



2016
**EMPLOYEE
VOLUNTEERING
COMPENDIUM**

DEDICATED
TO ALL THE
VOLUNTEERS
OF TATA POWER...





MESSAGE FROM CEO & MD

“Giving back to Society” is an integral part of Tata Power ethos. Tata Power employees have nurtured a rich tradition of volunteering efforts driven within the company from its early years. This good practice has potential to mobilize immense energy for the common good. The personal time and expertise that employees share with the society through Company driven volunteering efforts is the ultimate form of giving back at an individual level. I congratulate all the volunteers of Team Tata Power for taking proactive step towards worthy causes.

As we are committed to nation building, the employees go beyond the call of duty and volunteer their skills and time to make a difference. We provide a platform for their passion and over the years we have seen volunteering take roots across divisions and witnessed an exponential surge in participation in its neighbourhood.

At the same time, Team Tata Power has stood with its citizens in their difficult times beyond its neighbourhood at Jammu and Kashmir, Uttarakhand, Tamil Nadu, Andhra Pradesh, Odisha and Nepal by providing relief post natural disasters with courage and commitment. This is a demonstration of putting nation and its citizens before self. I would like to thank the family members of all such volunteers who supported them to come forward and make themselves and Tata Power feel proud.

This compendium is a commendable effort which offers a platform for employee volunteers to share their experiences which in turn will inspire many more to join the mission ARPAN in coming times. However, the core of all the stories narrates the personal satisfaction and sense of self-worth as an individual. Lastly, I would encourage all our colleagues and their family, business partners and Leaders of Tata Power to continue to champion the cause of being catalyst of change and demonstrate Care for Community towards contributing to Tata Group Volunteering Mission of contributing 1 Million Hours in neighbourhood and beyond.

Anil Sardana

CEO & Managing Director
The Tata Power Company Limited





FOREWORD

It gives us immense pleasure to present you this booklet: Arpan - Tata Power Employee Volunteering Compendium. It is not only a compilation of case studies but also the stories of heartfelt efforts of our committed employee volunteers, who have given their time and skill to benefit the community.

Under the guidance and support from senior leaders at corporate and location level, Tata Power formally started employee volunteering in 2007-08 to create a platform for employees to meet their passion for social services.

Since then, employees have joined hands to volunteer towards various causes such as Energy Conservation, Health Care, Senior Citizens Care, Education, Environment Protection, Women Empowerment and Emergency Management across all the locations of operations. They have identified trusts and NGOs and are rendering their services periodically.

The Community Relations team thank all the employee volunteers, division heads, CSR & TPCDT Teams and others who have supported us throughout the entire process of compiling the stories for this booklet. Thanks to Mr. Avilash Dwivedi, Head - Community Relations for his full encouragement and continuous guidance to create this compendium.

Janet Alexander

Community Relations

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INTRODUCTION

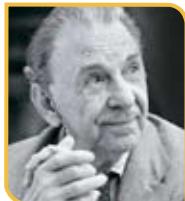
TATA GROUP'S LEGACY



In a free enterprise, the community is not just another stakeholder in business but is in fact the very purpose of its existence.

Shri Jamsetji N Tata,

Founder, Tata Group



No success or achievement in material terms is worthwhile unless it serves the needs or interests of the country & its people.

Shri J R D Tata



The philosophy of Corporate Social Responsibility as practiced by Tata Group is legacy of its founders. The multitude of community initiatives the group has sowed & fostered from its earliest days flows from this wellspring voluntary, as opposed to obligatory commitment.

Shri R N Tata

CSR POLICY

Tata Power is committed to ensuring the social wellbeing of the communities in the vicinity of its business operations through Corporate Social Responsibility initiatives (CSR) in alignment with Tata Group Focus Initiatives.

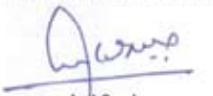
Tata Power shall engage with the community by undertaking the following principles and activities:-

- Consult pro-actively with the community and other key stakeholders for understanding needs and designing initiatives for the social well being of the community
- Undertake activities as per 5 major thrust areas, which include,
 1. Augmenting Primary Education System with emphasis on girl child education (VIDYA)
 2. Building and Strengthening Healthcare Facilities including safe drinking water (AROGYA/ SWATCH JAL))
 3. Enhancing Programs on Livelihood (SAMRIDDH) & Employability (DAKSH)
 4. Building Social Capital and Infrastructure (SANRACHNA)
 5. Nurturing Sustainability for Inclusive Growth (AKSHAY)

These thrust areas are mapped with the activities as suggested in the Schedule VII of the Companies Act (Annexure-I)

- Facilitate assistance during natural disasters, as appropriate
- Build and strengthen community institutions and stakeholder engagement
- Collaborate with Civil Society, Industry Associations and Government institutions etc.
- Encourage its employees for volunteering (ARPAN)
- Undertake CSR initiatives (Annexure-II) with the aim that over time these become self-sustainable
- Engage with disadvantaged sections of the community as per Affirmative Action Policy
- the CSR Committee (Annexure-IV) of the Board will Monitor, Review and Evaluate (Annexure-III) CSR activities and expenses on a periodic basis as per the calculation of 2% of net profit based on financial statement and report as per defined format (Annexure-V)
- Communicate the CSR activities to stakeholders as per the regulatory requirement

Tata Power shall work as per the Company's Community Relation Policy for Community Initiatives in and around the vicinity of its business presence for Corporate Social Responsibility.



Anil Sardana
CEO & Managing Director

Date: 16th July 2014

EMPLOYEE VOLUNTEERING AT TATA POWER



Employee Volunteering is a practice of employees working for a social cause without being motivated by financial & material gains. It is considered to be an altruistic activity, intended to improve the quality of human life. Employees get a platform to utilize their valuable time & skills for community welfare & for a deep sense of individual satisfaction, which enhances their leadership skills too. It was also observed that employee volunteering strives to balance the triple bottom line, profit with environmental & social responsibility. It understands the long-term business benefit of engaging with stakeholders, building a brand on values & integrity & being a net contributor to the society.

Employee Volunteering or deploying human resources & aligning their community involvement with the business focus brings together the employees, the organizational vision & community involvement. This employee volunteering practice formally started in Tata Power in 2007-08. The main thematic volunteering groups are Healthcare, Energy Conservation & Safety, Environment, Senior Citizen Homes and Education. Besides this, employees have also been using their technical knowledge creatively to impact a positive change in the society.

TATA ENGAGE

Tata Sustainability Group set up Tata Engage to institutionalize volunteering across the Group, in a manner whereby its efforts are invested in areas where they are needed the most and planned such that the outcomes are more fruitful and sustainable. Today, Tata Engage has emerged as a vibrant platform that kindles, nurtures and channelizes the volunteering spirit at Tata and amplifies outcomes by

- Bringing together - not only Tata employees, but also their families and retired Tata employees
- Connecting the volunteers - with not only the causes close to their hearts, but also the NGOs who work towards the cause more competently
- Helping employees - to donate not just their time, but also talent to bring about a greater difference
- Curating volunteering opportunities - ranging from a one-hour experiential activity to a six-month professional project
- Designing programmes - that not only contribute towards community development, but also towards the volunteer's professional and personal growth



MAJOR INITIATIVES OF TATA GROUP IN VOLUNTEERING (www.tataengage.com)



TATA
VOLUNTEERING
INTERNATIONAL WEEK Let's make it a million



proengage
16 cities, 105 projects



engage+
A full-day, full-pay volunteering option





CORPORATE SOCIAL RESPONSIBILITY (CSR)

CSR is popularly known as Community Relations (CR) at Tata Power and social initiatives are undertaken by the CR Division of the Sustainability Department. The Community Relations policy delineates the basic structure for driving social initiatives, across various locations including operations and projects. The social initiatives have been nurtured and branded coherent with the community development activities covered under the following Thrust Areas:

- Augmenting Primary Education System with a focus on Girl Child Education (VIDYA)
- Building & Strengthening Healthcare Facilities, including Safe Drinking Water (AROGYA & SWATCH JAL)
- Enhancing Programs on Livelihood (SAMRIDDHI) & Employability (DAKSH)
- Building Social Capital & Infrastructure (SANRACHNA)
- Nurturing Sustainability for Inclusive Growth (AKSHAY).

TATA POWER COMMUNITY DEVELOPMENT TRUST (TPCDT)

TPCDT is the development arm of the Company which executes the plans and activities, as per the CSR strategy. TPCDT being the development vehicle for CSR programs, is assigned to support all Tata Power Group Companies to undertake CSR programs in their recognized areas. Since its formation in 2009, Safe Drinking Water & Rural Energy have been the key focal areas for TPCDT activities. TPCDT also partners with local banks/NABARD for specific program implementation.

ARPAN AWARDS

Aligning with the company's value of "Care for Community", Tata Power has sowed and fostered community development by motivating employees for devoting skill-sets and time, under ARPAN - an initiative for employee volunteering.

The Tata Group has always supported social causes and encouraged employees to participate in various Initiatives which have panned across various cross sections of topics from Energy Conservation, Healthcare and Education etc. Currently there are 1000+ registered volunteers on the Tata Engage website across Tata Power.

To promote employee volunteering across all locations of Tata Power, Tata Power ARPAN Annual Awards have been constituted with the aim of institutionalizing efforts through employee volunteering and recognition of divisions for exemplary work in volunteering. An external jury panel is instituted to undertake the assessment of the Volunteering Applications from all locations and develop a framework for the same.

Haldia division bagged the maiden Tata Power Arpan Award in the year 2013 for the initiatives undertaken in the year 2012-13, followed by Jojobera and Trombay divisions for the year 2014-15 and Mulshi division in the year 2014-15.



Arpan Awards 2013 **Haldia**



Arpan Awards 2014 **Jojobera & Trombay**



Arpan Awards 2015 **Bhira (Mulshi)**

CORPORATE DIVISION





ARJINDER SINGH SANGOTRA
The Health Clean-up Brigade

Arjinder Singh Sangotra is Assistant Manager (Fuel) in Corporate Finance & Accounts at Carnac Bunder office. He has been volunteering for Tata Power CR initiatives since a whole decade!

