

LHP UPDATE

Quarterly Newsletter

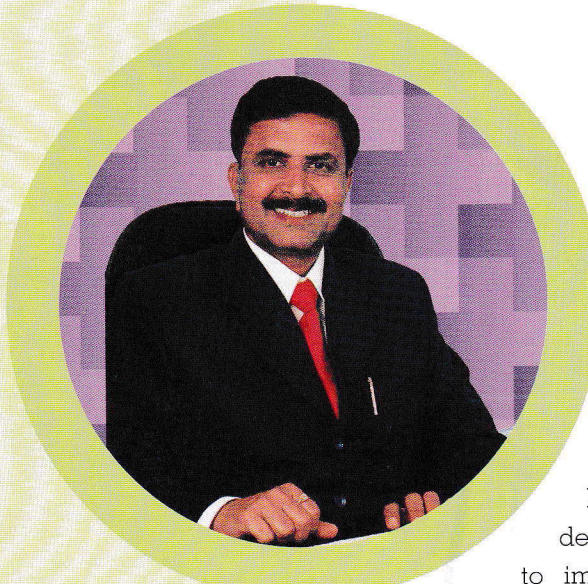
Issue 4 July 2007



Celebration needs an occasion
and the occasion demands celebration.



Lhp®
MOTORS PUMPS
Driven by Commitment



The Mentor Speaks

Dear readers,

Exhilaration, jubilation, celebration – the most apt words to describe the quarter of the year that has been. Yes, the eventful period was dotted over with guests, meetings, greetings, gatherings, awards, rewards and several such joyous happenings.

Besides all the achievements made by Team LHP, I am particularly proud of one noteworthy development at our end - that we have initiated steps to implement **SAP-ERP**. LHP is on the threshold of reaping the rich benefits of SAP-ERP such as speedy accurate and efficient processes.

In the fiscal year 2006-07, we have achieved **48% growth** in our sales turnover. We are aiming at clocking Rs. 1000 million turnover in this year i.e. 2007-08. Our clientele is expanding fast – in India as well as abroad.

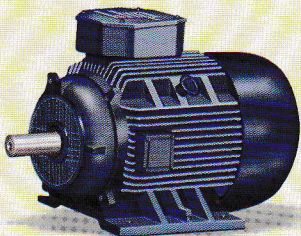
We are planning to set up one more **new plant for Motors** in MIDC, Chincholi. This new venture, with an investment of Rs. 150 million, would create direct employment for more than 200 local people.

