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A Fresh start: Embracing 2025 with Purpose and Balance - Niraj Kumar Pandey

As the new year dawns upon us, it brings with it a canvas of untapped potential and opportunities. At this juncture, let us pause, reflect, and recommit to the dual pillars that define our lives: our professional duties and personal well-being. The synergy between these spheres is the cornerstone of a fulfilling and productive life.

2025 offers us a chance to strengthen our dedication to our organization's goals while ensuring we honor our personal responsibilities. At work, each of us holds a unique and critical role in driving the collective vision forward. Excellence in our duties is not just a task but a testament to our commitment to the values we uphold as a team. Whether it's meeting a client's expectations, innovating a process, or mentoring a colleague, our daily contributions shape the legacy of our organization.

However, this pursuit of excellence need not come at the cost of our personal well-being. Striking a balance between work and life is not a luxury; it is a necessity. A well-balanced life fuels creativity, resilience, and joy—qualities that empower us to thrive both at work and at home.

As we step into 2025, here are some guiding principles to consider:

Clarity of Purpose: Define what success looks like in both your professional and personal spheres. Align your efforts with these goals to ensure purposeful action.

Time Management: Prioritize tasks effectively. Embrace the power of planning and delegation to optimize productivity without burnout.

Continuous Learning: Invest in skill development to remain agile in a dynamic workplace. Growth in knowledge and capabilities benefits both the individual and the organization.

Collaboration: Foster a culture of teamwork and mutual respect. Recognize that collective efforts amplify success.

Self-Care: Prioritize health, hobbies, and family time. A healthy mind and body are foundational to sustained excellence.

Gratitude and Positivity: Celebrate milestones, no matter how small. A positive outlook fosters resilience and strengthens relationships.

As HR, our commitment to you is unwavering. We strive to create an environment where you feel valued, supported, and empowered to achieve your best. In turn, we urge you to take ownership of your journey, embrace challenges with optimism, and remain steadfast in your pursuit of balance.

Remember, the success of an organization is not solely defined by its financial achievements but also by the well-being and satisfaction of its people. Together, let's make 2025 a year of growth, harmony, and shared success. Let's rise to the occasion, not just as employees but as individuals striving to create a legacy of excellence.

Here's to a vibrant and prosperous 2025. May it be a year where your professional achievements and personal joys walk hand in hand. Happy New Year to you and your loved ones!

Stress Management & Work

- Manoj Pandey

Is All Stress Harmful to Health?
No, not at all.

There are two classes of stress: a **positive** form of stress called **EUSTRESS** and a (**Negative**) chronic stress most often mentioned in daily discussion **DISTRESS**.
So, Let's discuss positive forms of stress in our lives which help us remain vital and alive.

Stress can have a variety of positive effects. For instance, it may:
- Help us to concentrate and focus
- Encourage us to take on new challenges
- Motivate us to pursue our goals,
- Help us feel more robust in the face of challenges
- Give meaning and purpose to our life
- Help us to feel healthier and happier

A certain amount of stress can be beneficial when it comes to motivation and performance. To manage stress levels, it is important to recognize the differences between eustress and other types of stress. This isn't always straightforward because they sometimes be similar to each other. There are a number of strategies that can help us shift into seeing events as challenges rather than threats:

- **Use positive self-talk:** This can be done by changing how you talk to yourself about these challenges. Make an effort to tell yourself that these are challenges you can cope with.
- **Focus on what you can control:** It can also be helpful to focus on the resources that you have to handle these challenges. Focusing on what you can control rather than what might go wrong can help you feel more positive about the challenges you face.
- **Adjust your mindset:** When you work on shifting your mindset and approach stress as a challenge whenever possible, you can manage these challenges with greater flexibility.

Some effective stress management techniques include:

- Meditation
- Deep breathing
- Aromatherapy
- Healthy diet
- Positive self-talk
- Gratitude
- Social support
- Progressive muscle relaxation
- Going for a walk
- Creativity
- Leisure activities
- Yoga & Exercise
- Evaluating priorities
- Eliminating stressors