About his experience in volunteering at Tata Power, Sangotra says, "It offers complete satisfaction towards social service and adds meaning to life. It has also sharpened my grey cells in terms of know-how on so many facts of life. I have enjoyed volunteering for HIV AIDS awareness, senior citizen's home, beach cleaning and tree plantation drives."

On the HIV AIDS awareness programs, he recollects, "As a group leader for the health volunteering initiative, and with a strength of 100+ volunteers spread across Trombay, HO, Hydros, Kalyan & Dharavi, we have conducted 218 programs logging in 3,351 volunteering man hours and benefitting 32,232 community members, in 10 years. We have conducted sessions for Mumbai police, CISF, Home Guards, truckers and cleaners, college students, B.Ed. Teachers, Tata Power employees, contract labor and at Mumbai slums, railway stations, at tollnakas, and even corporates.

"These programs were conducted after office hours, and on weekly off days by dedicated and sincere Tata Power volunteers (most of who are Certified Peer Educators from MDACS) without release from duty hours."

Sangotra states, "We have received two external Awards - TERI & Dhahanukar, and two internal awards. The success story of these volunteers is published in a book by TERI. This was possible only due to the dedication, sincerity and zero-expectation of our health volunteers. It is also one of the longest sustained initiatives at Tata Power. We find it a matter of pride and honor to work on these initiatives under the Tata banner."

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MUZAMMIL BASHIR KHAN
Jagrut for a Better Society

Muzammil Bashir Khan works as Manager in NMMC (Transmission) at Carnac. He has actively been volunteering for Tata Power CR initiatives since 2012.

Khan and his team have led “Jan Jagruti Abhiyan” for sensitizing people to avoid flying kites, drying clothes, building houses or go near Tata power transmission lines, around Carnac, Parel railways stations. He says, “There are many families who live in shanties very close to the transmission lines. They are not even aware of the hazards of high voltage transmission lines.”

“My team and I used the technique of street plays to explain the concept about various hazards and possibilities by which they may get shock and affected. We also went door to door to shanties, schools and societies. Every year we cover approximately 500 people. It gives immense pleasure to do this work, as it helps in saving precious lives. Our line tripping has also reduced and reliability of power supply improved.”

Khan has also led and participated in “Daan Utsav”. He says, “It is quite a unique experience of motivating and encouraging people to donate their old and unused clothes, books, shoes, toys etc. for those who need them.”

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SHEELA M CHAUHAN
Old is Gold!

Sheela M Chauhan works as Senior Office Assistant in DCA-DCS department at Technopolis Knowledge Park, Andheri. She has been volunteering for Tata Power CR initiatives since 2008. Sheela says, "A kind of social work which I am doing it for the last 22 years gives me immense happiness and satisfaction. I feel I am giving back to society what I have received from the society."

She adds, "In July 2008, Tata Power started CSR Activities where each employee was given a chance to choose any one activity where one could contribute with time and effort and I opted for visiting old age home & orphanage. Practically, every month we visited Panvel and Andheri (E) old age homes. We developed a sort of bonding with all the old people in these homes. They used to wait for our visit. We spent time with them, listened to them, even fed them and I got inner satisfaction which I don't think any other activity would have given me."

Sheela recollects, "A 92 years old lady (Ms. Purification) used to remember my name (imagine that - at the age of 92!) and she used to address me by my name. She used to get angry and even jealous if I did not give much time to her. These people wait for someone who can just lend an ear to them. They have a lot of stories and life experiences to share - and once we listen to them, we can see the ear to ear smiles on their faces."

"I thank & salute Tata Power for the opportunity and all the volunteers who are serving the nation so selflessly."

Dear old
Ms Purification,
even at
92 years,
remembered
my name each
time I met her!



SHRANDDHANAND GET 2013 BATCH **Initiative**

When a thought transforms into actions, it makes all the difference. The Tata Power GET Batch - 2013, realized what difference it makes when happiness is shared.

It was the day we got our first pay checks, and started making plans for celebrations. Several glorious hours and delectable courses later, however, we realized something was amiss - talks turned from the privileged to the underprivileged and before we knew it, we collectively decided on following the mantra - Lighting up Lives.

Buoyed by our company's whole-hearted support, we visited a local orphanage at Shraddhanand Peth, Nagpur by the name of Shraddhanand Anathashram. What begged our attention was the absolute dearth of an installed water purifier unit, among a few other things. We decided to champion the Tata way by providing for a purifier, with each of us investing in this momentous cause. Technical glitches like faulty plumbing to leaking pipes, choked valves to inadequate pumps; we conquered them all.

The decision was made in two meetings, resource allocation in a week, the equipment took three days to be finalized and the installation took a tense eleven hours. But that feeling when we saw the water gushing out of the three taps? It was priceless!





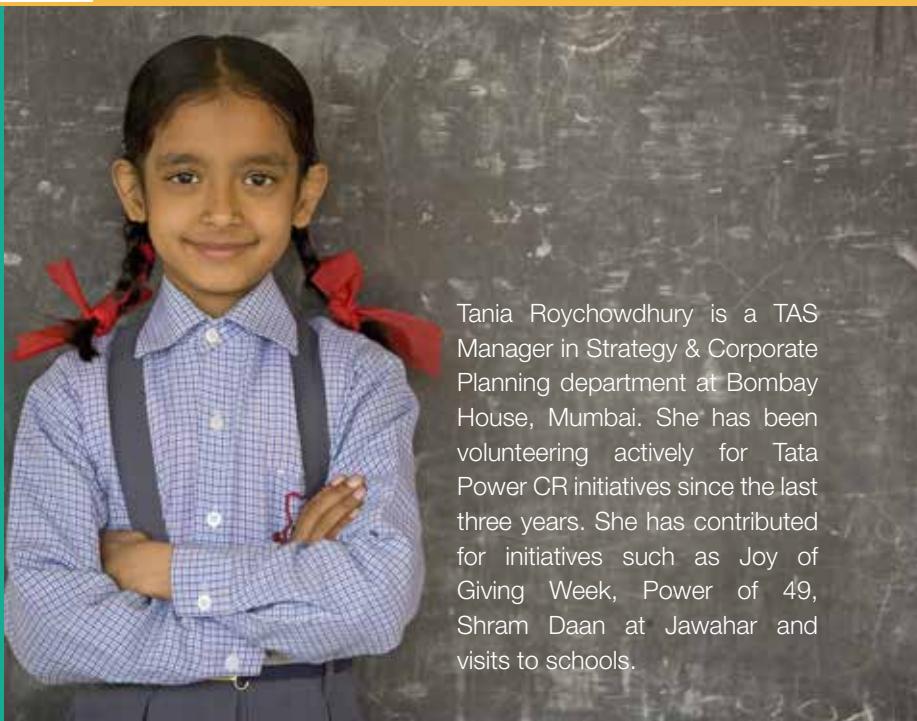
If there is anything that may perhaps supersede this bout of accomplishment, was our visit to the orphanage itself. Even a sultry afternoon on the 8th of September could not squelch our spirits. As soon as we walked through the gate, all of the kids came running and each one grabbed a team member, as if to claim them. We played like old friends, laughed, talked and became one with them. It was one of those rare and precious moments that remind you of the power of the human spirit. It is ironical that these children have parents who have abandoned them and strangers who care for them!

Ideas come alive when you believe in them and sometimes a little positive reinforcement can work wonders. Everything had started with that one idea. And in the end that was all we needed to enrich our lives.

It was not just installation of a water purifier, it was also fixing up of faulty plumbing, leaking pipes, choked valves and inadequate pumps!



TANIA ROYCHOWDHURY
Multi-Tasking Volunteer



Tania Roychowdhury is a TAS Manager in Strategy & Corporate Planning department at Bombay House, Mumbai. She has been volunteering actively for Tata Power CR initiatives since the last three years. She has contributed for initiatives such as Joy of Giving Week, Power of 49, Shram Daan at Jawahar and visits to schools.

Tania says, "The Tata Power CR team is quite an ideal for how company volunteering initiatives should be run - they are inclusive and co-develop volunteering and CSR initiatives with other employees. It has been a great pleasure working with them and I hope to contribute further to their initiatives in the future. They have created opportunities for volunteering even outside the scope of their calendar specifically on request, which is indeed commendable. Here's hoping to partner with them in many more large scale initiatives with wide spread impact."





DHERAND



SANJAY WAGH
The Guiding Light



Sanjay Wagh works as Associate Security Officer at Dherand Tata Power Project (DTPP). He has been involved with volunteering initiatives since 2015.

He has volunteered with the CSR team of Dherand Tata Power Project (DTPP) along with his wife (Mrs. Varsha Wagh, employee relative volunteer) for distributing study solar lamps for 9th and 10th class students from Dherand and Shahapur villages under Savitri Bai Phule Dattak Palak Yojana (SBPDY) of the Maharashtra Government on 15th October, 2015 at KES Adarsh Vidyamandir High School.

Sanjay recollects, "A total of 42 girl students from nearby villages benefited under this scheme through employee awareness activities. These villages are located at far western Konkan region and electric supply is very irregular and inadequate in the area. Standards 9th and 10th are a very important phase of student life and their studies got hampered due to the poor electric supply. The lamps provided by DTPP for these students have not only proved to be of immense help in their studies but also play a vital role in their day-to-day activities. The support rendered by DTPP got an overwhelming and satisfactory response from the school girls as well as their needy parents. The local Gram Panchayat, Shahapur Sarpanch too appreciated the program and thanked DTPP for promoting girl child education and supporting for this noble cause. The joy on the faces of benefited school girls was clearly visible. The opportunity to do something for them felt like a lifetime achievement."

Solar lamps for villages that are located at far western Konkan region with inadequate electric supply.