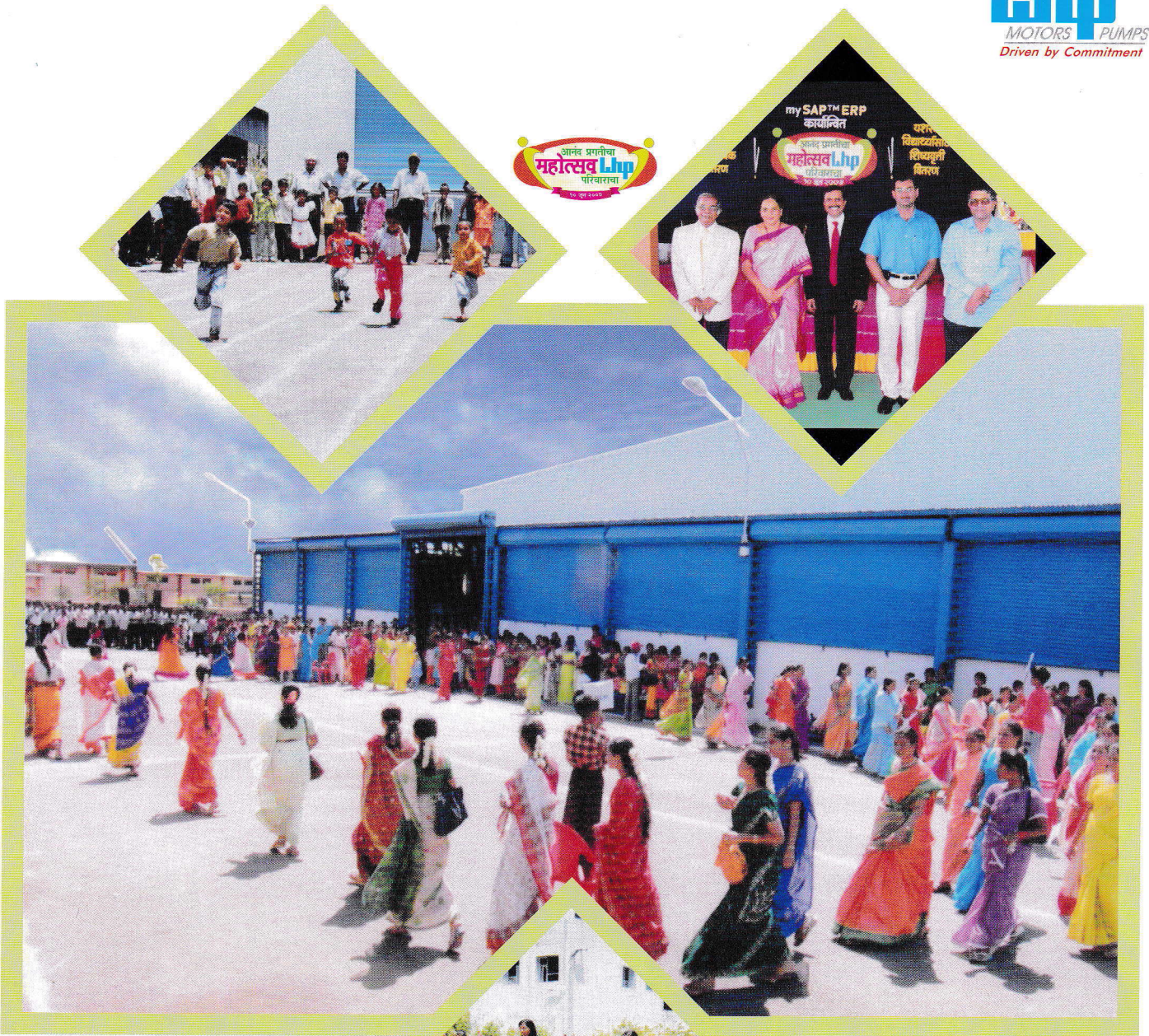
LHP is a close-knit family. All our employees always experience the affinity and it is rubbed on to all those who come in contact with us. This family-feeling was strengthened in a very novel, intimate function arranged by LHP recently. The event was aptly named **Anand Pragaticha Mahotsav LHP Parivaracha** (a grand family get-together to celebrate the joy of our progress). This delightful gathering had been the highlight of the last quarter.

Read all about it and also other happenings at our end in this issue of LHP UPDATE. Wish you a happy reading.

Sincerely yours,

Sharadkrishna Thakre
Managing Director





One would have been utterly surprised on that day at LHP. The campus looked entirely different from the usual, busy admin-blocks, shop-floor and assembly lines. There were crowds of colourfully dressed women, children and their 'Daddies', who were wandering around the factory as if it was a public garden. The atmosphere was full of enthusiasm, joy and cheerfulness. All faces were lit up with bright smiles and greetings were being exchanged in profusion. The occasion was **Anand Pragaticha Mahotsav LHP Parivararacha** (the grand family get-together of LHP team to celebrate the joy of progress.)

Celebration needs an occasion and the occasion demands celebration.

Team LHP has been like a family for all these 25 years. Obviously, LHP team members are as attached to the company as they are to their own families. These family members hardly ever visit 'Daddy's' workplace, offices, shop-floor, assembly lines, stores, machine shop, etc. These members also have hidden, undiscovered talents. Children, too, have such latent skills; they fare well in exams, competitions and so on. All this deserves recognition and appreciation.

The thought inspired Mr. Sharadkrishna & Mrs. Manali Thakre to arrange a grand LHP family get-together. After meticulous planning, the gathering was held on Sunday, 10th June, 2007 in the spacious campus of LHP at Chincholi, Solapur.

The campus was beautifully decorated with flowers and large posters depicting the company's progress. Buses flaunting LHP banners brought jubilant participants – employees, ladies, children to the LHP campus. Enthusiastic mobs visited all the departments in the factory. Later, various games, competitions were conducted for different age groups. Interestingly, *Rangoli* competition was held on the shop floor. Housewives showed their *Rangoli* skills where their husbands usually exhibit their technical skills. Thus, they proved the adage, 'Behind every successful man there is a woman'. The canteen was transformed into a studio where young ones were engrossed in a drawing competition. Each and every person present was involved in the game *Bombing the City*. Completing the sentence, 'I like LHP because

and *Ukhana* competition for women got a very good response.

