Zebec Marine Consultants and Services

Employee Newsletter

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"SEA JAGUAR" SAIL OUT OF JAYA SHIPYARD SINGAPORE ON 10 JULY 2007

Sea Halibut Sail out on 30 April 2007 from CSL

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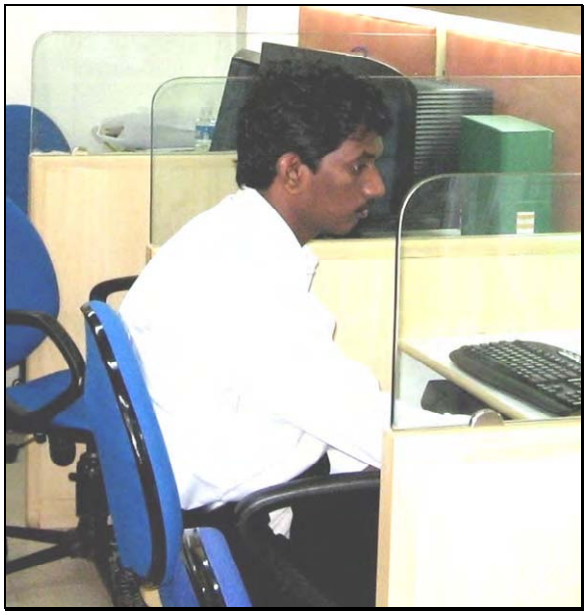
New Arrival

Very warm welcome to all our new comers on board

Nagesh Kumar | Mahesh Shinde | Sushma Beke | Atul Gaurkar | S.N. Ghosh

We would like welcome a pair of Trainee Naval Architects who are undergoing training in Zebec Goa and Mumbai office.



Jyothi Kiran at Goa

Mr. Subodhkumar Borse at Mumbai

Departure

1. Mr. Afzal M. Jr. Naval Architect, Goa
2. Mr. Nitin Vartak, Paint Inspector, Cochin

Goodbye with promise to return...

Mr. Sasi worked at Cochin site from 16th June 2005 till 22nd May 2007. In the last two years he worked with us he proved to be a very valuable employee.

He wishes to take a short break to be with his family in US where his presence is required.

However, Sasi has promised us that he shall return back once things are settled down in US.

We look forward to see him back again with us.

Zebec launches 2007 Training programs

Software Training
In the month of May this year Singapore ZMCS has acquired license for sophisticated high-ended software in IsyMost, NSO, Hydrostar & Ariane from BUREAU VERITAS, France.

Qualified trainers from BV conducted 10 days training at Singapore which was attended by Mr. Ghosh & Mr. Murali Krishna from Singapore Cdr. Prashant & Mr. Pankaj (Goa) attended the training.

Right Ms. Flávia Rezende, Mr. S. Ghosh, Mr. Murali Krishna, Mr. Pankaj and Cdr. Prashant S.

NSO, Hydrostar and Ariane are all Bureau Veritas computer programs. NSO is used for Structural applications, Veristar for Hydrodynamic applications and Ariane is used for Mooring analysis problems. For ship structures NSO can be used for both Static and Dynamic applications which includes accommodation and engine room vibration problems. Typical Ariane applications include single point moorings, ship to ship transfer and tendem offloading. The basic hydrodynamic quantities necessary for NSO and Ariane are determined by Hydrostar.

With all these options Zebec is able to complement the technical evaluations with complete cost-benefit and financial feasibility studies.

Upcoming Training Programs

Following training programs are planned for the upcoming quarter
1. Auto CAD training in Goa
2. Hydraulics and Pneumatics training course for Electrical Inspectors
3. Welding Course
4. Business Communication Course

Mr. Hubert Rolland, Structural Engineer, BV France.

NACE Training
Mr. Subash T. Paint Inspector, Cochin successfully attended NACE Course training at Chennai from 28th May -2nd June 2007.

On Site Training
In effort to give better field exposure for the office staff, Mr. Pankaj Gaonkar, Sr. Design Engineer Goa was sent to Cochin site for 10 days site training.

Summer Training
Zebec is pleased to announce its launch of Summer Training Program for graduating Naval Architects. Targeted at college and University students, this summer training will provide the students with first-hand experience of working in a professional job environment.

Currently we have student from IIT Kharagpur completing summer training at Goa under the guidance of GM Goa and at Cochin Site under the guidance of Site Manager. A range of activities and dedicated training programs have been developed that enable participants to hone their skill and prepare for a challenging career ahead. We hope to continue similar program for students from different stream.

HRD Workshops

Under the guidance of Mr. Sverre Stoje, Business Consultant HRD Local workshop for Goa and Mumbai staff was conducted on 8-9th March and 12-13th March respectively under the guidance of Mr. Sverre Stoje.