HALDIA



ABHIJIT AIN DAS My Area My Responsibility



Abhijit Ain Das is the station head at Haldia Division. He says, "I feel privileged to be able to share some of my experiences while participating in the activities in our local community. To begin with, we interacted with self help group women who got trained in tailoring as a part of their sustainable income generation programme. I could feel the enthusiasm and dreams in their eyes to become self sufficient in their lives and earning for their families. At the end of the training program itself, they had mastered the art of making garments of good quality that meets the market standards. They expressed their gratitude to Tata Power for bringing the change in their lives.

"While Haldia division undertakes many CR initiatives, promoting quality education to children especially to girl child, is of utmost important. It was observed that many girls dropped out from schools due to non-availability of separate toilets for girls. One of them was Purba Srikrishnapur Primary School.

"Tata Power has supported the school by constructing separate girls' toilet, providing sufficient furniture for students, electricity, boundary wall etc. The students and teaching staff was very thankful towards for the change we could bring in their daily lives.

"In association with Haldia Municipality, we participated in "Green Haldia Clean Haldia" to increase the green coverage in surrounding areas, on the occasion of Tata Volunteering Week celebration on 3rd March. Our 30 volunteers planted more than 500 various fruit and flower bearing trees in Haldia township area. Proper barricading was also done for every tree to ensure its survival.

"In line with the company's philosophy to undertake green initiatives, Haldia Division organized "Clean My City" drive.

"We planned to clean the river embankment area of Haldia township. Every evening, many spend their leisure time here, with the scenic beauty.

On 28th March '15 around 70 volunteers gathered at the riverside, ready with their cleaning equipment like broom sticks, hand gloves, face masks, garbage bags etc. By removing the plastic trash, garbage and unwanted debris, we made the area sparkling clean! Local people and shop owners also appreciated this initiative and committed to take care of the place by themselves in future."

Many girls dropped out from schools due to non-availability of separate toilets for girls!





SAGAR LEKHWAR
Vision Campaigner

Sagar Lekhwar works as Lead Associate in Business HR department of Haldia Division. Since 2012, he has volunteered for education programs, health initiatives and sustainability initiatives. He was a part of the CR activity organized at Vivekananda Mission Ashram – a school for visually impaired children – where the volunteering team organized a sports event and also participated in cultural activities.

Lekhwar also volunteered to serve the local community during an eye treatment camp that addressed problems of more than 100 visually impaired persons and distributed medicines and eye gears. Lekhwar recollects an incident from the camp wherein while assisting an old lady with prescription, the gratitude shown by the elderly lady towards the initiatives taken up by Tata Power filled him with pride.

Lekhwar had an opportunity to be a part in promoting Club Enerji initiative and energy conservation awareness at local schools across Haldia. During this initiative the school children were acquainted with the facts of saving energy and promotion of renewable energy resources. This was followed by creating awareness about home safety with electrical appliances among the school children. He recalls how every student took note of the pointers and it was interesting for the team to answer their queries.

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were
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resources.

Lekhwar adds, I was a part of World Earth Day team at a school, where I was amazed to see the talent among students in crafts, art and their command over colors. The theme was 'Green Earth & Clean Earth', and needless to say, the result was something phenomenal. The pieces of art we got from those children represented the concern of younger generation who are still in schools but are aware and worried about the global warming and conservation of non-renewable resources. I have missed out on this kind of awareness during my own school days. But, thanks to my organization which has given me the opportunity to revive and achieve my every aspiration."



ANIRBAN GOSWAMI
Giver of Green Life

Anirban Goswami works as Lead Associate, Safety at Haldia Division and has been volunteering with Tata Power since 2012, for various initiatives such as education, safety, health and sustainability.

One of the initiatives that Goswami is particularly attached to, is driving environment conservation awareness, plantation programs and enabling for a greener tomorrow. He is an active member of 'Green Haldia Clean Haldia' initiative to make Haldia greener. Goswami explains, "Through various plantation drives we've planted many trees in surrounding areas including schools, communities etc. We not only plant trees but also take care of them and ensure their survival. Whenever I visit the areas where plantations were done, I can now see they are covered with trees and look greener." This gives him inner satisfaction that the barren land is now brimming with green life.

"I feel through my small effort, I am able to secure our future generation and at least they can have fresh oxygen. It gives me the motivation to live and let others also live a better life." believes Goswami.

He has participated in donation program for needy children and has donated many educational materials for the cause. Goswami says, "I have learned that sharing gives more satisfaction compared to having too many materialistic things in life."

As a staff of Safety Department, Goswami has also contributed in promoting awareness about safety among the school children and community people on different aspects like home safety/electrical safety/road safety etc. and basic first aid and fire prevention. Goswami says, "When I think that I have not only utilized my skills and experiences for my company but the company has also paved the way to utilize my skills for the greater population it fills me with great pride and satisfaction."

According to Anirban, "'Giving back to Society' is embedded in the cultural fabric of Tata Power. Giving my personal time and other resources for the benefits of the community people to help them gives me the inner joy that in other way also energizes me."

It gives him inner satisfaction that what was once barren land is now brimming with green life!



NATWAR ROY
Givers Gain!

Natwar Roy is a field engineer in the Operations department of Haldia Division. He has been actively participating in Tata Power CSR initiatives since 2013. Natwar believes, "As we are human beings, I believe no one can grow without a social community and that adaptive bond is our strength. Therefore, I'll always try to give my time to the social community."

Roy participated in the CR initiative at Jawhar, in Thane, Maharashtra, where he was actively involved in "Shram-Daan" to construct a road in the village. This village is inhabited by tribal community. Interacting with the Panchayat members and understanding about their livelihood, health issues, source of earning etc. has been a learning experience for him. According to Roy, his greatest learning from this engagement was to be patient and be able to listen more. Other initiatives in which Roy has participated are plantation at Haldia in line with the division initiative "Green Haldia", wherein 500 trees were planted all across the location, Clean City and Health Care programs.

I believe no one can grow without a social community and that adaptive bond is our strength.

He states that the aim of volunteering is to bring people together and create bonds that will help us function better not only as a community, but also as individuals, both at home and our workplace. Volunteering tends to bring a smile on the faces of people whose lives we touch with our small deeds. Further he believes, "We all understand that we cannot change the face of the villages we visited in the few hours that we spent there, but our spirit of doing something good and meaningful for the society will only make us better individuals. And if this is achieved, we will be able to make this earth a wonderful place!"



HYDROS





ASHWINI KUMAR PATIL
Guru Gyaani

Ashwini Kumar Patil is the Head of Bhira Hydro Power Station. He has been volunteering for CR related activities since 2007.

"Starting ITI at Mulshi - Male was a great challenge for us. While local bodies obtained the necessary approvals, our task was to construct the building and procure the equipment required for running the institute. "

"We started this initiative 4 years ago, with specific programs targeted at students of Class 9. While we usually invite experts from various fields for the training, I myself have delivered lectures on two occasions. During these sessions, not only students but teachers were also present during the lectures. Today when I see the students getting jobs after they pass out, I feel very happy and contended."

Regarding the yoga program, Ashwini says, "Tata Power runs a dispensary for employees and their families at Bhira. It was observed that the inflow from the neighbouring villages to the dispensary was increasing. Anticipating a good turnout for further health programs, we started yoga, meditation and deep breathing sessions at Mulshi and Bhira. Around 1800 villagers have benefited from these sessions till date. Issues such as back ache, head ache, neck ache, high blood sugar, high BP etc. got addressed at these sessions and people were relieved of pain. While the program will continue for another few months, we feel very nice and contended when people come to us after having waived off their physical discomforts and aches through yoga.

Issues such as
back ache,
head ache,
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sessions.

"I sincerely thank Tata Power for providing me such a wonderful opportunity to serve community."



BALASUBRAMANYAM
Solar Saviour

Balasubramanyam works as the Group Head - Mechanical Maintenance Department at Bhira. He has been involved in the CR activities conducted by Tata Power since the last three years.

He recollects his experience, “A hamlet called Adivasi Wadi near our plant had no electric supply. Our volunteering team worked towards electrification of the village. The team studied numerous options, and zeroed down on the most viable solution of using solar powered system for electrification. The challenge was cost optimization, and we decided to fabricate all required structures in-house using scrap materials. We used up all our creativity and installed all the solar panels. This project was so much appreciated by the villagers that my team and I felt nothing would contend us more than serving the people or society.”

Balasubramanyam says, “I am a part of the blood donation team. I have myself been donating blood once or twice a year since past 8 years.

“It gives me immense pleasure and sense of satisfaction that being a human; I am helping in one or other way to save others' lives. We also motivate others to donate blood and create awareness about blood donation. I have personally sensitized and encouraged my family members, my friends, employees, contractors and contract employees to donate blood. Some of my friends and family members are now regular blood donors. I have taken up this activity more as a responsibility rather than mere volunteering.”

Balasubramanyam says “These volunteering activities are helping in building the passion within us to serve the community; no other work can give you more mental satisfaction as community service.”

The challenge was cost optimization, and we decided to fabricate all required structures in-house, using scrap materials!



DIPAK B KULKARNI
Grassroots Warrior

Dipak B Kulkarni is Assistant Foreman at Electrical Maintenance Department at Bhira. Dipak says, "I feel it's a pleasure to work in a company like Tata Power where I get opportunities to serve to the community. I have been a part of the CR committee since last 7 years. I have worked for cataract camp that benefited the local villagers. Every year Tata Power Bhira division arranges free of cost cataract operations for the community in Bhira and Mulshi. Proper vision is very important to lead a fruitful life and we feel very proud to have given the patients the gift of good vision."

For him it was a matter of great happiness which is incomparable with anything in the world.

He adds, "We have also made progress in the area for women empowerment by arranging nursing and tailoring courses. This initiative which has been very successful and at the end of the course, women are able to procure full time as well as part time employment.

We feel very
proud to have
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patients the gift
of good vision!

