

Dear Friends  
Allow me to share with you what Mr. Aramb Banerjee of CEAT thinks about his team and his success mantra: (I am not wrong if I think and do things, the same way)

- Quote
- MY TEAM IS MY biggest resource. A good team finds all the resources required to win. Building my team, retaining the great guys and churning for better quality occupies a substantial part of my managerial time
- I ADMIRE risk taking and a ruthless focus on execution. Today, ideas are not at a premium
- IN MY TEAM, APART FROM TECHNICAL SKILLS, I LOOK FOR a 'can do' attitude. This attitude stems from the native intelligence and high energy levels that each of us has
- I CAN DO WITHOUT passengers in my bus. I can do without idea bags and cynical members
- ACQUIRING RESPONSIBILITY means one has to be a self-starter and he/she should be able to influence everything and everyone as required, to accomplish the task. I do not like spoon feeding to capable people
- IS YOUR TEAM AFRAID OF YOU? I would like to think not. Fear doesn't work with mature adults. People would desert me if they are scared to work with me
- IF NOT, WHAT SORT OF A RELATIONSHIP HAVE YOU BUILT WITH THEM? I think my subordinates look up to me for guidance and motivation. They are also aware of my follow-ups and rigorous reviews
- THE IMPORTANCE OF AN EMPLOYER BRAND. Money is only one aspect. We have to sell the challenge in the role. We have to also sell leadership quality
- FIRING IS PAINFUL BUT ESSENTIAL. WHEN there is a breach of integrity (intellectual or financial), or when our efforts to bring around a non-performer fails. I favor a forced churning to the extent of 10%
- THE JUICE BEHIND MY DECISIONS flows from an urge to compete and to win

MY OPINION OF DELEGATING WORK TO MY SUBORDINATES is a non-issue: Neither I, nor my subordinates would like me to be doing what they are supposed to do. I, however insist on being updated on critical parameters on an online basis