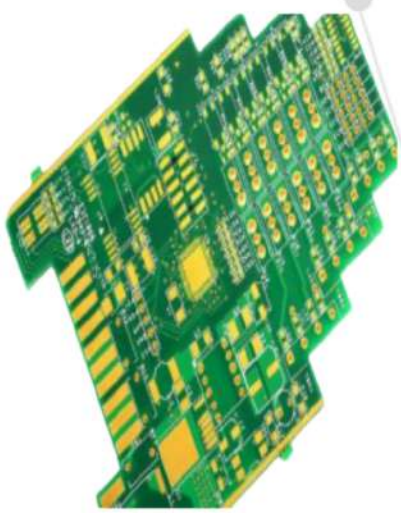
Printed Circuit Board - Made Easy

- **Nivedita**

INTERACTIVE PLACEMENT AND ROUTING STRATEGIES

PCB layout is a means to combine your artistic side and your creative skills with the power of automation. I always say that if a PCB design looks good, it will probably work well. However, neatness in routing often leads to unwanted crosstalk as trace segments are routed in parallel for long distances. Back in the late 1970s, I used Bishop Graphics tape and stick-on pads to create PCB artwork, such as it was. Artwork is still an appropriate name for PCB layout because of the artistic qualities required. Good routing requires the PCB designer to have exceptional 3D spatial skills, a thorough and methodical approach, and a keen eye for detail—and all of the above combined with style.

Interactive Placement:



To obtain a high route-completion rate, component placement is extremely important. If the board is difficult to route, it may just be the result of poor placement, slots/gates positioned all over the board, or perhaps the sequence of pins on components are flipped. We need to help the router as much as possible by opening route channels and providing space for vias. Interactive placement is best done by cross-probing and dragging the components one-by-one from the schematic to place on the PCB—taking functionality and design constraints into account. During placement, consideration should not only be given to routing, but also to inspection and rework. An 80-mil minimum clearance is required for rework tools, and an angle of 60 degrees for visual inspection. However, where possible, 45 degrees (i.e., spacing between components = height of tallest component) is a good rule of thumb. In other words, if a tall electrolytic capacitor is next to a BGA, then the height of the electrolytic is the distance required between components. Along these lines, grouping large, plated, through-hole components together save board space.

Similar types of components should be aligned on the board in the same orientation for ease of component placement, identification, inspection, and testing. A placement grid of 100 mils is recommended for large components and 25 mils for chip components. Also, similar component types should be grouped together whenever possible, with the net list or connectivity and circuit performance requirements ultimately driving the placements. In memory boards, for example, all of the memory chips are placed in a clearly defined matrix with pin 1 orientation in the same direction for all components. This is a good design practice to carry out on logic designs where there are many similar component types with different logic functions in each package. On the other hand, analog designs often require a large variety of component types, making it understandably difficult to group similar components together. Regardless of whether the design involves memory, general logic, or analog components, it's advisable to orient pin 1 on all IC components the same, provided that product performance or function is not compromised in the process. One issue that is always a problem—especially as trace widths and clearance decrease— is the lack of via space. With high-speed design, traces from a BGA fanout straight to an internal layer to prevent radiation, and this of course requires a via for each BGA ball. This cannot be avoided. But we can open up space for vias on other surface mount devices (SMDs) when using double-sided placement. Figure 2 Illustrates two PLCCs placed on the top of a board with resistor packs on the bottom side. If the lands on the bottom are aligned with the lands on the top, space is cleared for vias and horizontal routing channels are opened. This is not the case when using blind vias, but certainly helps with through-board vias. A comment regarding auto placement: One of the most useless features that all EDA layout tools offer is auto placement. I guess they all have this feature because some bright guy decided to include this in his tools and it then became a checkbox for product comparisons—so everyone has to have it. Notwithstanding the uselessness for auto placement's intended purpose, I have found a good use for it—to see if all the components will fit inside the board outline before stating placement. If not, then you can re-evaluate the packaging or reduce functionality to fit the required space.