"Apart from this, each year we distribute good quality paddy seeds to poor farmers that ensure optimum quality of fruit saplings. We encourage young boys and girls to take up higher education and join the ITI at Mulshi."



S. SASIKUMAR
Empowering the Family

S. Sasikumar works as lead Engineer - EMD at Bhira. He is an active member in the BHIRA CR team since June 2011 Sasikumar says, "We have taken up many initiatives to help the local community people. I was involved in volunteering during the cataract operation camp and conducting tailoring courses for women for their improvement. I spent time in interacting with the cataract patients, giving moral support and bringing confidence in them for the operation."

He adds, "Our main objective in conducting the tailoring course was to improve the standard of living of the local women because we believe that empowering a woman is empowering an entire family.

"I have learnt and experienced so many new things that could not be possible from any work other than community service. As a CR member, it has helped in building my own self-confidence and boosting my spirit."

Empowering a woman is empowering an entire family.



SUDHIR BHANUDAS VEDPATHAK
Leading the Way

Sudhir Bhanudas Vedpathak is Group Head – O & M at Bhira Division. He has been volunteering for Tata Power CR initiatives since last 7 years.

Sudhir has been instrumental in organizing the blood donation camp which was unanimously supported by the core CR team members.

He says, “Our team members gave their best to motivate people for this noble cause. In 2014, we arranged this camp in association with Sahyadri Hospital, Pune and collected 106 units of blood. A similar camp was arranged in association with KEM hospital, Mumbai where we were able to collect 118 units. With everybody's active participation, we could accomplish it successfully and people expressed their satisfaction for getting an opportunity to participate in such noble cause.”

Yoga sessions were arranged for employees and they experienced its health benefits. Sudhir says, “Following its success, we got requests from the local Grampanchayat to arrange yoga camps for the local people. Our team members went door to door and shared the health benefits of practicing yoga. In 2016, around 1000 localalites benefited from the sessions, that helped to maintain a healthy mind and body.”

Adjacent to Bhira Power House, in Adivasi Wadi, people were living without proper electricity supply. The team volunteers surveyed the area and suggested provision of standalone solar system. The idea was approved by the management and a small solar system was installed which provides enough electricity for lights and fans.

“The joy on the faces of the villagers - especially children - on seeing the lights in their houses gave immense satisfaction of volunteering work.

“I actively participated in plastic clean up drive around Mulshi lake & Tamhini ghat too. We spread awareness about cleanliness among locals and tourists coming to Mulshi area. We collected around 10 ton plastic and sent it for recycling with the help of a Pune based company where it can be converted into oil to be used for furnaces.”

He believes, “My active participation in CSR activities gave me all that inner satisfaction which is difficult to express in words. Thanks to our organization and it's great leaders who have given me this opportunity of giving joy to others which has in turn given me immense joy.”

Adjacent to Bhira Power House, in Adivasi Wadi, people were living without proper electricity supply.



GIRISH PANDURANG RAILKAR Learn & Earn

Girish Pandurang Railkar is Group head at Bhira Stores and has been participating in the volunteering activities for 16 years now. Railkar says that the satisfaction he derives after the accomplishment of every activity is a driving force to go ahead for the next project. He has contributed in numerous CSR activities and plans to continue to volunteer in future with full vigour.

Some of the major initiatives he has volunteered for are setting up of the Male ITI, solar lighting at Adivasi wadi, recruitment of ITI students at nearby industrial areas, plastic clean up drive, conducting tailoring course, paddy seeds distribution, fruit saplings distribution, clean water awareness and yoga camps for the local community.

Girish states that the volunteering for ITI at Mulshi started with the aim of providing vocational guidance and practical knowledge to local students. To fulfill this, he along with fellow volunteers, canvassed to enroll students from the nearby areas. However after completion of the course, due to limited employment opportunities many skilled students remained unemployed. Upon realizing this, the volunteering team visited industrial area at Pirangut and arranged employment for 90% of the students. He recalls that the most memorable achievement for the team was the happiness of the parents and students who could now dare to dream higher.

He also volunteered for the installation of solar systems for the supply of electricity to the Adivasi wadi. Railkar recollects the joy among the children from Adivasi wadi on seeing the light in their houses, it gave him immense satisfaction to do volunteering work. "This feeling of satisfaction is what encourages me to work further in this direction." says Girish.

The volunteering team visited industrial area at Pirangut and arranged employment for 90% of the students



JNANENDRA DWIVEDI
Dr. Do It!

Jnanendra Dwivedi works as Medical Officer at Bhira Division. Though he has been volunteering for CR initiatives since the past ten months only, he participated actively in various initiatives such as organization of malnutrition detection camp for small school going children, their identification and prescription of essential health supplements and proper dietary advice, screening of patients for cataract operations, anemia detection camp for the community and tree plantation.

Prescribed
vital health
supplements
and proper
dietary advice
to treat
malnourishment.

Dwivedi says, "I participated in volunteering for screening of more than 100 young school going children of various divisions for malnutrition and then prescribed those found to be malnourished, with vital health supplements and proper dietary advice to treat the deficiency disease." He also participated in conducting awareness session on anemia for the nursing students at Head Works under CR activity. Dwivedi has also participated in conducting awareness session for the platelet donation program for cancer patients. He says, "I feel happy to help the community in need with the help of our company."



K B GANGADHARA
Tribal Warrior

K B Gangadhara from Civil Head Works, Lonavala has been working in Tata Power since 25 years and has been actively taking part in volunteering programs in different areas as per requirements from nearby local villages.

Gangadhara says, "Our team visited tribal areas of Shirde village near Kundli Dam and Dangarwadi near Thokarwadi Dam, both near our dam catchment area, to create awareness about available benefits from local government. We helped the villagers in collating the required data and filling the appropriate forms to get the caste certificates from local government."

He adds, "I was actively involved in major CR activities such as construction of school rooms for villages, construction of 8 pick-up sheds at Lonavala and at Thokarwadi area and construction of water tanks for schools.

"It gives me satisfaction and a sense of pride for my organization. In this way, I have been able to make a difference in the lives of those less privileged."

We helped the
villagers to get
the caste
certificates
from local
government



N T KUDPANE
Camp Champ

Contributed to Swacch Bharat mission even before it was officially started by PM of India!



N T Kudpane is the Charge Hand in Mechanical Maintenance department at Bhira. He has been actively volunteering since 2008 for initiatives such as paddy seed distribution, yoga camps for local community, cataract camp, anemia detection camp, health checkup camps, tree sapling distribution, tree plantation, clean up drive at Tamhini ghat, notebook distribution to primary school students and tailoring course under women's empowerment program.

Kudpane says, "It gives me immense happiness and makes me proud to be part of Bhira CR team through which we are serving the community.

"I was part of cataract camp in which we got the local needy people operated at Malegaon MIMER hospital. In the cleanliness drive, we cleaned the Mulshi catchment area and contributed to Swaccha Bharat mission even before it was officially started by PM of India."



PRATHAMESH S DALVI
Green Vision

Prathamesh S Dalvi is Lead Engineer (Operations) at Bhira Division. He has been volunteering with the Bhira CR team since last one year.

Dalvi says, "I received a lot of encouragement and support from my seniors and coworkers in Bhira for all the CSR activities where I could do something for a good cause. I was involved in Cataract Operations initiative in which we identified and treated patients from Bhira and Mulshi area and also provided them post-operation care. It was a great experience and a wonderful feeling."

He adds, "The tree plantation drive was a fun experience where along with the school kids, we planted thousands of trees and also sensitized the children about environment protection. Yoga drives were conducted in view of improving the overall health and fitness of the community and we received a good response from the localites."

Sensitized the children about environment protection.



ARMUGAM SANJAY DHARMAN Lighting up Rural India

We lighted up around 150 houses at Jamgoan Village in Sambhave (Mulshi) by providing solar lighting system



Armugam Sanjay Dharman works as Lead Engineer - Headworks (Dongerwadi), Bhira. He has been volunteering for various CR initiatives since the last six years. Dharman says, "With the help of Tata Power we lighted up around 150 houses at Jamgoan Village in Sambhave (Mulshi) by providing solar lighting system. Due to frequent power cut in evening the daily activities of the villagers were getting affected.

We volunteered and commissioned solar lighting system for villagers around Mulshi. This scheme has immensely benefited villagers and their children."

He adds, "Adharwadi village at Dongerwadi had acute shortage of drinking water during the months of March to May. At the behest of the villagers, we constructed wells and water tanks with drinking water pipe lines for individual houses. Forty houses were covered and benefited by this scheme. It gave me huge satisfaction to see the positive change we were able to make in the lives of these villagers."



VITTHAL S SATPUTE
Health Is Wealth

Vitthal S Satpute works as Technician in Electrical Maintenance department of Bhira Division. He has been volunteering with Tata Power since 2008. He says, "I feel very proud to work in Bhira CR team and to serve the local community for their betterment. As part of Bhira CR team, we work to improve the health of the local community by conducting health check-up camps, cataract camps and anemia detection camps. We have arranged yoga camps and spread the word to all the nearby villages for ensuring maximum participation."

He adds, "We also encourage women self help groups to take up farming and provide them all guidance they need. The tailoring course was set up at their doorstep, so once they grasp the nitty-gritties, they can become independent. The team encourages youth to secure admission in the local Male technical institute, and even girls to take up further education like the nursing course."

We also encourage women self help groups to take up farming



GANESH DESHMUKH

Organic Farmer

Ganesh Deshmukh is the Group Head – O&M at Bhira Station. He has been involved in several social-economic-environment development initiatives taken up by Tata Power to reach out to the various communities in and around its operational area at Bhira & Mulshi.

Deshmukh says, “I have been volunteering since 2014 and it has been a great way to meet new people living in different kinds of community set-ups. It has strengthened my ties with society and broadened my support network and neighborhood resources.”