Unquote Thanks & Best Regards  
Pratap Nair

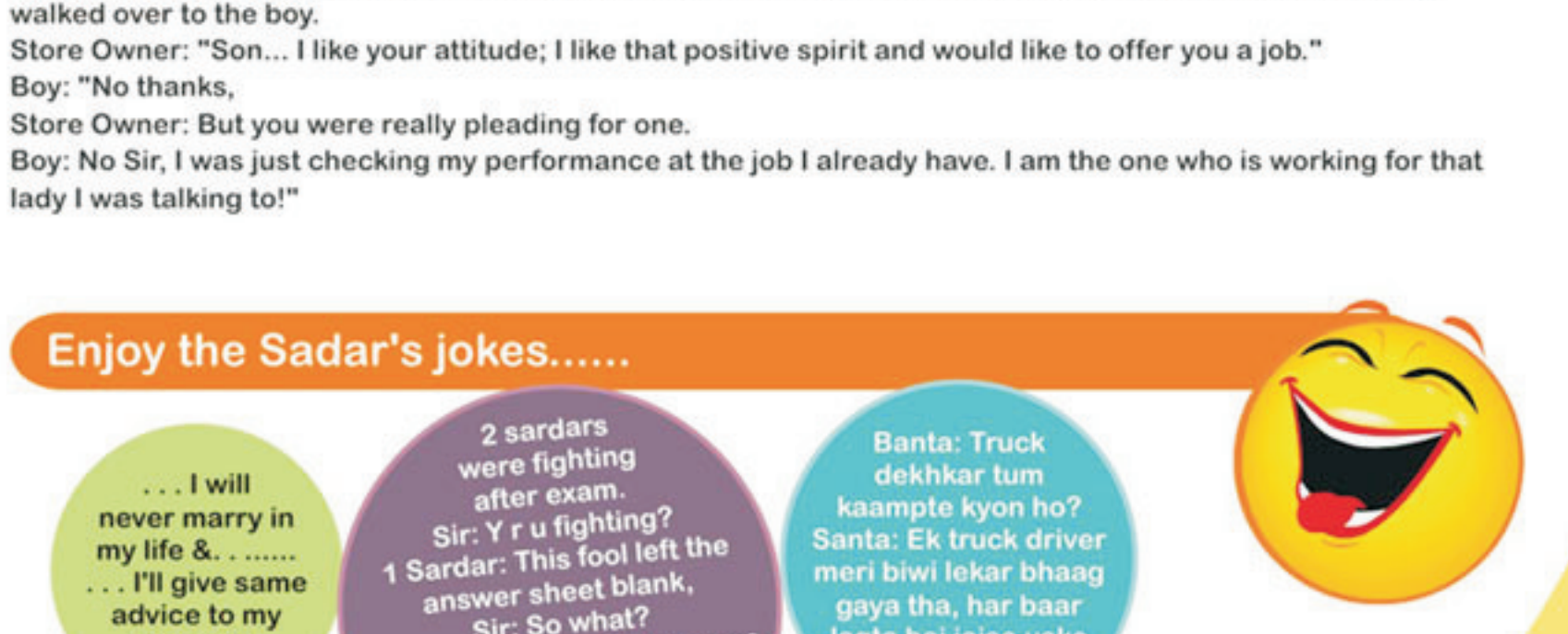


### 14 Good Reasons to avoid Animal Food!

- 1) It takes an average of 2500 gallons of water to produce a single pound of meat. According to Newsweek, "The water that goes into a 1000 pound steer could float a destroyer". In contrast, it takes only 25 gallons of water to produce a pound of wheat.
- 2) Feeding the average meat-eating American requires 3-1/4 acres of cultivated farm land a year; supplying a person who eats no food derived from animals only 1/6 acre per year.
- 3) Meat contains no essential nutrients that cannot be obtained directly from plant sources. By cycling grain through livestock, we lose 90% of the protein, 96% of the calories, 99% of its carbohydrates, and 100% of the fibre.
- 4) It is estimated that the US stock production accounts for twice the amount of pollution as that produced by industrial sources in the US.
- 5) Animal protein is one of the most toxic nutrients of all that can be considered. Risk for disease goes up dramatically when even a little animal protein is added to the diet. Unlike fat and cholesterol, you cannot remove animal protein from flesh and dairy products.
- 6) Meat-centered diets are linked to many kinds of cancer, most notably cancer of the colon, breast, cervix, uterus, ovary, prostate and lung.
- 7) Calorie for calorie, spinach has 14 times the iron of sirloin steak. Iron requires vitamin C for absorption, of which animal products are totally deficient.
- 8) The National Cancer Research Institute found that women who eat meat on a daily basis are almost 4 times more likely to get breast cancer than those women who eat little or no meat.
- 9) The milk from a nursing woman who eats a diet rich in animal sources is so high in toxic substances that were it to be sold across state lines it would be subject to confiscation and destruction by the FDA.
- 10) Fish are living magnets for toxic chemicals. According to Consumer Reports (Feb 93) a notable incidence of unacceptable levels of PCBs and mercury were found in certain species of fish that were tested. Ingesting PCB's is considered a chief reason for the sperm count among American men to be 70% of what it was 30 years ago. Today, half the world's fish catch is fed to cattle.
- 11) The common colds, as well as allergies to dust, cats and pollen, are more likely to go away when milk is taken out of the diet. No other mammal in nature drinks milk after weaning, nor drinks the milk of other species, as humans do.
- 12) Factory-farmed animals contain as much as 30 times more saturated fat than yesterday's free-range, pasture-raised animals.
- 13) Nearly half the fish tested in a 6 month investigation by consumers union were found to be contaminated by bacteria from human or animal faeces, suspected to be result of poor sanitation practices in one or more points along the fish handling process.
- 14) Meat contains approximately 14 times more pesticides than plant foods; dairy products contain 5 1/2 times more pesticides than plant foods.

(Source: World Foundation on Reverence for all life, The Viva Vegie Society, NewYork)

Amit Mistry



### Self Appraisal

A little boy went into a drug store, reached for a soda carton and pulled it over to the telephone. He climbed onto the carton so that he could reach the buttons on the phone and proceeded to punch in seven digits (phone numbers). The store-owner observed and listened to the conversation:

Boy: "Lady, Can you give me the job of cutting your lawn?"  
Woman: (at the other end of the phone line): "I already have someone to cut my lawn."  
Boy: "Lady, I will cut your lawn for half the price of the person who cuts your lawn now."