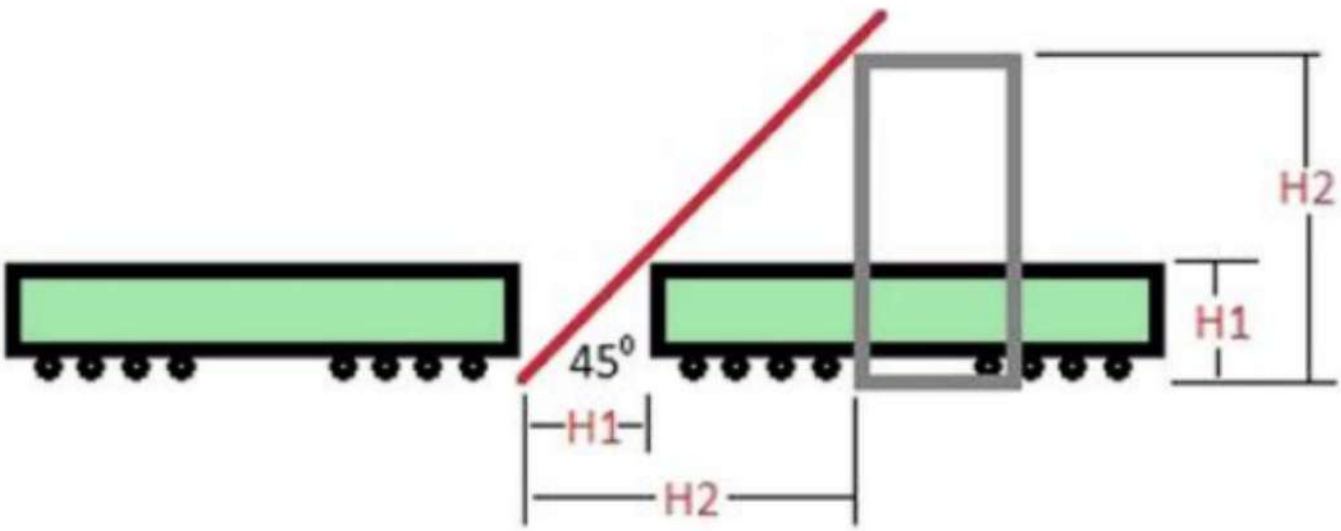


Figure 1: Space = height of tallest component.

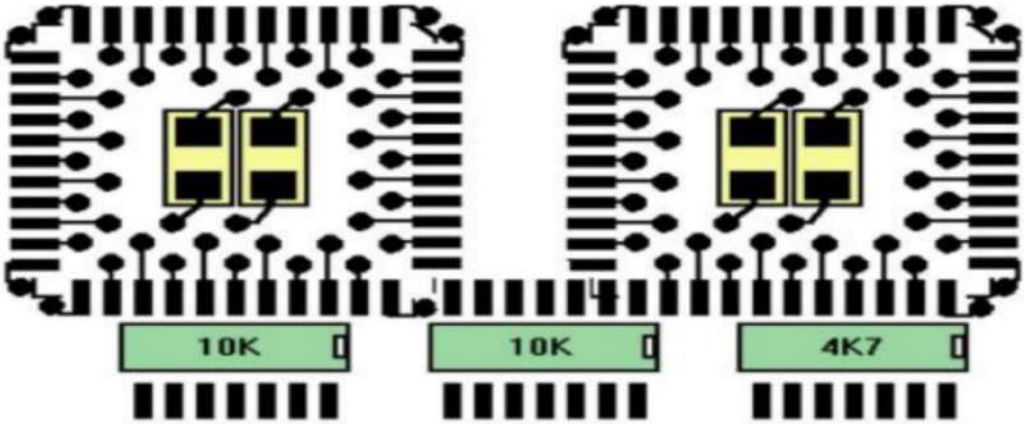


Figure 2: Lands are aligned top and bottom to open up space for vias.

Cross-Probing:

Cross-probing, between the schematic and PCB, provides a valuable mechanism for design, review, verification and testing of PCBs, but it is most powerful during interactive placement and routing. Crossprobing is bi-directional, in that you can select parts or nets on the schematic and highlight and identify them on the PCB database, or vice-versa. This feature also gives you the ability to drive the router directly from the schematic design. Figure 3 illustrates a schematic to PCB cross-probe of a component. Crossprobing can also be used as a powerful search tool—locating parts and nets on the schematic or PCB. And, cross-probing is not limited to schematic and PCB. Auto Vue, for instance, allows the cross-probing between PCB and 3D MCAD tools, enhancing mechanical visualization of the product When an engineer creates the schematic, he invokes a logical process, typically, grouping components into blocks or sheets that functionally go together. When the PCB designer then places these components, he should also use a logical, sequential process by placing functional components near each other, optimizing trace cross-overs and lengths, keeping constraints in mind. In years past, I recall having to place components by select list. This seemed logical but the PCB designer was never to know whether they were placing a trivial static pullup resistor or a critical terminator. Resistors are just resistors—unless you know what they do. This is the beauty of cross-probing. The functionality of the circuit is displayed and each and every component can be placed by functionality and importance—providing error-free transfer of the intended schematic functionality to the design.