He adds, “Volunteering has given me an opportunity to practice and further develop my social skills. I have conducted lectures in schools for motivating students to secure admissions at ITI (Mulshi). I am member of an organic farming project for development of “Small Help Group” from Bhira Golewadi village. This group has started benefitting with earnings from this self sustained project. I also participated in cataract operations camp and plastic waste collection drive “.

He believes, “Volunteering has provided a healthy boost to my self-confidence, self-esteem and satisfaction. Doing good for others and the community provides a natural sense of accomplishment to me. I feel proud, to be a part of the initiatives of Community Development Programs at Tata Power.”

Organic
farming has
become a self
sustainable
business

JOJOBERA





G P SASTRY
Leading A Brighter Future

G P Sastry is the Head of EMD at Jojobera Division, volunteering with Tata Power since 2015. He and his EMD team have taken up the unique initiative to render financial aid for education to the children of their contract workmen. The EMD team consists of 20 members, who are voluntarily contributing every month for this welfare drive. Sastry states that an amount of Rs. 44,000 has been disbursed till date to support the school fees of 26 students.

Education of
their children
will secure
their bright
future

He says, "For the proper execution of this initiative, the welfare scheme is driven by well-defined set of rules where specific set of documents are required to be produced before availing the scheme. This ensures that the fund is utilized by workmen only towards the education of their wards. This noble scheme has motivated many workmen to send their wards to school as money is no longer a constraint. They also understand that education of their children will secure their bright future. The initiative has inculcated a sense of brotherhood among the employees and workmen."

"The department takes pride in running this voluntary scheme which is contributing towards nation building."



G RAMASWAMY
A Special Force



G Ramaswamy works as Group Head – Finance in Finance & Accounts department at Jojobera Division.

Ramaswamy recollects “I remember, during my school days my mother had voluntarily taken responsibility for the education of a young orphan boy in the neighborhood, who was dependent on his maternal uncle to feed him. I was very much moved with my mother's caring attitude towards him which left a lasting impression deep in my heart. I decided that I too shall serve mankind in whatever possible way I can.”

About his own volunteering work, Ramaswamy says, "We visited specially challenged inmates at R P Patel Cheshire Home and the deaf and dumb children at School of Hope. I experienced so much joy and bountiful blessings as I interacted with each child. Each time I am reminded how sacred it is to open our hearts, mind, and spirit, and just allow it all to guide us in the happiness of being of service. We had the privilege of meeting a few other staff members and they were all such a pleasure. It is easy to see why these are making a huge impact in the community when there are such dedicated people behind the scenes."

Ramaswamy has actively participated in regular Homeopathic & Allopathic health checkup camps as well as blood donation camps and has motivated more people to enthusiastically participate in such camps. It gives him a lot of solace from within upon mingling with these people from the vicinity.

Volunteering for “Beti Bachao Beti Padhao”- Save the Girl Child, Educate the Girl Child initiative jointly with Tata Motors Ltd, He has helped him in creating awareness amongst children from nearby village school and he considers that to see the joy in the eyes of the kids, a beautiful thing.

Ramaswamy believes, “It gives great satisfaction deep within myself to find the time to come, give and be of service. Just a little bit of commitment is all that is required to make a difference. “

“Volunteering with Tata Power is an enriching and uplifting experience for me. Watching children receiving the blessings and love is a joy to behold. The abundance of sweetness, caring and generosity present at these places is incomparable.”

How sacred
it is to open
our hearts,
mind, and
spirit!



PANKAJ BISWAS
Smart Girls, Smarter Society!

Pankaj Biswas is the Group Head - IMD at Jojobera Division. He has been volunteering actively for CR initiatives since 2013.

Biswas says, "In Tata Power there is always an opportunity to volunteer for society and social issues. Our team from Jojobera unit visited the nearby villages to spread awareness about "Beti Bachao" Campaign. This is a burning issue in society, as many sections in our society prefer a boy child over a girl child.

As part of this program, we visited a co-ed school in the village. We explained to the students how we have to maintain a balance in nature. We spoke about girls and women being the most integral and important partner of human kind. They are the soul of this earth. Women are equal in all rights, and can contribute to a blooming society just as well as men. They are equally efficient and talented. To our amusement, we found that in the village school, the village girls proved themselves smarter than the boys, while responding to our questions!"

Women are equal in all rights, and can contribute to a blooming society just as well as men

He recollects, "Our next visit was regarding elimination of open defecation practice. All the volunteers talked to the people about the harmful effects and health issues caused by such practices. We explained the need of proper sanitization, which will keep their mental and physical health strong. Sanitization is the indicator of "sustainable development goals". We observed that many of them took the initiative to construct toilets at their premises. We suggested a few tips to maintain the toilets properly."



SOURAV BHOWMICK
Paver of Good Times



Sourav Bhowmick works as Lead Engineer in Civil Maintenance department at Jojobera Division. Bhowmick recollects, "When we completed the construction of an RCC Road just adjacent to our power plant Ash Pond Area under CSR Project, the father of a little girl said "Sir, abhi hum log ka baccha sab accha se cycling karke iss raste se school ja sakta hain". After hearing the kind words from the little girl's father, I feel proud of being part of Tata Power."

He says, "I have been a part of CSR for 5 years and want to continue availing this opportunity. I have realized that volunteering not only helps the corporate to give back to the society, but also reveals the considerate and generous character of an individual. This opportunity of volunteering has helped improve my own learning, experience and contentment."



SUNIL KUMAR
Champion of Causes

Sunil Kumar is the Head of Security at Jojobera Division. Although he joined Tata Power in 2013, he has been actively volunteering since 2008 in his previous organization too.

Kumar believes it is during his volunteering at CRPF that formed the base for his involvement in social causes. He was deployed in Naxal affected district of Gadchiroli (Maharashtra). He participated in execution of the government policies for the upliftment of the tribals.

Villagers
were
encouraged
to build
toilets at their
homes

This gradually led to his further involvement in other initiatives as well and these events became an integral part of his life. Kumar says, "It gives me satisfaction and keeps me passionate enough to take up new challenges through these volunteering activities."

In Tata Power, Kumar along with his team has actively volunteered in conducting medical camps in the nearby villages at regular intervals for the benefit of the unprivileged class. He was instrumental in organizing blood donation camps and sessions on awareness for prevention of cancer.

Besides, Kumar has participated in the plantation drive and sessions organized for villagers regarding sanitation. He states that as a result of these sessions, villagers were encouraged to build toilets at their homes and now a majority of households have their own toilets.



SUVOJIT MAITY
Chip Off the Good Brick

Suvojit Maity works as Assistant Manager in Fly Ash Management Department at Jojobera Division. He has been volunteering with CR initiatives since 2013.

Maity says, "Initially I was exposed to different programs like water ATM plant set up, visits to night coaching school, meeting with local self help groups for planning to increase the employability and entrepreneurship."

"The biggest challenge for us was to increase the numbers of self help groups for setting up portable brick manufacturing units which we successfully carried out. It was a learning experience for me while carrying out the evaluation of mix design (brick composition), preparation of brick manufacturing quality check list and presenting those to SHG members. Our key objective was always to educate them which could help them to become successful entrepreneurs."

Maity believes, "Through these activities, I felt that being responsible citizens, each and every one of us should take part in CSR activities at least once in a year. The feeling one gets after helping the disadvantaged people and after doing something good for them is amazing, which can't be expressed in words."

The biggest challenge for us was to increase the numbers of self help groups for setting up portable brick manufacturing units



MAITHON





M SIDDIQUR RAHMAN
Doctor on Wheels

M Siddiqur Rahman is the DGM - Projects at MPL. He has been volunteering for CR initiatives since 2007. Earlier, he had volunteered as an interpreter and assisted Dr. Jerome Chin, a medical practitioner from San Francisco, USA, who had extended philanthropic services to treat and create awareness among the poor and illiterate in India.

Rahman states that the CSR initiatives at Maithon covers four major thrust areas namely, Health Care, Education, Employment Generation & Infrastructure Development. He has volunteered for the Life Line Express "Hospital on Wheels" initiative, which was mobilized at Kumardubi station (Dhanbad division) near the plant.

Rahman says, "With the help of this mobile hospital, we have been able to provide free treatment to thousands of poor and low-income people from the surrounding community. Treatment, diagnosis, surgery for ailments like epilepsy, cataract, cleft, deafness, heart disease, gynecological disorders, etc. were treated by world class doctors volunteering under the aegis of our initiative and Impact India Foundation."

Free treatment to thousands of poor and low-income people from the surrounding community.



MUNDRA





ABHIJIT GORAI
The Magic Touch

Abhijit Gorai works as Control Desk Engineer (Operation) at Mundra. He has been volunteering for Tata Power CR initiatives since 2010.

Gorai says, "Volunteering has been a wonderful experience for me and for my team as well as for my family as they always accompany me always during such events. I would like to share one of the recent activities - The Magic Show at 'Faradi Prathmik Shala'. One day I got a call from one of our team member, Mr. Pradip Ghosal and he asked me to conduct a magic show for the children. "

"I was excited and wanted to utilize the opportunity. When I shared this information, 11 of our colleagues (Jatin Makani, Arpita Ghosh, Sarika Bishnoi, Aman Bharthwal, Jimmy Ramani, Shivasai Garud, Anirban Mukherjee, Jayant Sorathiya, Archit Doshi, Praveen Singh, Arpit Patel and Suresh Saini) came forward to volunteer wholeheartedly."

"With lots of planning, on 30th September 2015, we reached Faradi Prathmik Shala at 2:30 pm with full zeal and enthusiasm. We started our preparation at their Prayer Hall and were ready to start at 4:30 pm in front of 250 eager waiting students.

"The event started with brief description about Tata group followed by magic show. The children were very excited during the program and came forward to participate in many fun filled and thrilling exercises along with us. After the magic show, children were so happy and they came forward to touch me, to find if I was really human. Finally we finished our program at 7 pm with a song from 'Taare Zameen Par'. We received a thank you note from them and for a request to conduct another program for the children in the near future."