Celebration needs an occasion
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The main function was presided over by Dr. Nagesh Dhaigude - Principal, Dayanand College. Other eminent guests were Mr. Arun Khore - Editor, Daily Sakal, Dr. Suhas Warke - DCP, Solapur, Mr. Ram Reddy - Director, Balaji Amines. Mr. Anil Patil, Mr. Sanjiv Patil, Mr. Annascheb Patil, Directors of LHP, were also present on the dais. Mr. Sharadkrishna Thakre took a quick survey of the company's progress and elaborated upon the future plans. He invoked his team to aim for Ramkrishna Bajaj Award for business excellence. All speakers admired LHP and its progress.

The function concluded with the felicitations of ideal employees, students' academic achievements, competition winners, etc. The most enjoyable moment of this grand family get-together was the banquet lunch in which the entire gathering - management, staff, workers, families and guests enjoyed the delicious food as one family.

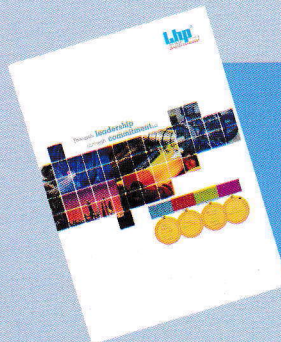
The gathering dispersed in the evening with innumerable sweet memories lingering in everybody's mind.

All India conference (RMHs)

LHP Motors has a well-spread, nationwide service network. The teams are led by Regional Marketing Heads (RMHs). We constantly keep in touch with them through various means and keep them up-to-date on the developments at LHP. This benefits our customers in getting consistent product quality and service. RMHs are invited to LHP for annual conference.

This year's 11th all India Regional Marketing Heads' conference was held at Solapur on 3rd and 4th April, 2007. Special presence on the occasion was that of Mr. Atsushi Nakanishi and Mr. Avinash Marathe from Sumitomo. Technical sessions, introduction to tech-developments at LHP performance evaluation and appreciation were the highlights of the conference. **Mr. Keerthi Kumar and his team - Mr. B. Nayan Chandra and Mr. Satish Kumar** once again bagged the **Best Performance award** for this year. The winning team contributes to our 40% sale in the South India of the total turnover.

Congratulations!



This is our recently published Company Profile.

For your copy / copies, contact Mr. Mac Intyne +91-217-2357001

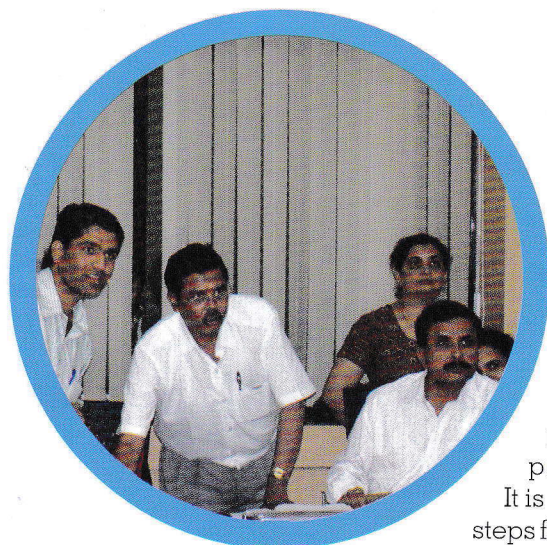
Eminent visitors



At LHP, we are ever busy welcoming visitors – from India and from several other countries around the world. Although business is the purpose of almost all these visits, sometimes unusual guests like college students bring a breeze of charm and youthfulness to our campus. Of course, we enjoy welcoming all our guests.

Here's a list of our guests who visited us in the last quarter.