Workshop at Goa

Workshop at Mumbai

Zebec's Strategic Meeting

Under the chairmanship of Capt Adhip Barua, CEO the strategic meeting for Senior Management took place in Mumbai on 14-15th March 2007.

This meeting was attended by Mr. Naval Oonwalla- Director Technical, Capt. Phiroze Dalal, Director Support and Finance Services, Mr. Rajesh Kapoor, GM Mumbai, Cdr. Sharad Varik, GM Goa, Mr. L.H. Ho, GM Singapore, Capt. Gary Vaz, Manager Marine Projects, Ms. Anita Mohra Sr. Administrative and Accounts Executive, Ms. Bhavana H., Sr. Human Resource Executive and Mr. Sverre Stoje, Business Consultant.

Points discussed during the meeting;

- Recruitment Strategy
- Career Development
- Staff Retention
- Budget Planning 2007
- Wage scales and Bonus
- Over view of Zebec's Business activities and future Business Development plans
- Feedback from HRD local workshops

Site Offices

Cochin

From left Mr. Venkiteswaran, Mr Mahesh Shinde and Mr. Sanjay Pandey

Project Delivery

1. BY - 57 Sea Halibut was delivered on 26th April 07

2. The "Sea Angler" is due for delivery on 21st July 2007. Sea trials and DP trials have been successfully completed.

We have noted with pride that all at Cochin has taken lot of efforts to ensure an improvement in quality much to Owners satisfaction and we thank Cochin Shipyard Ltd for their efforts and cooperation with our site team. **Well done!**

On going projects

1) 4 PSVs for Greek Owners
2) 4 PSVs for Dutch Owners.

Surat

1. 60.8 M long Plat form Support Vessel," VOS SATISFACTION" for M/s VROON. BV, The Netherlands, sailed out from ABG Shipyard, Surat, India, on 15th May 07 to Mumbai for on board trials and Sea trials. Trials are in progress.

"VOS SATISFACTION "

2. The "Sea Otter" is also undergoing sea trials in Mumbai which has come out of ABG shipyard, Surat.

Ongoing Projects:

1. 2 DSVs for Dutch Owners

Bhavnagar

1. 4 Chemical Tankers at AAGL, Bhavnagar for Norwegian owners.

Singapore

The Vessel M.V. Sea Jaguar (H858) has successfully completed her sea-trials and sailed from Jaya Shipyard Singapore on 10/07/2007.

On going Projects;

1. H855 70 meters AHTS (Anchor Handling Supply Vessel).

ZMCS Marine Projects Division, Mumbai

The Marine Projects division of Zebec has evolved into a comprehensive Port and Maritime Division that encompasses all aspects of marine feasibility studies, port and shipyard development. Zebec has now formed a strategic alliance with Bermello& Ajamil & partners Inc, Miami, USA, a leading Architectural and Engineering firm, recognized internationally for outstanding design and exceptional performance in project management to develop marinas and cruise terminals in India.

We have recently been in the news as reported by leading newspapers in Mumbai, for our selection by Mumbai Port Trust as their consultant to carry out a detailed feasibility study for a new cruise terminal and marina in Mumbai. The project also involves the study of associated entertainment facilities, conference centers and exhibition halls. The final approval of the project is still pending at the Shipping ministry. The project duration is expected to be of 10 months.

For yr ref:B&A website -

http://www.karmayog.org/mumbaiprojectsbygovt/mumbaiprojectsbygovt_2063.htm\

www.bamiami.comhttp://cities.expressindia.com/fullstory.php?newsid=236291

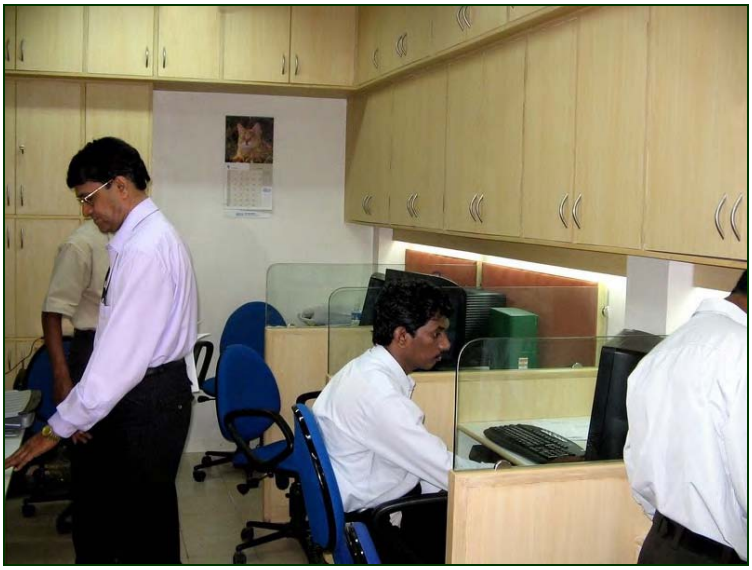
http://www.projectstoday.com/newsr.asp?newsid=17160

http://www.marinescienceandtechnology.com/news/view-news-item.asp?ref=CAB630-106

http://enews.ttnet.net/cgi-bin/enews.cgi?date=20070209&src=SP_e0209648.4ie&chap.html

ZMCS, Design Office Goa

Zebec has acquired an independent ownership of the existing office in Goa as well as next two adjoining offices. Currently 2 offices are under renovation and shall be completed by end of first week of July 2007.