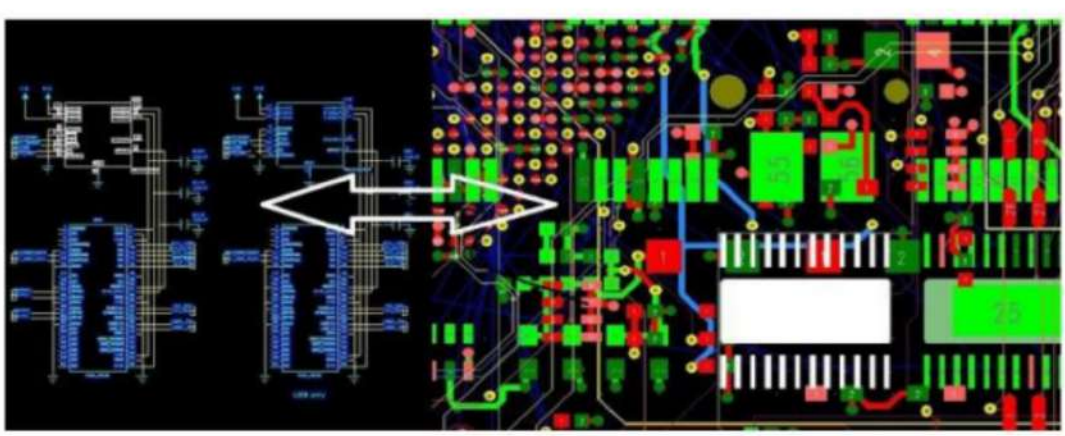


Figure 3: Cross-probing between schematic and PCB.

Interactive Routing:

Proper component placement is an important aspect of routing. If the board is difficult to route, it may just be the result of poor placement. So, before you start routing, it is important to check the placement and design rules to ensure that there are no issues that may prevent the route completion. The easiest way to check this is to turn the auto router loose and see how it goes. If you do not get at least 85% completion on this first test route, then you may need to tweak the placement, look at more appropriate packaging, adjust the design rules, and possibly drop some functionality to improve rout ability. However, there are some important things to do before you commence with the process of formally routing the board:

1. The stack-up should be planned to ensure that controlled impedance signals have been calculated correctly and that the return current for each signal layer has a clear return path. The ICD Stack-up Planner can be used to analyze the stack-up (download from www.icd.com.au), and help you with materialselection, along with input from your fabricator. The resulting stack-up configuration should then be transferred to the design rules to define the correct trace width and clearance for each layer, and to specify the differential pairs.

2. The power distribution network (PDN) should be planned, and bypass and decoupling capacitors placed in the appropriate positions. The ICD PDN Planner is an ideal sandbox for analyzing this. It is a good idea to color the power nets with individual colors so that they can easily be recognized without having to name the net. Altium has a great feature, which displays the net name for each net, making identification of power nets extremely clear.

3. Design rules and constraints can be passed from the schematic, which automatically sets the design rules in the PCB database— though there is always some adjustment to be done on the PCB side. Via sizes for different net classes need to be defined. This is important for route completion. For rules to properly support the design process, they need to be defined in the correct priority so that the most important rules prevail over rules of lesser importance.

Once we have the above set, then it is time to start interactive routing. The real power of cross-probing is driving the router from the schematic. Starting with the most critical nets, cross-probe in the following sequence:

1. Select the components on the schematic and fan-out on the PCB selecting the appropriate pattern. Adjust the fan-out as necessary. The rules should be set such that power traces are routed thick (10 - 20 mils) to reduce inductance. And, each GND and VCC should have its own individual via to the plane—avoid connecting two or more GNDs to the one via.

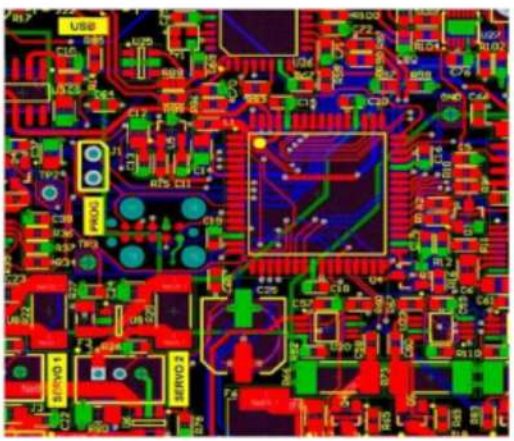
2. Obviously, matched length, differential pair and critical signals that have specific requirements should be routed first. Fix or lock these traces so they cannot be inadvertently moved.

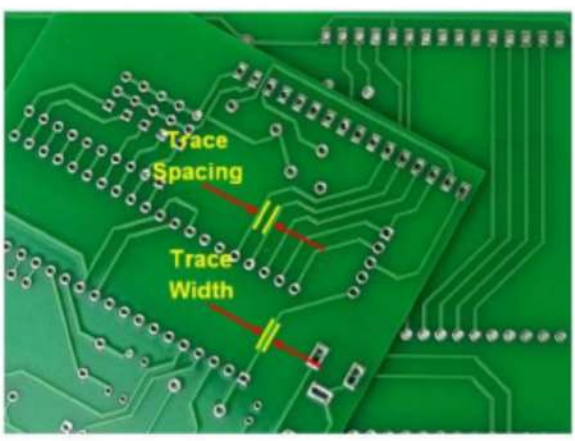
3. Select the most critical nets, a few at a time, on the schematic and route in the PCB. Adjust the routing as necessary then move on to the next group of nets and so on. In this way you can build up an excellent route in a short time and it is all controlled from the schematic. Feel free to jump in and tweak the routing to your liking.

