, Tel.- 07662- 220048

Overseas Office : Sukhbaata District, 1-R Khoroo, Chinggisin Urgan Chulu 8/1, Mangolia, Gurvan Gal Office Centre, No. 405, Mangolia

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