Cdr. Sharad Varik, GM Goa

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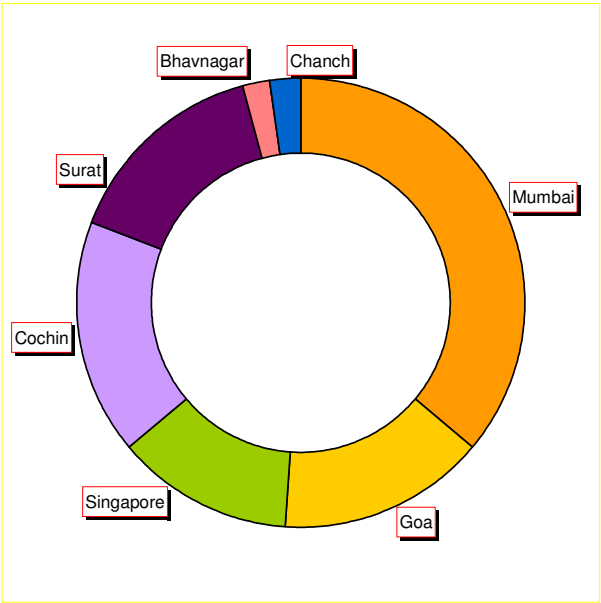
Zebecan News



Meet…

Sharad is the General Manager of Zebec Goa, wherein; he heads a team of Naval Architects, Design Engineers and Administrative Support staff, working in unison and tandem to complement each other and to other Zebec units in an atmosphere of mutual trust and cordiality.

Sharad started his career after graduating as a first class Mechanical Engineer in 1971.

"We have come this far together, and I am sure we will go much further ahead to keep the Mighty Ship Zebec sailing at full speed to achieve our goal of being part of a well structured, well managed & well-caring emerging company".

He was selected for the Indian Navy in May 1974, as a Direct Entry Permanent Commissioned Officer in the Engineering Branch (Corps of Naval Constructors). After basic training at the Naval Academy, Sharad was sponsored for post-graduation in Naval Construction at IIT, Kharagpur (1974-76). Sharad has served with the Navy for 24 years in various appointments, specializing in submarine design, in Navy's R&D projects and in overseeing various ship-construction projects as part of Navy's War ship Overseeing Team at Goa.

Sharad thoroughly enjoys his work and would like to work until he achieves perfection in a given task. His work is like worship to him. He believes that '**If anything is worth doing, it is worth doing well".**

He is a very organized and disciplined person. He loves music and in fact is a very good folk singer. He enjoys good health and loves jogging every morning.

Sharad is a proud father of two daughters, elder Vanesha, having completed graduation in Medicine, is aspiring for post graduate studies. Younger Dhanusha is entering a degree course in Computer Engg. in Goa this year. His life partner Netra runs a small kindergarten nursery.

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Zebec Dinners

Mumbai

SURAT TEAM

Singapore

Zebec Marine Consultants and Services

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Meet...

M. Krishna Pillai, joined Zebec family as a Project Consultant on 23rd Jan. 07 and posted to oversee the construction of Vroon & Dess vessels at ABG Shipyard, Surat.

Mr. Pillai, son of Kokkatt G. Madhavan Pillai and Smy Bhavani Amma, born on 26th Dec. 1946 in a village at Mavelikkara, Kerala State.

He graduated from NSS College of Engineering, Palghat under Kerala University in 1969 and joined Cochin Shipyard in 1970 as Junior Engineer (Mech). He served 36 yrs in various capacities and retired from CSL service on 31st Dec. 06.

During his career in CSL, he had opportunity to work in the construction of yard (Project), Maintenance of yard facilities & services, Ship building, Ship repair, Commercial, Planning & Production Control and as Project Manager for "Trader" Bulk Carriers for Clipper Group.

He had undergone training in Shipbuilding Management at Overseas Ship building Cooperation Centre, Yokohama, Japan for 3 months in 1991 and also attended various national and international work shops/seminars in Ship building, HR & Management. He has also actively participated with MHI team for yard construction & IHI team for facility auditing for improving production capacity of CSL.