Once the routing is complete, apart from running design rule checks (DRCs), I like to run a sanity check on the board. I can either do this in the simulation environment or in the PCB database. Simply highlight each net one by one—it is tedious, but gets results. You can quickly see if there are any nets that are longer than the Manhattan length or spiral around the board three times before termination.

Points to Remember:

• Component placement is an important aspect of routing. If the board is difficult to route, it may just be the result of poor placement.
• Components should be placed in functional blocks. • An 80-mil minimum clearance is required for rework tools, and an angle of 60 degrees for visual inspection. A good rule of thumb: Spacing between components = height of tallest component.
• Similar types of components should be aligned on the board in the same orientation. A placement grid of 100 mils is recommended for large components, and 25 mils for chip components.
• Align lands on the bottom with the lands on the top to open up space for vias.
• Check the stack-up, PDN, design rules and routing parameters before interactive routing.
• Run a test autoroute, targeting at least 85% completion.
• Cross-probing, between the schematic and PCB, provides a valuable mechanism for design, review, verification and testing of PCBs, but it is most powerful during interactive placement and routing.
• Cross-probing can also be used as a powerful search tool.
• The real power of cross-probing is driving the router from the schematic. Start with the most critical nets—then continue to lower-priority nets.
• Finally, run a sanity check on the board. Simply highlight each net one by one. You can quickly see if there are any nets that are longer than the length





Efficient use of Laptop & Desktop

- **Ravinder Singh**

Efficient use of company laptops and desktops is essential for maximizing productivity, reducing costs, and maintaining security. Here are some best practices and tips for ensuring that employees can get the most out of their devices while maintaining a smooth workflow and safeguarding company resources.

1. Optimize System Performance

To ensure your laptop or desktop runs efficiently, focus on both hardware and software optimizations:

• Regular System Updates: Always ensure that the operating system (Windows, macOS, etc.) and applications are up-to-date. Updates include security patches, bug fixes, and performance improvements that can help the system run smoothly.

• Disk Cleanup and Defragmentation: Over time, files can become fragmented or take up unnecessary space. Use built-in disk cleanup tools (like Windows' Disk Cleanup) and defragmentation tools (if you're using traditional HDDs).

• SSD vs. HDD: If possible, use Solid-State Drives (SSDs) instead of Hard Disk Drives (HDDs). SSDs are much faster, reducing boot times and the time it takes to load applications.

• Close Unnecessary Applications: Keep open only the apps and programs you need. Excessive open applications can consume CPU and memory, slowing down performance.

• Task Manager/Activity Monitor: Regularly check the Task Manager (Windows) or Activity Monitor (Mac) to see if any applications or processes are consuming excessive resources. Close or troubleshoot any resource-heavy programs.

2. Manage Files and Folders Effectively

Good file management practices are crucial for efficiency and collaboration:

• Organize Folders: Create a clear and logical folder structure to organize work-related files. For example, divide files into projects, departments, or categories.

• File Naming Conventions: Use consistent naming conventions for files and folders. This makes it easier to search for and locate files.

• Remove Redundant Files: Regularly delete old, unnecessary files. Keep only essential documents to avoid clutter and preserve disk space.

• Outlook Data: Remove unnecessary mails regularly to reduce the synchronization time and preserve disk space

3. Boost Productivity with Shortcuts and Tools

Maximizing the tools available can boost efficiency significantly:
• Keyboard Shortcuts: Learn and use system-specific keyboard shortcuts (e.g., Ctrl + C to copy, Ctrl + V to paste in Windows or Cmd + C and Cmd + V on Mac). This can save significant time on daily tasks.

4. Ensure Security and Data Protection

Security is crucial, especially in a business environment where sensitive company information is stored and accessed:
• Antivirus and Anti-malware Software: Always keep antivirus programs updated. Regular scans will protect your devices from malicious software.
• Encryption: Encrypt sensitive data on your laptop or desktop, especially if the device is used for remote work or storing confidential information. Many operating systems (e.g., Windows BitLocker or macOS File Vault) provide built-in encryption tools.
• Use Strong Passwords: Ensure strong, unique passwords for your system, cloud services, and work-related accounts. Consider using a password manager to keep track of passwords securely.
• Lock Screen Settings: Set a password-protected lock screen to automatically activate after a set period of inactivity. This ensures that no one can access your device without your permission.