- Mr. Nakaoka Mastaka, Chief Engineer, Sumitomo, Singapore. Mr. Shingo / Wasaki, Design Engineer, Sumitomo, Japan. Mr. Ashutosh G. Doshi, Sumitomo, India
- Dr. G.S. Patki and Mr. Samarth Joshi, Gear Care
- Mr. Rajiv Modi, Usha Martin
- Mr. Girish Sethi, Head, Sourcing, Wartsila, India and Mr. Karipekka Luoma, Mr. Jukka Oraveinen, Wartsila, Finland. They have placed an order for special pumps to be used in their vessels being constructed in China.
- Mr. Seth Feng, Sr. Quality Engineer and Mr. Sridhar Arekal, Asia Pacific Sourcing of IIT Corporation, China. They have ear-marked LHP for supply of motors to their clients spread across several continents of the world.
- A high-power delegation from Nuclear Power Corporation of India (NPCIL), Anushakti Nagar, Mumbai included Mr. S.B. Agarkar, Associate Director (Electrical designs), Mr. K. Jagannath, Chief Engineer (Chief procurement), Mr. B.R. Puri, Additional Chief Engineer (Electrical procurement). NPCIL has added LHP Motors to the list of their approved suppliers.
- MBA students from Karmaveer Bhaurao Patil Institute of Management & Research, Satara



Best businesses run on SAP

You always equate LHP with progressiveness. And you are right. In spite of operating from Solapur, a town-like city, LHP has always adopted modern manufacturing practices, management techniques and progressive outlook. ISO 9001-2000 certification and other approvals secured by us, practices such as 5S, 6 Sigma, Kanban and TPM. stand evidence to our progressiveness.

And now, LHP is on its way to implement ERP - SAP system for all its processes. Thus, LHP is marching towards real time business processes through world-class practices of SAP-ERP. It is noteworthy that LHP is the first company in Solapur to have initiated steps for ERP - SAP and one of the few ones in India.

LHP – Who's Who ?

We are introducing a novel feature in LHP UPDATE. It's LHP – Who's Who ? Each issue would introduce one member of the LHP team to you. This way, know us better now.

Mr. K. Subbarao



Name of team member : Mr. K. Subbarao
 Age : 62 years
 Family status (married to) : Mrs. K. Mitravinda
 Names of children : Mr. Janakiram
 Qualifications & experience: M. Tech. (Electrical)
 Date of joining LHP : Since inception (25 years)
 Present designation in LHP : General Manager (Tech.)
 Responsibilities shouldered in LHP : Electrical designing of motors & pumps
 Special achievements (personal & professional) : Personal - Worked as a professor, researcher, designer.
 Professional - Responsible for electrical designing for making LHP products zero defect.

Hobby / pastime : Net surfing
 Favorite snack : Palak pakoda
 Favorite celebrity : Amitabh Bachhan
 Favorite holidaying spot : Mantralayam (Karnataka)
 Strengths : Technical competency
 Delivering lectures
 Weaknesses : Being too tolerant
 Message to colleagues : Keep yourself abreast of the latest knowledge, so that you stay ahead.

Appreciation

Jute-tough performance : Kamarhatty Jute Company Ltd., Kolkata replaced all their previous motors with 400 no. LHP motors. They have sent a letter of appreciation to LHP for the excellent performance of **LHP Energy Efficient motors** which have been functioning flawlessly in their Jute Mill plant for the last 3 years. They are saving power substantially. LHP is proud that these Non-standard motors were specially developed to suit the customer's needs and were supplied through our Regional Marketing Head at Kolkata, Mr. Rajiv Agarwal.

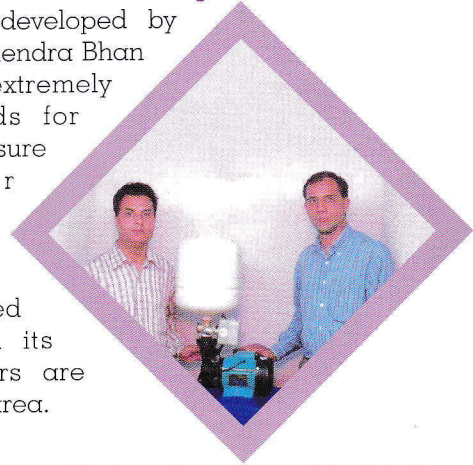


Thermax, the reputed name in industry has also awarded us with a certificate and trophy appreciating the excellent performance of LHP motors and our humble contribution to the success of Thermax.



Innovation

One of our customers, **M/s. Water Flow Systems, Janakpuri, Delhi** experimented upon the LHP **Jeevan pump** and developed a **novel pressure boosting system**. The system developed by Mr. Kapil Tikku & Mr. Jitendra Bhan has been proving extremely useful in households for increasing water pressure in bathrooms, for showers, etc.