Woman: I'm very satisfied with the person who is presently cutting my lawn.  
Boy: (with more perseverance): "Lady, I'll even sweep your curb and your sidewalk, so on Sunday you will have the prettiest lawn in all of Palm beach, Florida."  
Woman: No, thank you.  
Boy: With a smile on his face, the little boy replaced the receiver. The store-owner, who was listening to all this, walked over to the boy.  
Store Owner: "Son... I like your attitude; I like that positive spirit and would like to offer you a job."  
Boy: "No thanks,  
Store Owner: But you were really pleading for one.  
Boy: No Sir, I was just checking my performance at the job I already have. I am the one who is working for that lady I was talking to!"

### Enjoy the Sadar's jokes.....

- ... I will never marry in my life & .....  
... I'll give same advice to my children also. ....
- A donkey kicked sardar & ran away, sardar ran to catch the donkey. He saw a zebra & started beating it & said ' Tracksuit pahane ke dhoka de raha hai'.
- 2 sardars were fighting after exam.  
Sir: Y r u fighting?  
1 Sardar: This fool left the answer sheet blank.  
Sir: So what?  
1 Sardar: Even I did the same thing, now teacher will think that we both copied.
- Sardar wanted to make an STD call to punjab. He wanted to save money so what did he do?  
Simple, and he went to punjab and made a local call.
- Banta: Trick ek akhka tim kaampte kyon ho?  
Santa: Ek truck driver meri biwi lekar bhaag gaya tha, har baar lagta hai jaise usko vapas karne aya hai.
- When TITANIC was sinking, a man asks Sardarji, how far is LAND?  
Sardar: 2kms....  
Man jumps into THE sea & asks: which way?  
Sardar: DOWNWARDS
- When you communicate positively your ideas and attitude reflect in the mirror of mind of the listener and generate positive response! This is communication with a positive attitude!

### BIRTHDAYS IN MAY

- |                    |           |        |
|--------------------|-----------|--------|
| LAKSHMI VENKAT     | CORPORATE | 3-May  |
| BINDU G. PILLAI    | MUMBAI    | 4-May  |
| K. SURESH          | CHENNAI   | 4-May  |
| HABEEBA K.A        | CHENNAI   | 11-May |
| KAMAL SEKHAAR G.   | TUTICORIN | 11-May |
| PRIYA RAJAGOPALAN  | KOCHIN    | 12-May |
| KEVIN SHUKLA       | BARODA    | 12-May |
| JIGAR VYAS         | AHMEDABAD | 14-May |
| ANIL KUMAR P.C.    | KOCHI     | 14-May |
| DHIREN N. PATEL    | AHMEDABAD | 19-May |
| JAYA V. PILLAI     | CORPORATE | 27-May |
| SANJAY M. ROHIT    | BARODA    | 27-May |
| STANLEY CHACKO     | KOLKATTA  | 30-May |
| PRASANTH P. G.     | CHENNAI   | 27-May |
| SREESAILA V.       | KOCHIN    | 28-May |
| RAJENDRA S. JADHAV | MUMBAI    | 28-May |
| DAVID JAMES        | MUMBAI    | 30-May |
| YOGENDRA K. NAMA   | KOTA      | 31-May |

### ANNIVERSARIES IN MAY

- |                  |           |        |
|------------------|-----------|--------|
| JAYSINGH BANDE   | MUMBAI    | 1-May  |
| LAHU MULEY       | MUMBAI    | 1-May  |
| NASHIKET PILLANE | MUMBAI    | 1-May  |
| VINOD NAMBIAR    | MUMBAI    | 2-May  |
| DADABHAU GHULE   | MUMBAI    | 4-May  |
| DATTATRA K MULEY | MUMBAI    | 4-May  |
| SANTOSH JADHAV   | MUMBAI    | 4-May  |
| HEMANT CHAUDHARI | AHMEDABAD | 8-May  |
| RAJENDRA JADHAV  | MUMBAI    | 8-May  |
| BABAN SHINDE     | MUMBAI    | 12-May |
| SUBASH CHANDER   | DELHI     | 12-May |
| BALA RAMESH      | MUMBAI    | 14-May |
| SUBHASH S THUBE  | MUMBAI    | 14-May |
| V.V.SALVE        | MUMBAI    | 15-May |
| REKHA CHAUDHARY  | DELHI     | 18-May |
| SANJAY PAL       | DELHI     | 19-May |
| VIJAYA SANJAIRAJ | AHMEDABAD | 22-May |
| AMIT SHAH        | BARODA    | 23-May |
| INDRAVADAN       | MUMBAI    | 25-May |
| DAVID JAMES      | MUMBAI    | 25-May |