5. Maintain Regular Maintenance and Cleanliness

A well-maintained device lasts longer and performs better:
• Physical Cleaning: Regularly clean your laptop or desktop to keep it free from dust and dirt, especially around keyboards, vents, and screens. This prevents overheating and extends the life of your device.
• Regular Restart: Restart your device periodically. It clears temporary files, frees up memory, and can help prevent sluggish performance.
• Battery Care: For laptops, try not to keep the battery at 100% or let it completely discharge to 0% for long periods. Aim for keeping it between 20% and 80% for optimal battery health.
• Hardware Upgrades: If possible, upgrade hardware components like RAM or storage (e.g., adding more memory or switching from an HDD to an SSD). This can boost performance without needing a new device.

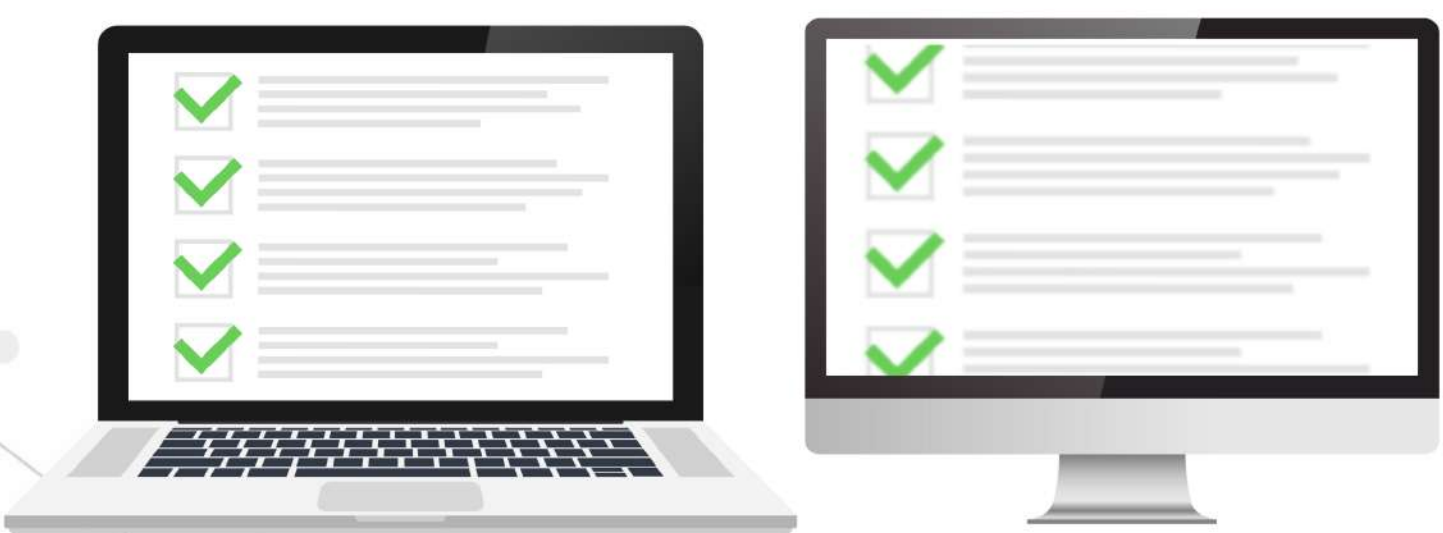
6. Energy Efficiency and Sustainability

Being conscious of energy consumption is not only good for the environment but can also help reduce operational costs for the company:

- Power Saving Mode: Enable power-saving features on laptops and desktops. On laptops, make use of sleep or hibernation mode to conserve energy during idle times.
- Turn Off When Not in Use: When leaving for the day or when you don't need the device, shut it down completely rather than leaving it on standby.
- Efficient Peripherals: Use energy-efficient peripherals (keyboards, mice, monitors) to reduce overall power consumption in the workplace.

Conclusion

Efficiently using company laptops and desktops involves a combination of system optimization, file organization, security practices, and leveraging productivity tools. By following these best practices, employees can work more effectively, protect sensitive information, and contribute to the overall success of the organization. Proper maintenance, routine updates, and attention to security not only improve performance but also extend the lifespan of company devices.



