





Opportunity is missed by most people because it is dressed in overalls and looks like work.

December 2010

Hello my fellow Zebecans,

We are almost at the end of 2010 and it has been a rough roller coaster ride for the Zebec family this year

2010 saw the advent of new projects coming in and the Zebec family growing. We were around 80 employees at the start of the calendar year and by the year-end; we are now touching 100. We saw projects coming in and helped Zebec shine and grow, however we lost our shining star ... our darling CEO.

I am almost a year old in Zebec and during this period, I have been asked a question many a times, especially by people who have not ventured in to the sea. What is the meaning of the word 'Zebec'? Well, to answer this question; Zebec refers to a three-masted vessel of the Mediterranean, formerly used corsairs, now employed to some extent in commerce.

Releasing a newsletter is always special and this being my second newsletter was fun indeed. We will try to do this more often ... maybe a quarterly edition. In this lovely season, we have introduced a new section to the newsletter which will highlight the current openings. You may refer candidates within your purview of knowledge for the same.

Remembering the positives of the past and moving ahead in time ... here comes the most celebrated festival around the globe. This is the season to be jolly!!! Christmas is for joy, for giving and sharing, for laughter, for coming together with family and friends, for tinsel and brightly decorated packages ... but mostly, Christmas is for love. All this brings home the spirit of love and life and this is the spirit that makes Christmas so popular throughout the world.

We can learn to spread joy from this season & be selfless in our actions and behaviour. Simultaneously, let's all pledge to spread the joy of Zebec and may we increase in size, work and name

Best regards and Seasons Greetings to you and your family from all of us at Zebec,

M. D. Keravala

Mahiyar Keravala

Senior Executive – Human Resources Department



Nothing is interesting in life if you are not interested

Hello Zebecans

Say namaskar to **MEGHA BHISE**, who is a B.Sc. in Computer Science. She joined Zebec in the Marine projects division as an administrative assistant and accordingly her assignments were vast and varied. But to the astonishment of all her colleagues, she not only excelled in them all, but she had the zeal to go beyond expectations. Her latent skills in AutoCAD gradually came to the fore. Under the discerning eye of Capt Gary, Megha was weaned away from her administrative obligations, and computer related presentations became her main stay. Layouts and project specific formats were soon turned out in-house, reducing down time, not to mention cost effectiveness and customer satisfaction. Megha like a rough uncut diamond soon became a multi faceted solitaire. With every passing day her intrinsic value increased and the management elected to set up the graphics and documentation control cell.

Megha heads the cell as the Graphics and Documentation Executive, & with a draughtsman and document controller as assistants, painstakingly puts together the half thoughts given to her, to develop the panoramic view, envisaged by the various department heads. Despite her meteoric rise in the Zebec firmament, Megha has a down to earth attitude. Ask her the reason for her success, and her dictum; "Everyone is gifted, but some people never open their package". Her simplicity and unstinted assistance has endeared her to one and all. The bashful doe that she is sometimes called is a live wire at picnics and social gatherings.

The mega event in Megha's life is her recent marriage to Mr. Suhas Mahadik. We wish the happy couple smooth sailing, on their voyage through life, as husband and wife.



UDAY M MASURKAR kasa aahe !!! Uday started his marine career in the Indian Navy as Chief Engine Room Artificer. Having acquired a high level of experience in the operation of various types of machinery, he then served several Indian shipyards, where he could put to good use his expertise in the installation and trials, of various types of equipment, on board the new ships being built

He has the additional experience of a long service in the power plant (Steam and Diesel) industry, participating in the retrofit and maintenance of heavy machinery. With such an array of experience at his disposal, Uday is well placed to take on the responsibility of Site manager at the Cochin Shipyard Ltd. for the Platform Supply Vessel project on behalf of exacting overseas clients,



"Hellespont" of Greece now successfully completed and in progress "DOF" of Norway, who are getting nothing but the best, and meeting all internationally accepted standards. Uday as we dearly call him is the least seen and heard of member of Zebec, but with the most formidable delivery of results. Except for writing reports in his office, he spends the greater part of his time on board the ships under construction. He is always in and out of the hull and tanks seeking and insisting on rectification of deficiencies, and improvement of workmanship, not with an iron fist but with a will of steel. He is almost always enclosed in steel. Uday has proved his mettle and is indeed our man behind the iron curtain. Additionally he wears his loyalty on his sleeve. He is the only one who has inducted a relative into the Zebec fold, his son Rohan presently under the tutelage of Capt. Gary Vaz. Uday comes from the idyllic setting of Goa... God's holiday home