Gorai adds, "It is a heart touching experience for me to entertain those students from a school at a remote location. I would like to thank my volunteers for making the event a grand success!"

Children were so happy and they came forward to touch me, to find if I was really human!



AKASH PADHIYAR
The Feel Good Factor

Akash Padhiyar is Lead Engineer (Operation) at Mundra. He has been actively participating in Tata Power CR initiatives since 2011, such as health awareness, tree plantation drives, beach cleaning, eye protection awareness camp, sports events, school bag and book distribution in village schools and sanitation awareness camp.



Padhiyar says, "It is always a "Feeling good by doing well" experience for me in Tata Power CSR activities. I adore Tata Power's various initiatives taken for improvement the life of villagers, students and for overall society. I am grateful to Tata Power for providing

such an opportunity to connect with people for a great cause. Serving people or society for noble causes instills a feeling of satisfaction. It is an honor to work on these initiatives!"



SAMIK PATEL
Magic Of Medicine

Samik Patel is the Group Head – IMD at Mundra. He has been volunteering for CR initiatives since 2012.

He believes, “At Tata Power, CSR is more than a responsibility, it has broadened our views and perspective about what it means to offer service without any expectation CSR is a significant dimension to life that Tata Power has introduced us through various initiatives to serve the society. I have participated in various activities and will surely continue to do so in future, as it gives peace and reciprocate humanity every time.”

“It not only gives a chance to serve the society but also teaches how a small act of kindness can shower happiness.”

“I got a chance to participate in medical camp at Tragdii, a remote place where medical facilities are not easy to access. Especially the low awareness levels about various contagious diseases are alarming. As time demanded, we extended our services to sensitize people about swine flu and other such deceases. We also shared importance of basic hygiene in kids.”

Patel says, “I have been blessed with an opportunity to serve those, who must have shaped a generation like us, but were presently sorrowed by the hollowness in their lives. The day at the Old Age Home was so eventful yet went so swiftly that it will be difficult to express in words, but has many memories that have left their prints on our hearts forever. It was a day of sheer love, selflessness, experiences and a lesson that whatever may happen, the life will always give moments to smile, laugh and hugs that should never be missed.”

How a
small act of
kindness
can
shower
happiness!

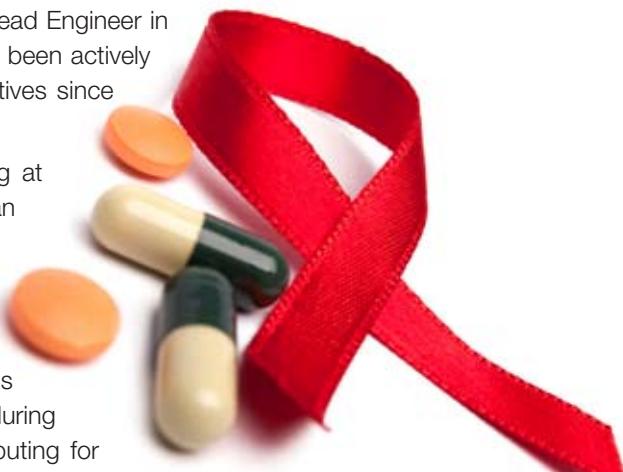


ANAND TIWARI
The Marathon Frontrunner

Anand Tiwari works as Lead Engineer in MMD at Mundra. He has been actively volunteering for CR initiatives since last two years.

Tiwari says, "Volunteering at Tata Power has been an excellent experience for me as I like to participate in social services very much. I used to see my parents doing social services during my childhood like contributing for marriages of poor girls. I received an opportunity in Tata Power and I am very happy that I was able to utilize his opportunity."

He adds, "I have attended medicine distribution program in Trugadi, Bandar, Mundra and HIV awareness Marathon walk in Bhuj, Gujarat. This Marathon walk aimed at spreading awareness regarding importance of fitness in our lives. Such health awareness programs are very necessary as we are spreading good habits among children and their parents."





HARDIK RAMI
Winning Of Hearts

Hardik Rami is Lead Associate in Business Excellence at Mundra. He has been actively engaged in CR initiatives since the last three years.

Rami says, "Volunteering for a social or environmental cause is a selfless activity. Being in a society where all of us help each other to learn, grow and be happy is the ideal world for me."

"I have been working with NGOs since school days and when I joined the most caring organization of this country, Tata, it was a moment of satisfaction for me as I got avenues to work and positively impact society. We are known for our care and our uplifting programs for humanity.

"I joined various program in a capacity of volunteer or as an organizer. Knowing the needs of local community, working with them hand in hand for solutions and finally seeing those innocent smiles on their faces after successful implementation, always wins my heart. I have seen students taking pride in helping us during our time with them. I have made friends with local fishermen, herders, farmers and villages."

He adds, "I have seen and felt their liveliness and happy living nature. And I have experienced genuine fraternity with all of them. Tata Power CSR programs are unique in nature as they focus on enhancing standards for local community along with the psyche of the whole society. I am grateful to this organization for providing amazing opportunities to work and volunteer for initiatives. They have helped me grow and has taught me true meaning of the life. And that is: Live for everybody and live with everybody. Happiness will follow."

Tata Power
CSR focus on
enhancing
standards for
local
community
along with the
psyche of the
whole society



JITENDRA KUMAR PATEL
Tree Hugger

Jitendra Kumar Patel works as Control Desk Engineer (Operation) at Mundra. He has been actively participating in CR initiatives since 2011.

He believes, “Donating time for doing good for others offers me great satisfaction and adds value to my life.

“All the volunteering activities carried out by Tata Power like beach cleaning, tree plantation and medical camps, have bestowed on me great experiences and learning. “

He says, “Recently, when we cleaned Mandvi beach with the support of Mandvi municipality, I realized that after cleaning the beach looks so pretty that we can compare it with best beaches of the world. This initiative had been taken after Ganesh Pooja so that everybody can realize that idols made from plaster-of-paris material are harmful and spoil the environment. One of my favorite initiatives was tree plantation - I felt satisfied when I those trees growing up and giving us shade from the sun.”

Within 11 months that Neem tree is taller than me!

Patel states, “Last year I celebrated my son’s birthday by planting one Neem tree in the township and I am amazed to see that within 11 months that tree is taller than me!”

“There are lots of small ways in which we can give our society a dream world to live.”



JYOTIRAJSINH JADEJA
People For Animals

Jyotirajsinh Jadeja works as Lead Engineer at Electrical Maintenance Department at Mundra. He has been actively volunteering in CR initiatives since 2011.

He says, “Volunteering has been a wonderful experience at our company. During cattle vaccination camp, we noticed that people ignored the cattle vaccination due to cost issues, or would simply say *“Janwar hai uske barre mai jyada kya sochna.”*”

“Then we demonstrated in detail why it is important and why such hygiene factors should be maintained. Even though people were dependent on income earned from cattle products, treatment was done as an afterthought, but the initiative taken by us helped them a lot.”

Jadeja adds, “Faradi Dam deepening CSR initiative was also a wonderful experience as my native place is Faradi so I could communicate very well with the localites. Their livelihood is dependent on the rain and rain storage facility available was not sufficient for the cultivation. This initiative helped improve the rain water storage facility for 9 villages and 2500 Farmers which were affected due to poor rain fall in the area. The farmers were very thankful to Tata Power for such a wonderful initiative.”



Improved the rain water storage facility for 9 villages and 2500 Farmers.



VIJAYKUMAR B PANCHAL
Clean & Green

VijayKumar B Panchal works as Lead Engineer in IMD at Mundra. He has been volunteering for CR initiatives since 2014.

"It gives joy when you do something good for your society. At Tata Power CGPL - Mundra location, volunteering has been a wonderful experience.

It has opened up my softer side and given me opportunities to give back to my society. I have volunteered here in environment awareness program, Swachhata Abhiyaan, waste paper collection held at township and in other small initiatives".





NAVIN KUMAR MAHATO
The Healing Touch

Navin Kumar Mahato works as Assistant Manager in EMD at Mundra and has been volunteering for CR initiatives since 2007.

He says, "Whenever we talk about giving back to the society, we end up talking in monetary terms. However, being a part of CSR activity at CGPL – I had a different and amazing experience, where I felt I am truly contributing something to the society. The joy I saw in the eyes of the villagers after swine flu awareness campaign and kit distribution at Tragadi Bunder was really satisfying. Through its CSR programs, CGPL has given me an opportunity to serve the community and make an impact."

"It was also an immensely pleasurable experience cleaning up the Mandvi beach. I would like to take this opportunity to thank the CR team – CGPL for supporting such a noble cause and extending complete support to all the volunteers. We at CGPL are always enthusiastic about working for the needy. I would definitely like to contribute again in future."



KUNJAN SINGH
Brethren In The Valley

Kunjan Singh works as Lead Engineer (Operations) at Mundra. He has been actively volunteering for CR initiatives since 2011.

Kunjan narrates “After I was selected for volunteering at disaster ridden Kashmir, which is a disturbed area, there was a mixture of excitement and nervousness in my mind. During my days as volunteer in Kashmir, the thing that touched me the most was the behavior and attitude of the people. Though the people were living in very poor and miserable condition, they did not give up their hopes.”

Within their community also, they were very helpful to each other. Everybody was sharing their sheds and breads with each other, rebuilding their shelters. I learnt the importance of being patient, brotherhood, social bounding, and humanity; never give up attitude and optimism. The feeling which I gathered after volunteering in the valley is something will remain with me forever.

I was amazed to see how the people stood up bravely even after losing all their possessions and I was stunned to see the strong will power of the people in the valley. Hats off to them!

“Unquestionably this experience has changed my thoughts about disaster relief. Boss or junior, townie or big city guy, we all worked as a team in extreme conditions over there from morning 6 am - 10 pm and late night.”