नेक कामों का फल

- रुचि त्यागी

नेक कामों का फल देर से ही सही, लेकिन मिलता जरूर है। इसीलिए निराश नहीं होना चाहिए और अच्छे काम करते रहना चाहिए। ये बात एक लोक कथा से समझ सकते हैं। प्रचलित लोक कथा के अनुसार पुराने समय में एक धनी व्यक्ति ने बहुत बड़ा मंदिर बनवाया।

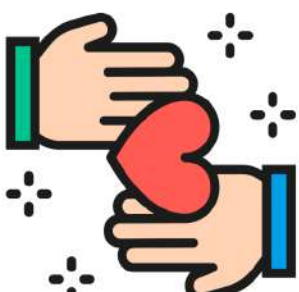
मंदिर बहुत ही सुंदर था। कुछ ही दिनों में मंदिर प्रसिद्ध हो गया। भक्तों की भीड़ बढ़ने लगी। धनी व्यक्ति ने सोचा कि अब मंदिर में किसी को प्रबंधक नियुक्त कर देना चाहिए, ताकि मंदिर आने वाले भक्तों को किसी तरह की परेशानी न हो।

जब ये बात नगर के लोगों को मालूम हुई तो मंदिर निर्माता के पास अमीर घरों के पढ़े-लिखे लोग मंदिर का प्रबंधक बनने के लिए पहुंचने लगे। सभी को लग रहा था कि मंदिर से काफी धन प्राप्त किया जा सकता है। धनी व्यक्ति सभी की मंशा समझ गया था, इसीलिए उसने किसी भी अमीर और पढ़े-लिखे व्यक्ति को प्रबंधक नियुक्त नहीं किया।

ऐसे ही काफी दिन हो गए, लेकिन कोई योग्य प्रबंधक नहीं मिल पा रहा था। तभी एक दिन मंदिर निर्माता ने देखा कि मंदिर के मार्ग में एक पत्थर लगा हुआ था। पत्थर की वजह से कई भक्तों को ठोकर भी लग रही थी। तभी एक व्यक्ति आया और वह उस पत्थर को निकालने की कोशिश करने लगा। काफी मेहनत के बाद उसने पत्थर निकाल दिया और रास्ता समतल कर दिया।

वह एक गरीब व्यक्ति था। उसने कपड़े भी फटे-पुराने पहन रखे थे। पत्थर निकालने के बाद वह मंदिर में पहुंचा और प्रार्थना करने लगा। मंदिर निर्माता उस गरीब के पास पहुंचा और उसे मंदिर का प्रबंधक नियुक्त कर दिया। गरीब व्यक्ति को अच्छा वेतन और मंदिर में ही रहने के लिए घर भी मिल गया। एक नेक काम की वजह से उसका जीवन बदल गया।

प्रसंग की सीख:- इस छोटी सी कथा की सीख यह है कि जो लोग अच्छे काम करते हैं, उन्हें अच्छा फल मिलने में थोड़ी देर जरूर हो सकती है, लेकिन नेक कामों का नेक फल जरूर मिलता है। इसीलिए निराश नहीं होना चाहिए और अच्छे काम करते रहना चाहिए।



नववर्ष, नई चिंतन: क्या वास्तव में महत्वपूर्ण है

- प्रमोद जैन

नया अंग्रेजी वर्ष 2025 बस शुरू हो गया है... सभी के मन में उधेडबुन लगी हुई है .... क्या भूलें, क्या याद रखें !

१. पांच सबसे अमीर लोगों के नाम ?
२. पिछली पांच रणजी ट्राफी विजेता टीम के नाम ?
३. पांच नोबल पुरस्कार विजेता ?
४. पांच आस्कर विजेता के नाम ?
५. पिछली पांच मिस इंडिया कौन है ?

.... शायद ही कोई इन सवालों के जवाब जानता होगा या जवाब देना चाहे ! क्योकि हम में से कोई भी बीते कल की हेडलाइन याद नहीं रखना चाहता ! हालांकि इन सवालों के जवाब अपने अपने क्षेत्र में अपना महत्वपूर्ण स्थान रखते है ! लेकिन वाहवाही ज्यादा दिनों तक नहीं ठहरती ! अवार्ड भुला दिए जाते है ! प्रशस्तिपत्र उन्हें पाने वालो के साथ ही चले जाते है, इनसे लंबा सरोकार नहीं रह पाता है !

अब एक नजर इन सवालों पर डालें ....

१. उस टीचर का नाम, जिसने आपको पढाई में मदद की या प्रोत्साहित किया ?
2. अपने उन दोस्तों के नाम, जिन्होंने वक़्त पड़ने पर आपका भरपूर साथ दिया ?
३. वे पांच लोग, जिन्होंने आपको जिंदगी का बहुमूल्य सबक सिखाया ?
४. वे पांच लोग कौन है, जिनके साथ वक़्त गुजारना आपको अच्छा लगता है ?
५. वो एक छोटी सी घटना, जिसने आपको प्रभावित किया ?