### HOLIDAYS IN MAY

- |                |        |       |                |
|----------------|--------|-------|----------------|
| MAY DAY        | 1-May  | Thurs | Kochi, Kolkata |
| BUDDHA PURNIMA | 20-May | Tues  | Bangalore      |

### NEW MEMBERS

- |                      |           |     |     |
|----------------------|-----------|-----|-----|
| SANTOSHI KATKATE     | HYDERABAD | FEI | MAR |
| GORAKHNATH P. JADHAV | MUMBAI    | FEI | MAR |

The Managers have come up the hard way, and they lead from the front. Any new experiment is first conducted in Mumbai, before the idea is implemented at other branches.

Mrs. Shalaja Nair (lovingly known as Madam) used to be the warmth of this hard working branch. She has the heart and soul of FEI Mumbai. Even today, people feel her absence and find it difficult to control their emotions. All FEI Mumbaitees have pledged to uphold their dear Madam's dreams.

FEI Duniya wishes Lahu, Sham and their Mumbai team all the very best in their journey ahead.



### Today, OR ...

- Today I can complain because the weather is rainy, or I can be thankful that the grass is getting watered for free...
- Today I can feel sad that I don't have more money, or I can be glad that my finances encourage me to plan my purchases wisely and guide me away from waste...
- Today I can grumble about my health, or I can rejoice that I am alive...
- Today I can cry because roses have thorns, or I can celebrate that thorns have roses...
- Today I can mourn my lack of friends, or I can excitedly embark upon a quest to discover new relationships...
- Today I can whine because I have to go to work, or I can shout for joy because
- Disappointments are like speed breakers, they slow you down a bit. But enjoy the smooth road afterwards, don't stay on the breakers too long, move on ...

I have a job to do...  
Today stretches ahead of me, waiting to be shaped. And here I am the sculptor who gets to do the shaping. What today will be like... is up to me...  
I get to choose what kind of day I will have!

International Desk

## SOMEONE HELP ME ON TAX...

Q. What are you doing?  
A. Business  
Tax: PAY PROFESSIONAL TAX

Q. What are you doing in business?  
A. Selling the Goods  
Tax: PAY SALES TAX

Q. From where are you getting goods?  
A. From other state/abroad  
Tax: PAY CENTRAL SALES TAX, CUSTOM DUTY & OCTROI

Q. What are you earning by selling goods?  
A. Profit  
Tax: PAY INCOME TAX

Q. How do you distribute profit?  
A. By way of dividend  
Tax: PAY DIVIDEND DISTRIBUTION TAX

Q. Where are you manufacturing the goods?  
A. Factory  
Tax: PAY EXCISE DUTY

Q. Do you have an office / warehouse/ factory?  
A. Yes  
Tax: PAY MUNICIPAL & FIRE TAX

Q. Have you hired people?  
A. Yes  
Tax: PAY STAFF PROFESSIONAL TAX

Q. Is your turnover in millions?  
A. Yes  
Tax: PAY TURNOVER TAX  
A. No  
Tax: Then pay Minimum Alternate Tax

Q. Are you taking out over 25,000 in cash from the Bank?  
A. Yes, for Salary  
Tax: PAY CASH HANDLING TAX

Q. Where are you taking your client for lunch & dinner?  
A. Hotel  
Tax: PAY FOOD & ENTERTAINMENT TAX

Q. Are you traveling out of station on a business trip?  
A. Yes  
Tax: PAY FRINGE BENEFIT TAX

Q. Have you taken or given any services?  
A. Yes  
Tax: PAY SERVICE TAX

Q. How come you got such a big amount?  
A. Gift on birthday  
Tax: PAY GIFT TAX

Q. Do you have any wealth?  
A. Yes  
Tax: PAY WEALTH TAX

Q. Which is your idea of entertainment?  
A. Cinema or Resort  
Tax: PAY ENTERTAINMENT TAX

Q. Have you purchased a house?  
A. Yes  
Tax: PAY STAMP DUTY & REGISTRATION FEE

Q. How do you travel?  
A. Bus  
Tax: PAY SURCHARGE

Q. Any additional tax?  
A. Yes  
Tax: PAY EDUCATIONAL, ADDITIONAL EDUCATIONAL & SURCHARGE ON ALL CENTRAL GOVERNMENT TAXES

Q. Delayed any time paying any tax?  
A. Yes  
Tax: PAY INTEREST & PENALTY

Q. Can I die peacefully now??  
A. Wait! we are about to INTRODUCE the funeral tax

Renu Rai  
FEI Mumbai

### BIRTHDAY GIRL

In the year 2002, "two" important partners came to her life: In June she chose her life partner, and in July, her career partner.