He adds, “This experience also changed my thinking about Tata group; I was amazed to see the response of the communities, such positive attitude and veneration for Tata employees! Many of them came up to us saying, “*Aap Tata se ho, Tata walo ne bheja hai, aapko Allah khush rakhe*”. The blessings were undefined.”

I learnt the
importance of
being patient,
brotherhood,
social
bounding,
and humanity

TRANSMISSION & DISTRIBUTION





M K GOWDA
Power Saviour

M K Gowda works as senior driver in Transmission department at Borivali Camp. He has been involved in Tata Power CSR initiatives since past 10 years and has volunteered for initiatives such as Jan Jagruti Abhiyan, Safety Week and cleanliness drives for the beach.

Gowda states that Jan Jagruti Abhiyan is very good initiative to make people aware of surrounding transmission lines. By conducting such drives, faults due to human interference have reduced considerably.

"When we explained to the localites the hazards associated with transmission lines, people have become more careful especially during Makar Sankranti, when they fly kites near transmission lines. As a result of it, we have not had a single accident on the lines since last 3 years."

He says, "It is a matter of immense pleasure to participate in cleanliness drive from time to time at different locations, thereby contributing to the campaign of Swachh Bharat Abhiyan and society at large."



ANAND KULKARNI
Veteran Volunteer

Anand Kulkarni works as assistant manager in central stores at Salsette location. He has been volunteering with Tata Power since 2005 for a variety of initiatives.

Kulkarni says, "Being the third generation in Tata Power, I have personally gained tremendous experience and it gives me a feeling of complete satisfaction to contribute in the direction of social service - it adds meaning to my personal life.

"This experience has also given me the insight to understand so many facets of life. It is a matter of pride and honour to work with Tata Power, where I get to develop my skills."

He adds, "I have volunteered for energy conservation programme for students in school and colleges, Jan Jagruti Abhiyan for community, electricity and water conservation programme for school children, out bound training programme for new GET's as well as for trainees, safety awareness program for people staying near high tension overhead lines in transmission, tree plantation drive in our division and also in conducting adventure winter camp for our own dependents.

"In these 10 years from 2005 onwards we have organized and executed 175 Programs benefiting approximately 35000 community members." recollects Kulkarni.

He, along with his team has conducted programs for school children, college students, engineer trainees, corporate sectors, senior citizens, teachers and people in slum areas.

They conducted two-three awareness sessions a day which began early in the morning and ran till late evening. Each session was of three to four hours. Also, sometimes they would go early on to ensure necessary arrangements in case of OBT Program. According to him, this shows the dedication and sincerity of the volunteering team towards our company.



ASHOK SOLANKI

High Flyer

Ashok Solanki is office attendant at Transmission, Borivali office. He started volunteering in 2015 and was involved in initiatives such as Jan Jagruti Abhiyan and Swachh Bharat Abhiyan.

Ashok says, “By volunteering in Jan Jagruti Abhiyan, I got an opportunity to explain to people how our lives can be saved by understanding the hazards related to the activities that are carried out below the transmission lines. During Makar Sankranti, the children fly kites near the transmission lines.

“Due to the conductivity of “Manja” there is danger of the person getting electrocuted during kite flying. It was a great experience to share our knowledge and highlight the importance of safety.”

Ashok adds “It is a service to the nation - giving energy conservation messages such as switching off unwanted lights, and also highlighting the importance of cleanliness in the area we live. I was happy explaining all these important things to people and by interacting with people my own knowledge has also improved. I felt really satisfied participating in all these activities.”



MANALI ADHIKARI
Girl for Girls

Manali Adhikari works as Lead Engineer (SCADA) at Distribution Automation System (DAS-NET) in Dharavi. She has been involved in Tata Power CSR initiatives since 2013 and has volunteered for initiatives such as women empowerment in afflicted areas at Chembur-Vashi Naka in association with CORO (CSR project), the Jawahar Outreach Programme and conducting drawing competitions regarding safety at a school in Mankhurd.

Adhikari says, "For over a hundred years, our company has been a responsible neighbour to communities surrounding our operations, and has been involved in activities that lead to ameliorating their quality of life.

Working hand in hand with the Savitri Mahila Bachat Gat (SHG) Federation, Mumbai in the Chembur-Vashi Naka area, I was pleasantly surprised to observe the gradual empowerment of these women and their strive for self-dignity."

She adds, "The Jawahar Volunteering outreach initiative stands out as our prime objective was to cater to the needs of the people from socially disadvantaged sections and consequently become neighbours of choice. The first of many trips to Jawahar was on the 15th -16th Feb 2014, with focus on the Shakur School in Jawahar, a residential girls' school with a majority of students hailing from the Adhivaasi and Dalit communities. The mere 5-6 hours we spent with them was enough to develop the connection of lifetime. It was heart-warming to see their beautiful smiles as they tried to memorize our names and waved their goodbyes. One little girl came up and whispered: "Didi humey kabhi mat bhoolna". The words may sound simple, but they portrayed the most complex of all human emotions - Love!"

Adhikari also feels privileged to be a part of GET batch 2013 that spearheaded the Shraddhanand Initiative at Nagpur. This initiative was the stepping stone for her volunteering activities with Tata Power.

Adhikari believes, "J R D Tata, had remarked - "I do not want India to be an economic superpower. I want India to be a happy country." Happiness - has a new meaning in our lives today. In retrospect, it has indeed been a superlative experience. For all of us, caught up in a chaotic rat race, these volunteering programs were nothing short of life-altering."



VRUSHALI ADKAR
Triumph with Tribals

Vrushali Adkar is an Associate Engineer at Consumer Engineering, Distribution in Dharavi. She has been actively volunteering with Tata Power since 2015 and has contributed majorly to the Jawhar Village Initiative in Palghar district.

Adkar believes, “Tata Power CR activity is a ray of hope for the local tribal in the area. The visit to Jawhar was very productive in both ways as it helped us to become aware of the problems faced by the tribal community and the academic institutes in the villages.

“Satisfactory solutions given during the interaction with the local residents will surely help them to get through the problems and build a sight to develop in pace with the outer world.”



TROMBAY





KAMLESH R SHAH
Saviours of Seniors

Kamlesh R Shah is the Group Head of Distribution Customer Acquisition Department at Technopolis and has been volunteering with Tata Power since 2005.

Ashok B Naik is working as a Technician in the Electrical Maintenance Department at Trombay and has been volunteering with Tata Power since 2007.

Together, they have been involved with HIV - AIDS initiative, senior citizen homes, beach cleaning initiatives and have also prepared a short film for Tata Power Volunteering.

Old Age is a part of life which everybody has to undergo, if alive till that age. Though we address our elderly as senior citizens, the society seldom gives them the due credit.

We celebrate World's Elders day on 1st October at one of the senior citizen homes every year. From our end, we also encourage our children to get involved and participate in such celebrations. The celebration includes cultural program, playing games and other fun activities. These seniors have a lot to offer us through their knowledge and experience, which could prove to be an important learning for our children and youngsters.

They do not expect material things from the society. But, what they really need is our quality time with an opportunity to express themselves and respect from the society.

Shah and Naik recollect one particular experience from their visit, about Mrs. Gangubai, a resident at Panvel Senior Citizen Home. "As we were interacting with the other residents, we heard her shouting - "Ladka nahi ana, Ladka accha nahi." She was about 70 years old and nearly bed ridden. We were shocked as we heard her shouting angrily. Further, we found out that she had been cheated by her only son, who had thrown her out from her own house and abandoned her. We sat down beside her and talked to her. "We are also someone's son, but we do want to spend time with you and talk to you. Please share your experiences with us!" Looking into our eyes, she cried and asked us to sit near her. She was teacher in

**ASHOK B NAIK
Saviours of Seniors**



school in her young age and taught history and geography. But her greatest regret was that she could not teach basic fundamentals of human life to her son, which she believed was the cause of her anger and pain.

Other elderly ladies around her were listening to the conversation. We requested them to sing songs or share jokes or stories or real experience. During this particular visit, we interestingly found that they want to be active and live their lives gracefully.

Their lively side came rushing out as they sang and danced during the visit in our events.

“So when you are visiting us again? Or why you did not come last month?” These are the questions they ask us with love and authority.” says Naik.

Overwhelmed by Tata Power Volunteers’ activities at Panvel Sr. Citizen Home, 85 years old Mr. Deshpande has painted a Picture of Sir Ratan Tata which was then gifted to Mr. Ratan N Tata on his Birthday. Mr. Vishwanath Bidye aged 94 years, from Panvel Senior Citizen Home has written a poem on Tata Power Volunteers because of his frequent interactions with them.

96 years old Ms. Maria at Andheri Senior Citizens Home served tea and coffee to all the other members at the Home. Few senior citizens at Andheri home prepared beautiful articles from waste products.

A CSR film has also been made by Tata Power Volunteers with management support to bring awareness of volunteering activities amongst their employees and encourage them to get actively involved for the same.





BHIKAJI SHRIKRISHNA MONDKAR **Person for Animals**

Bhikaji Shrikrishna Mondkar is the Head Fire Operator, Fire Department at Trombay. Mondkar has been volunteering with Tata Power since 2006 for initiatives related to tree plantation, HIV - AIDS awareness and animal and bird rescuing.

Mondkar says, "Volunteering at Tata Power has been a satisfying experience. I have been coordinating the HIV - AIDS awareness programs from Trombay since 4 years now and have also been an active volunteer for other action to since 8 years.

"As a coordinator, I have had a lot of learning through the challenges we faced during these programs. The programs were conducted mainly after office hours and on weekly off days by dedicated Tata Power employees, which made it easier for us to contribute in each program."



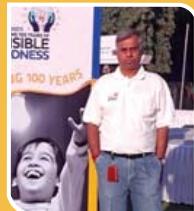
"We provide them hospitalization or release snakes in the jungle area - back to their natural habitats,

Mondkar participated in tree plantation campaigns conducted under the environment initiative wherein importance of saving Planet Earth was emphasized and this message was conveyed to the society at large. Mondkar says, "I feel sustaining this initiative is more important and hence active involvement in taking care of the plantations in and around Trombay Fire Area whenever time permits, is required."