There is no formula for success except perhaps an unconditional acceptance of life and what it brings



PRASHANT KR SINGHAL did his BE Civil at Roorkee and joined the India Navy who sponsored him for a PG course in naval construction at IIT, Delhi. He completed his education with an MBA in Finance at Jamnalal Bajaj, Mumbai. His tenure in the Indian Navy consisted of postings at Delhi, Vizag and Mumbai.

At each place he seized the opportunity to enhance his skills in design, repair/refit, new construction and Quality Assurance. Ultimately he opted out of the Indian Navy like many of his colleagues to explore more diverse opportunities and Zebec was his first choice. He soon realized the immense difference between a defense establishment and a commercial enterprise. Undaunted and fighting fit from the Indian Navy, Prashant as we dearly call him took up each challenge on a war footing.

His first task was to groom his hand-picked team to the demands of multi-tasking. He switches them over like a football coach, and with his professional guidance is able to complete assignments satisfactorily and on time, irrespective of load, or staff turnaround. Prashant oversees the plan approval of structural aspects of projects for DESS, VROON, Hellespont, Uglad, DOF and NFC besides others.

Prashant and his team look after the design assignments for new builds & conversions. His versatility was put to good use as project coordinator in the conversion project of fishing training vessel to research vessel for the National Institute of Oceanography at Goa, upgrading electrical power installation of a cattle carrier at Singapore, besides others. Prashant works hard and parties harder.

GROWTH OF ZEBEC



Welcome

MUMBAI LOCAL: Usha Negi as an Accounts Assistant, and Khushroo F. Dhondy as Regional Manager – Business and Development at Mumbai Corporate

CHINESE NOODLES: Roger Mei as Senior Machinery Inspector for our China project

GOVANDI EXPRESS: T. Jayasankar & Rohan Masurkar as Trainee Research Analysts, Debanshu Bardhan as a Research Analyst, Komesh Chaurasia & Sudhakar Gundu as Senior Research Analysts & Sujit Deshmukh as a Document Controller at the Technical & Marine Office in Govandi

KAJU & FENI: Muhammed Razeem & Sanjay T S as Trainee Naval Architects and Sanneboina Maliadhri as Assistant Steel Inspector in the Design office and the Chowgule Shipyard at Govandi

RERUNS: New Site Projects coming in also saw the returns of: P V Anil Kumar, Ranjan Podder and Sudhakar Dhawale.

After the successful completion of the Vroon Project, the Zebec team of T Venkiteswaran, Ajesh Kumar, P N Santosh, T K Ranjan and P V Anil Kumar, were relocated at various existing and upcoming projects



Hard work never killed anybody but why take a chance!!!



Congratulations are in order to the Cochin team led by Mr.

M. Krishna Pillai – General Manager, Site Manager Mr. T S Venkiteswaran and his boys for the successful completion and delivery of the last 3 vessels VOS Prelude, VOS Premier and VOS Prevail from Cochin Shipyard to the owner M/s VROON BV, The Netherlands.

VOS Prelude was delivered in June, VOS Premier in July and finally VOS Prevail in October 2010. The final vessel delivery protocol was attended by Mr. Erik Rikken, Technical Director VROON BV along with Mr. Anne Bijlsma New Building Superintendent, our CEO Mr. Naval Oonwalla, our General Manager Mr. M. Krishna Pillai and Site Manager Mr. Venkiteswaran.



The Vessels were of UT 755 LN design and built under strict compliance of DNV class. We wish to express our best wishes and gratitude to the staff of Cochin shipyard who have worked hard to ensure a fine ship delivered to the proud owners along with our boys.