Life in the new home was very good, but soon she realized that life in FEI's accounts department was not as smooth sailing. Surprisingly for her, she was losing popularity. And the reason: she was efficient, meticulous and intelligent!

What a person with 25 years' experience could do within a week, she accomplished it within one day!

Almost from the bottom of the rung, she rose to head the corporate accounts, and this she did in just 5 years!

Today, she heads the corporate accounts of a 100 crore company having 17 offices and more than 250 people. There cannot be a better example of career opportunities offered by the FEI Group, to the deserving.

We at FEI are proud of her contribution and would request each one of you to pray for her and greet her on 3<sup>rd</sup> May when she is celebrating her \_\_\_\_\_th birthday. (No we are not allowed to speak on a lady's age)

Happy Birthday Lakshmi (Venkat)  
You can send in your greetings and best wishes at [corporateno@feicargo.net](mailto:corporateno@feicargo.net).

### INCOME TAX SLABS

The exemption limit for personal income tax has been enhanced to Rs. 1.80 lakh from the present Rs. 1.45 lakh and Rs. (below the age of 65 years), Rs. 2.25 lakh from the present Rs. 1.95 lakh for senior citizens and Rs. 1.5 lakh from the present Rs. 1.1 lakh for others.

The revised tax slabs are:

Men < 65 years		Women < 65 years		Senior Citizens	
Income Level	Tax Rate	Income Level	Tax Rate	Income Level	Tax Rate
Up to Rs. 1,50,000/-	Nil	Up to Rs. 1,80,000/-	Nil	Up to Rs. 2,25,000/-	Nil
Rs. 1,50,000/- to Rs. 3,00,000/-	10%	Rs. 1,80,000/- to Rs. 3,00,000/-	10%	Rs. 2,25,000/- to Rs. 3,00,000/-	10%
Rs. 3,00,000/- to Rs. 5,00,000/-	20%	Rs. 3,00,000/- to Rs. 5,00,000/-	20%	Rs. 3,00,000/- to Rs. 5,00,000/-	20%
Above Rs. 5,00,000/-	30%	Above Rs. 5,00,000/-	30%	Above Rs. 5,00,000/-	30%

Lakshmi Venkat

- |                  |                    |                |                    |                     |                    |                  |
|------------------|--------------------|----------------|--------------------|---------------------|--------------------|------------------|
| VARUN D. BHAVSAR | PURVA H CHAUDHARY  | SHREYAS MULEY  | YASH DESAI         | LAKSHMI ANIL GAURAV | MOTIANI SHIRALI    | SHIVAM SHUBHAM   |
| S. FALAK         | RONAK KALAL        | NIRMAL VAGHELA | BHAVIN KALAL       | MILIND S. TAYDE     | UMMISARA HANISHA   | TAYDE            |
| RIKHA            | RIKHA R.           | MEGHRAJANI     | ANIKIT MOURYA      | ARYA BALAP          | KIRAN MOURYA       | DYANESHWARI      |
| DIVYANSHI JANI   | ARIYAR. MEGHRAJANI | SANIYA ZEENATH | VEDANT TALASHILKAR | SRIHAN MAJUMDER     | PRIYA SUSAN CHACKO | GINA MARIA AJITH |
| VIVEK VAGHELA    | ATHARVA CHAUDHARY  | SALONEE TEWARY | VIRAJ I. MESARIYA  | SUHANEE TEWARY      | JASH H. GIANANI    | VIGNESH IYER     |
| EMAN KALYAN      | VIGN V. PILLAI     | PRANAV PILLAI  | FAIZAN AHMED       | SAMINA FAHIM        | RIZWAN AHMED       | RIYA A. SHAH     |
| RIYA A. SHAH     | RIYA JADHAV        | RAHUL MOHPKAR  | NISHANT SALVI      | HEPZIBA DAVID       |                    |                  |

We thank you for letting your Mom or Dad to be with us, for a part of the day