इन सवालों के जवाब हम कभी नहीं भूलते ! जिन लोगों ने हमे प्रेरणा दी, हमारे जीवन में खुशियाँ भर दी.... वें उन पांच सबसे अमीर लोगो में से नहीं थे, जिनके पास सबसे ज्यादा दौलत थी ! उन्हें शायद सबसे बड़ा पुरस्कार या सम्मान भी नहीं मिला .... लेकिन, वे हमेशा आपका ख्याल रखते रहें ! निश्चित रूप से नए साल में आप उन्हें सबसे ज्यादा याद रखना चाहेंगे, जिन्होंने आपके जीवन को एक नहीं दिशा दी !

दो बाते कभी नहीं रूकती ... वक़्त और उम्र ! ऐसा कोई बंधन नहीं बना जो इन्हें बांध कर रख सके ! वक़्त गुजरता है और उम्र सरकती है ! समय का सदुपयोग ही उम्र का सम्मान है ! हर नया वर्ष समय के गुजरने का इशारा करता है ! नए साल में प्रवेश के समय तीन बातें का ख्याल रखा जा सकता है ! अतीत को छोडें, वर्तमान को पकडें और भविष्य के प्रति आशावान रहकर उससे जुड़ें ! जो यादें अनुभव देने के काम आयें वें यादें ही काम की है ! अन्य स्मृतियों का बोझ जिंदगी की चाल को लड़खड़ा देता है ! जीवन में सफलता के सूत्र वर्तमान में ही बिखरे रहते है, इस कारण हमे अपने वर्तमान को पकडे रहना चाहियें ! बिना दूरदर्शिता के पाई हुई सफलता को जल्द ही बैसाखी की आवश्यकता पड़ जाती है, इसलिए वर्तमान में ही भविष्य से जुड़े रहें ! जैसे आज हम 2025 में प्रवेश की तैयारी कर रहें है, वैसे ही 2025 भी आने की तैयारी कर रहा है !

जब भी वक्त बदलता है तीन संभावनाएं बनती है ! पहली, नए समय में वही चलता रहें जो चल रहा है ! (इससे हम जड़ बन जायेंगे, रुका रुका सा जीवन) दूसरी, समय हमारे अनुकूल होगा, हम सक्रिय होंगें परन्तु हम आगे नहीं बढ़ सकेंगें ! (विकास, प्रगति से वंचित रहेंगें) और तीसरी सम्भावना होगी, हमारे समक्ष चुनौतियां आएँगी, लगातार संघर्ष रहेगा ! इसी में से हमे सफलता को प्राप्त करना होगा ! (ये हालात हमे मजबूत, कामयाब और सुलझा हुआ व्यक्तित्व प्रदान करेंगे) !

जो संघर्ष को विपति नहीं जीवनशैली मानते है, जो चुनौतियों को भी प्रैक्टिस मानते है और अपना कार्य शत-प्रतिशत करते है ! वें बदलते समय को भी अपने पक्ष में कर लेते है !

नव आशा, नव संकल्प से करे अभिवादन नव वर्ष का,
नव वर्ष मे जन-जन के लिये हो उदय, स्नेह और हर्ष का |

तो आइयें, अटल इरादों और साफ़ नजरियें के साथ आगे बढ़ कर 2025 का स्वागत करने में जुट जाएँ !

आओ मिलकर हम सभी, नव-वर्ष का स्वागत करें !
नव-वर्ष का स्वागत करें, संकल्प नव धारण करें !
नव-वर्ष की नव-चेतना से शक्ति नव अर्जित करें !

Media & Events

Bidding goodbye to 2024 - Last Party of 2024

Celebrations

Birthdays

Rahul Kumar (Tool Room) - **1st January**

Shivam Gupta (R&D) - **3rd January**

Nitin Rana (F&A) - **10th January**

Rajendra Rathore (Sales) - **12th January**

Dhirendra Shrivastava (R&D) - **13th Janauary**

Arun Joshi (Manufacturing) - **16th January**

Navdeep Sharma (R&D) - **23rd January**

Sudhanshu Patra (Sales) - **23rd January**

Saroj Chakraborty (Sales) - **25th January**

Bani Biswas (Sales) - **27th January**

Onboarding

1. **Ranvir Singh** (Sr. Executve Procurement)
2. **Praveen Kumar Verma** (Manager Procurement & Planning)
3. **Deepak Pokhriyal** (Technician)
4. **Nishu Arya** (Engineer R&D)
5. **Amit Kumar** (Engineer Quality)