This imaginative product has attracted great demand from its customers and orders are showering on it in DHP area. *Best wishes!*

A stamp of approval **LHP Flame-Proof motors** and **Increased Safety motors** have been tested by NABL accredited laboratory **ERTL, Kolkata** and approved by **BIS** as per technical specifications.



Employees' children scoring high marks in exams

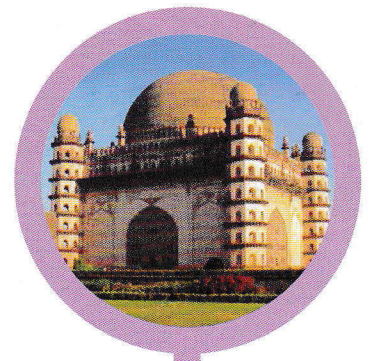
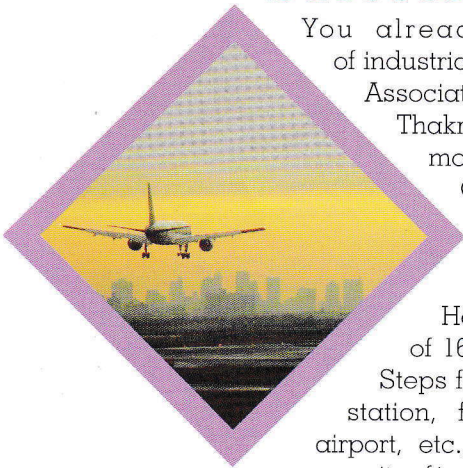
It has been a tradition at LHP to reward academic excellence of employees' children. Such school children are annually felicitated and a few gifted ones are also given special scholarships. LHP – Lighting the torch of learning.



Meetali Govindraj Madgundi
Vaibhav Vasant Shinde
Amit Anand Thakre
Kartik Shahaji Shinde
Murlidhar Anil Gurav
Prasad Virbhadra Thakka
Rucha Santosh Dixit
Onkar Arvind Dindore
Aafrin Mastan Sayyed
Vrushabha Rajesh Irabatti
Gurunath Irranna Kumbhar
Arvind Sugriva Shivsharan
Saraswati Jagannath Shinde
Priyanka Popat Devkar
Namdev Babasaheb Shinde
Neha Shankar Rathod
Vaishali Vasant Karade
Shubham Shuresh Shinde
Faroj Mastan Sayyed
Azim Irfan Sayyed
Pooja Popat Devkar
Ashray M. Chavan
Akib Arif Shaikh
Shruti M. Chavan
Ravichandra Ramesh Kulkarni
Sayali Anil Gidde
Aditya Manoj Chavan
Muskan A. Karim Mujawar
Shamlik Amaan Anwar
Rakesh Baswaraj Chikkali
Swati Suryakant Kadam
Priyanka Dilip Ajnalakar
Pranoti Prashant Dhekale
Kudkyl Venkatesh Shrinivas
Saniya Ab. Razzak Dandoti
Monali Shahaji Shinde
Jaylaxmi Kashinath Embatnal
Priyanka Prabhakar Gutikonda
Aishwarya Shriram Kore
Rahul Nanasahab Chavare
Rutuja Sunil Sakhare
Sufiyaan Shakil Inamdar
Rutuja Santosh Kulkarni
Priti Basavraj Kamurti
Ankita Mahesh Valase
Vandana Sunil Sakhare
Rohan Srinivas Tyrala
Anita Datta Jawale

Successful pleading

You already know that a delegation of industrialists from North Solapur Industries Association, headed by Mr. Sharadkrishna Thakre, was persistently pleading for more land and facilities for MIDC area, Chincholi. Their pleadings have met with a favourable response from **Hon. Mr. Rana Jagjitsingh Patil**, Minister of Commerce. He has sanctioned additional land of 160 acres for industries in the area. Steps for other facilities such as a police-station, fire-brigade, 4-lane expressway, airport, etc., will soon be initiated for rapid prosperity of industries at Solapur.