Mr. Pillai got married to Radha on 11th Nov.1974. They have 3 boys. Eldest son Rakesh Kirshnan, B Tech; MBA is employed in California, as a Senior Software Engineer. Second son Rajeev Krishnan, B Tech; MS is employed in New York, as a Senior Project Consultant. Both children are married. Youngest son Gopi Krishnan has just completed B Tech and joined for MBA at IMI, New Delhi.

Mr. Krishna Pillai enjoyed working with Zebec and contributed for satisfactory completion of the first two projects of Zebec at ABG Shipyard, Surat. Mr Pillai had apprehension about his job and performance in a private company after a long service in public sector. In his opinion, the past six months went on very well with the help of a good team of executives in Bombay office and a dedicated young talented site team at Surat.

"Dear young executives of Zebec family may please note that you are never going to be satisfied by getting few thousands more elsewhere, if your boss and working environment are not good. It is a pleasure to work with ZEBEC."

Krishna Pillai.

Zebec Marine gear up for ISO 9000 Certification

Zebec always had ISO 9000 certification on its agenda, limitations of resource created delays in getting quality assurance. With the documentation ready, Zebec is ready for Internal Audits during this month followed by the External Audits which is planned in October 2007. All going well Zebec shall be through with its certification process by end of this year.

DNV, the world's renowned certification body has been appointed to provide certification.

Mr. Dave, Internal ISO Auditor during recent audit briefing at Mumbai.

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Etiquette tip of the Month

Shaking Hands

Handshaking is a common greeting behaviour and is often one of the first obersations that individuals make of each other upon meeting.

It's not just common sense. Your handshake actually reflects certain personality characteristics .A handshake leaves a very definite and often lasting impression, and in the business world a handshake is the only truly appropriate physical contact for both men and women.

Shaking Hands

Begin with your fingers together thumb up

Shake hands web to web

Never offer only your fingertips causing a weak, limp handshake with a firm but not crushing grip.

Socio-Business Rules about Handshaking

- Universally, the older woman offers her hand first (in a social setting)
- In European countries, it is the woman who offers her hand first, in both business and social settings
- In USA, gender does not play a role and a man/woman can offer his/her hand first, in both business and social settings
- In Asia, women either nod or fold their hands in social setting. However, in the workplace, women are increasingly shaking hands

Global Hand shakes

Australia	Firm grip and two strokes
Canada	Firm grip, three to four gentle strokes
China	Light grip, may include pumping, which shows pleasure in greeting
Japan	Light grip, three to four gentle strokes
Indonesia	Nodding and hand shaking are a common greeting
India	A short and light, not firm, handshake
Middle East	Limp and lingering with only a slight up and down movement, never a stroke
Philippines	US style hand shaking, frequently accompanied by a pat on the back
US	Firm, solid grip with two, sometimes three strokes

Meet...

Murali Krishna Karavadi

"Murali is a dedicated and engergetic young Naval Architect. He is a degree graduate in Naval Archiecture from Andhra University. He worked with various shipyards and Design Houses in India and Singapore. Currently he is working in our Singapore office as a Senior Naval Architect for more than one year . He is extremly passionate about his work.

Murali is a permanent residence of Singapore and a native of Andhra Pradesh.Murali is a fun loving father of two children. He is very fond of his active son Anish Kousik lovey daughter Sruti Keerthi and a beautiful wife Madhavi. When Murali is not at work he enjoys spending time with his family.

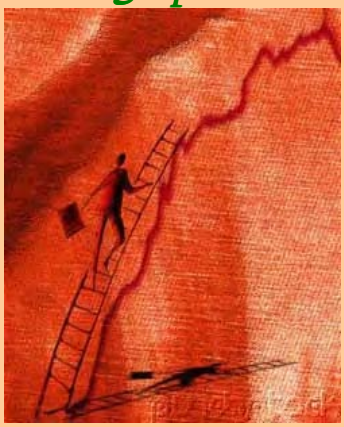
Congratulations!

Sudhakar on successful completion of NACE certification course with "A" grade.

Employment Anniversaries Celebrated during April-July 2007

1. Capt. Gary Vaz, Mumbai – 2 years
2. Cdr. Sharad Varik, Goa- 1 year
3. Mr. Dheeraj Balmohan- 2years
4. Mr. Murali Krishna Singapore- 1 year

Moving up ..



Mr. Vimal Kumar was promoted to Site Manager, DESS

Celebrating Birthdays in July-Sept 2007

1. S.K. Pandey
2. Venkiteswaran T.S.
3. Krishna Sadguru
4. Nagesh Kumar
5. Phiroze Dalal
6. Rajesh Kapoor

Upcoming Program

1. Company's 2nd Annual Seminar
2. Leadership Program
3. HRD workshop for site staff

Suggestions or Comments

Email: bph@zebecmarine.com