For Mondkar, rescuing animals & birds - monkeys, flamingoes, eagles, snakes trapped in the plant area and its vicinity has also been an enjoyable experience. "We provide them hospitalization or release snakes in the jungle area - back to their natural habitats," adds Mondkar.

"I thank Tata Power for providing me this experience. And I look forward for more such opportunities in future, to give back to the society"

NAGESH N PATEL
Hero for School Kids



Nagesh N Patel is currently the Group Head - Stores in Trombay. He has been volunteering actively since 2006 in the areas of environment conservation, AIDS awareness, visiting old age homes and relief work at sites of natural disasters.

Patel has participated in tree plantation drives in and around areas of operation and plastic free campaigns to educate ladies and children in societies, schools & colleges – with special focus on hazards of plastics.

He has been volunteering to teach people of tribal village Kadichimet in Jawahar, Thane District, to grow vegetables as means of livelihood. His team also assist them with basic school facilities like drinking water, to encourage more kids to come to school and bring about social changes in their lives.

Patel has volunteered for creating AIDS awareness to people from all walks of life i.e. college students, migrant laborers, truck drivers, auto rickshaw drivers, policemen, traffic police, general public and young people working in hotels.

Patel was also part of the 2006 emergency team set up to assist people of Mumbai and its suburbs when entire Mumbai was submerged in water due to continuous torrential rainfall.

Patel says, “I am extremely lucky and blessed to get such opportunities at our company, to do my bit for the less fortunate people of our society. My family and I derive enormous satisfaction by volunteering for social & environmental causes.”

Entire Mumbai was submerged in water due to continuous torrential rainfall.



RAJESH CHAWHAN
Quiz Master

Rajesh Chawhan works as a Senior Control Room Engineer at Trombay Station. He has been volunteering with Tata Power for past 2 years and on the occasion of Tata Volunteering Week, he was involved in various activities carried out like spending time with children from slum area, quiz competition for school children, cleanliness drive, blood donation camp and setting up stalls of handicraft prepared by visually challenged people.

Chawhan shares one of his experiences of volunteering, when Tata Power Trombay Division conducted a quiz competition at National Sarvodaya School, Chembur Colony, Chembur, Mumbai.

The quiz was arranged on an e-learning unit which had different questions on English grammar, Hindi grammar, Civics, Geography, Mathematics. Children of 8th standard participated in quiz and enjoyed the platform while learning through quiz. A total of 4 teams, each having 5 members participated and rest of the students enjoyed the quiz as audience and cheered for their teams. The students were so delighted with the activity that they requested the volunteers to conduct more quiz competitions for them in future. The principal of school also expressed gratitude to Tata Power for the initiative.

This gesture of appreciation shown by the students and principal filled him up with immense satisfaction and pride. He believes it is this feeling of satisfaction that drives him to keep volunteering in future.

The students enjoyed the quiz as audience and cheered for their teams.

WIND OPERATIONS





PRAMOD ALVA
Full Spectrum Service

Pramod Alva works as Asset Manager in Wind Operations at Gadag. He has been actively volunteering since 2010 under various initiatives such as medical camps for the benefit of school children and local villagers, providing drinking water facility and educational aids like shoes, uniforms and school bags for school children.

Alva says, "Volunteering at Tata Power has been a memorable and wonderful experience for me, offering complete satisfaction towards social services and adding meaning to life. I enjoyed interaction with people as well as school children while carrying out social activities like medical camps and school aids distribution."

Alva adds, "This activity has also helped in building up the good image of our organization in the community and also spread our initiatives towards the outside community, beyond work and employees. It is a matter of pride and honor to work on these initiatives under the Tata banner."





PRAVIN PATIL
Proud to be a Volunteer

Pravin Patil works as asset manager in Wind Operations at Satara Wind Farm. He has been volunteering with Tata Power since 2015 under the initiatives such as medical camp for the benefit of local villagers, veterinary camp for the benefit of rural domestic animals, installation of solar street lights for the ideal village and conducting aptitude test and counseling program for 10th standard students.

For Patil, volunteering at Tata Power has been an extremely wonderful experience. It has given him a sense of satisfaction and achievement in life. According to Patil, it is the feeling of pride associated with volunteering, that drives him to work further for the society.



RAMESH C & RAMPRASAD K **The Guidance Gurus**

Ramesh C & Ramprasad K are Asset Managers at Poolavadi Wind Farm. They have been volunteering since 2015. They have been involved in CR initiative such as organizing Science exhibition program at Vellore covering 8 other government schools (primary, middle and higher) near Poolavadi Wind Farm. Around 160 students were reported to have participated in the exhibition.

Ramesh and Ramprasad, both are of the opinion that interacting with these students has given them immense satisfaction and a feeling of pride for being able to contribute in their lives. For them, it is this feeling that drives them to work further in this direction and be able to give more to the society in future.



DISASTER RELIEF SERVICES





NEPAL EARTHQUAKE RELIEF INITIATIVE **Captain India!**

There's a popular belief that if a person has spent enough time in any Tata company, one becomes indoctrinated in the philosophy so well that caring for people becomes a habit. Be it the leaders of the group or any employee, the stories of care and compassion keep the spirit of "Tata" alive in their own little ways.

One such instance is that of **Major H J Gurung**, who was a second lieutenant in the Indian Army before he retired and started working with Tata Power. He has his roots in the western regions of Nepal. Recently, when the earthquake hit Nepal, he happened to be in Kathmandu with his family. During such an unfortunate time, Major Gurung mobilised his relatives to work towards gathering quilts, blankets and mattresses to help the victims. He offered his voluntary services, as part of the Tata Relief effort, for more than 40 days. His local language skills proved to be very useful as he took on the mantle of head of distribution relief material in the remote areas, working tirelessly with colleagues from Tata group companies. It was a tough task, given the mountainous terrain and the continuous seismic activity, but Major fell back on his army experience and completed the work successfully, with the help of competent team members.

His local language skills proved to be very useful for distribution relief material in the remote areas



CHENNAI FLOOD RELIEF Doctor on Call!

Dr. Manoj Dabholkar is Group Head - Medical, Distribution Customer Services. He volunteered for the Flood Relief operations at Chennai in 2015.

Dabholkar received a mail from the CSR department for aid and assistance for Chennai floods on 11th December 2015.

The task given to him was to mobilize medicines for about 2000 beneficiaries. The vendor helped in procuring them, packing them in 25 cartons weighing about 300 Kg and transported them to airport.

Another task for him was to carry all these medicines to Chennai.

Dabholkar was able to accomplish this task with aid from **Ranjith Peter**, who works as Associate Medical, Bhira-Medical / Sanitary and also from the crew members of the airlines carrying the medicines.





ANJALI WAZIR **J&K Calls to Action**

Anjali Wazir is Head - Program Management at Tata Power Community Development Trust (TPCDT). She volunteered for J&K relief program during 2014 floods.

She narrates, “It all began with a call for volunteers interested in J&K relief from the company to extend relief to the devastated and needy families. Though I have been working in CR department, this was a new hands-on experience. I promptly opted to volunteer for the relief operation which commenced on 26th October 2014.

“At the onset, several relief initiatives were extended to the communities by the Government, corporates like Reliance, Malik International etc. The Tata Relief Capsule comprised obtaining lists of impacted areas (rural/ urban) from the masjid presidents, local agencies, NGOs and trusts and extending relief, winter and hygiene kits to the affected families. All the material was procured from Jammu, stored at a central warehouse and every morning the packages were loaded in trucks for distribution throughout Srinagar.

“Teams of volunteers were divided area wise to do a feasibility study of every household in the locations to assess the severity of the damage. Well defined criteria were formulated for assessing the needy families and a total of 3547 relief/hygiene kits were distributed to the impacted families and winter kits to 2920 households.

“Our volunteers also experienced and learned the tactics to work amicably with local sarpanches and leaders while waiving away pressure exerted by influential groups to provide assistance to select families irrespective of the extent of damage. The level of transparency amongst the volunteers was exemplary and their commitment noteworthy, even during days of curfew. Excellent monitoring and daily reporting of the implementation helped address challenges with corrective actions.”

She adds, “Whole towns/ villages were impacted by the floods and people lost many of their near and dear ones. Many were marooned, starved or homeless. It was devastating to see families staying on the roads, mentally shattered. We did our best to offer emotional assistance to face the situation, visiting every household that was affected. It was the true spirit of volunteering!”

3547
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ACKNOWLEDGEMENT

Many experts have been instrumental in providing the intellectual and technical inputs that have enabled the creation of ARPAN: Employee Volunteering Compendium at Tata Power Company Limited. We wish to express our deepest gratitude and appreciation to the following people, without whose contribution and inspiration, this compendium would have been impossible.

Our Managing Director and all our senior leaders who have encouraged us to create this compendium.

All the Plant/Project Heads and Location CSR teams, who have helped to identify stories and provided all necessary support.

All the volunteers and contributors, who have been kind enough to share their life stories and volunteering experiences, towards making this compendium as lively as possible. We highly appreciate their spirit, which has formed the foundation for this compendium.

We would also like to thank the following people for sending their entries and sharing their experiences.

- D B Pashilkar
- Naresh Gharat
- Pandharinath Tukaram Jori
- Rakesh Mahabale
- S K Reddi
- S D Pardesi
- Shyjo P George
- S V Gaikwad
- C A Mahulkar
- Nilesh Londhe
- R D Mohite
- Rakesh Verma
- Sanjay Khode
- Shivaji Ovhal
- Sree Kandi
- Biren Sevak

We would like to extend our sincere thanks to all the employees of Tata Power and volunteer leaders, who work silently for noble causes and demonstrate the essence of Invisible Goodness.

We thank the Corporate Communications team for helping us with their valuable inputs.

Trisha Gajbhiye

Management Trainee



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