Gol Gumbaz - An architectural wonder near Solapur

Gol Gumbaz, situated in the Bijapur district of Karnataka, is 95 km away from Solapur. It is the **second largest dome in the world**. The Gol Gumbaz is second in size only to St. Peter's Basilica, Rome. The architecture of Gol Gumbaz is unique in the sense that the four minarets themselves are the staircases, leading to the top dome. Gol Gumbaz is truly an amazing architectural wonder as the dome stands unsupported by pillars. The most fascinating and remarkable feature of the Gol Gumbaz is its **acoustical system**. Even the faintest whisper around the dome echoes several times. The Gol Gumbaz was built by Muhammad Adil Shah in the year 1656.

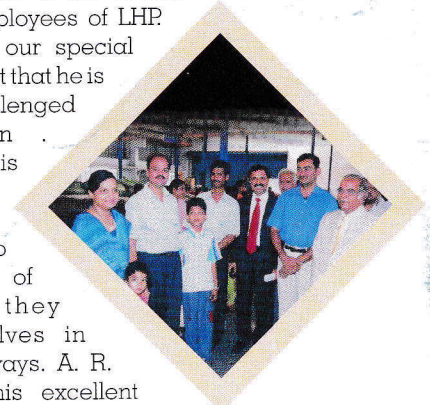
Award-winning employees

- M.D. Nanaware
- A.R. Garad
- B.S. Hallisagar
- N.G. Akude
- R.D. Bansode
- S.S. Rajapure
- P.Z. Waghmare
- T.A. Rangrej
- D.P. Deokar
- R.G. Mali
- R.I. Sutar
- N.D. Pawar
- K.N. Huli



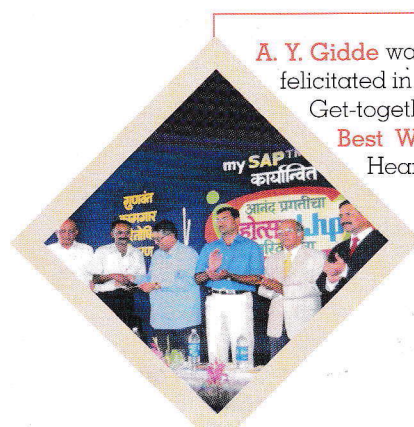
No challenge can faze them!

A. R. Marda is one of the award-winning, ideal employees of LHP. What makes him our special colleague is the fact that he is a physically challenged person. Mrs. Marda, too, is physically challenged. Although the two live in the world of utter silence, they express themselves in various creative ways. A. R. Marda through his excellent performance and Mrs. Marda through her prize-winning Rangoli designs.



Taufik Shaikh, another physically-challenged employee also makes LHP proud.

A. Y. Gidde was specially felicitated in the LHP Family Get-together with the **Best Worker Award.** Hearty Congrats!



Vaibhav : Wealth of colours



Vaibhav Shah, the illustrious son of our RMH (Regional Marketing Head) at Pune, Mr. R. V. Shah, has got magic in his fingers. The young past student of Abhinav Kala Mahavidyalaya is very good with colours, paints, brushes and canvas. Vaibhav's paintings not only earn large sums of money for him, but his art has also won for him the Camlin Art Foundation Award and a trip to Paris, Rome, Florence - high seats of the fine art. Another Hussein is in the making. Vaibhav - keep it up!

Welcome to the LHP family

We are glad to welcome the following newly-appointed trainee engineers to the LHP family. P.S. Bhairaji (Inspection), D.M. Bhave (Inspection), S.V. Patil (Mktg.), R.C. More (Machine shop), V.U. Jadhav (Q A), P.R. Gavade (R & D), S.D. Nanavare (R & D) and R.D. Mane (Stores). L.S. Wale has joined as an assistant (VD).

Training programme

An in-house training programme was conducted for 30 LHP employees on 22nd June, 2007. The topic was ISO 9001 - 2000 Quality System. Mr. V.D. Ulekar, our ISO consultant, explained the various aspects of the system and expectations from its followers in a very lucid manner. The participants were greatly benefitted by the training sessions.



Range : Up to 425 HP / 355 L Frame Motors in different versions such as • Standard Induction
 • Flame-Proof Brake • Flame-Proof Geared • Geared Flame-Proof Brake • Brake
 • VVVF • Geared Brake • Crane & Hoist Duty • Energy Efficient • Textile • Roller Table

Laxmi Hydraulics Pvt. Ltd.

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