Hard times are like washing machines. They twist, turn & knock us around but in the end, we come out clean, brighter & better than before

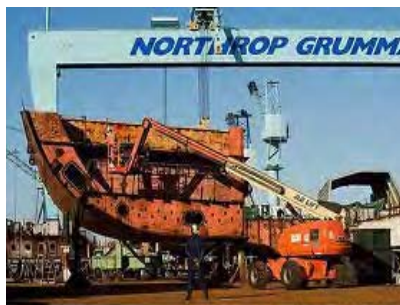
New ventures in Zebec, local and international



Build them good

Introducing the DESS project at the Cochin Shipyard
 2 OSVs will be made at the ABG Shipyard in Surat for the Sealion project
 Varada Marine at the ABG Port in Dahej will see the making of 10 AHTS
 The Fugro Gulf Inc project will see 4 Geotechnical Research vessels being made
 2 Nos 4500 DWT MPVs will be made for JR Shipping at the Chowgule Shipyard in Goa.

Internationally; Singapore Star Shipping Pvt Ltd's 2 AHTS at the Guangzhou Shipyard in China are surveyed by us



Current Openings

At the Zebec Offices, we require
 Document Controller, Govandi
 Assistant Manager – Technical / Electrical for the Technical Office, Govandi
 Manager-Marine Projects
 Senior Naval Architect / Manager – Design is required in the Design Office, Goa
 Senior Naval Architect, Singapore



Need to fill in these shoes

At sites, these are the openings alongwith 'required by' dates.
 CSL DESS: Site Manager, Senior Steel Inspector and Senior Paint Inspector (June 2011)
 SEALION SURAT: Senior Machinery Inspector (Jul 2011)
 Senior Electrical Inspector (Jun 2011)
 Senior Paint Inspector (Jan 2011)
 Document Controller
 GOGL PIPAVAV: Sr. Machinery Inspector (Jan 2011)
 NOROFF, MANGALORE: Senior Steel/Hull Inspector (Jan 2011)
 Senior Machinery Inspector (Jan 2011)

Exits



Will miss you

Every exit is as painful to the employee as well as to the employer.

The breaking of a bond, the separation ... it hurts one and all. But that does not mean that life stops after every exit. Every end has a new beginning. The show must go on / The cycle will never stop.

That's the way it is!!! With a heavy heart we announce the exits in the 2nd half of 2010

- Tushar Dutta
- Gaurav Singhal
- Tejali Narode
- George A P
- Subodh Borse
- Prithvi Pal Singh
- Suresh Babu
- Abhishek Kumar
- Chandrashekhkar Vairagade
- K S Mahadik
- M Kaviraja
- Ramesh K Pillai

... Till we meet again!!!



Never be afraid to do something new. Remember, amateurs built the ark; professionals built the titanic.

Celebrations



tenth day festival of “Dussehra”.

Diwali: or Deepavali is popularly known as the festival of lights. It is an important five-day festival in Hinduism, Sikhism and Jainism, occurring between mid-October and mid-November.



Dusherra / Durgashtami: In the months of Ashwin and Kartik, Hindus observe a 10 day ceremony of fast, rituals, to honor the triumph of Lord Rama over Demon Ravana. Dussehra also symbolizes the triumph of warrior Goddess Durga over the buffalo demon, Mahishasura. Thus, it is a celebration of victory of good over evil. This celebration starts from Navratri and ends with the



For most Hindus and Indians, Diwali is the most important festival of the year and is celebrated with families performing traditional activities together in their homes.

Dussehra & Diwali were celebrated in Mumbai with a traditional day for the beautiful ladies & the handsome men and the distribution of sweets for all the staff of Zebec



Kill Tension before tension kills you!

Funtime

- **Definition of laziness:** It is a talent of taking rest, before u get tired because prevention is better than cure ... be lazy go crazy
- When a man is in trouble, family members & friends stand by his side. The Best example is: **The Marriage Album.**
- The longest distance for a morning walk is from....the bed to the floor." Especially on **Mondays!!!**
- **Three dreams** of a man: To be as handsome as his mother thinks. To be as rich as his child believes and to have as many women as his wife suspects
- 3 stupid stages of life – **Teen:** Have energy & time but no money! **Young:** Have money & energy but no time! **Old-** Have time & money but no energy!!
- There are three kinds of people in this world. Some remain **single** & make wonders happen. Some maintain **partners** & see wonders happen. Others get **married** & wonder what happened

Just wanted to know **sholay ka thakur nahaata kaise hoga?**

Just wanted to know **why do doctors call what they do as practice?**

Just wanted to know **Rupa ki baniyaan pehno to Rupa kya pehnegi?**

Just wanted to know **is a hot chick cool or a cool chick hot?**

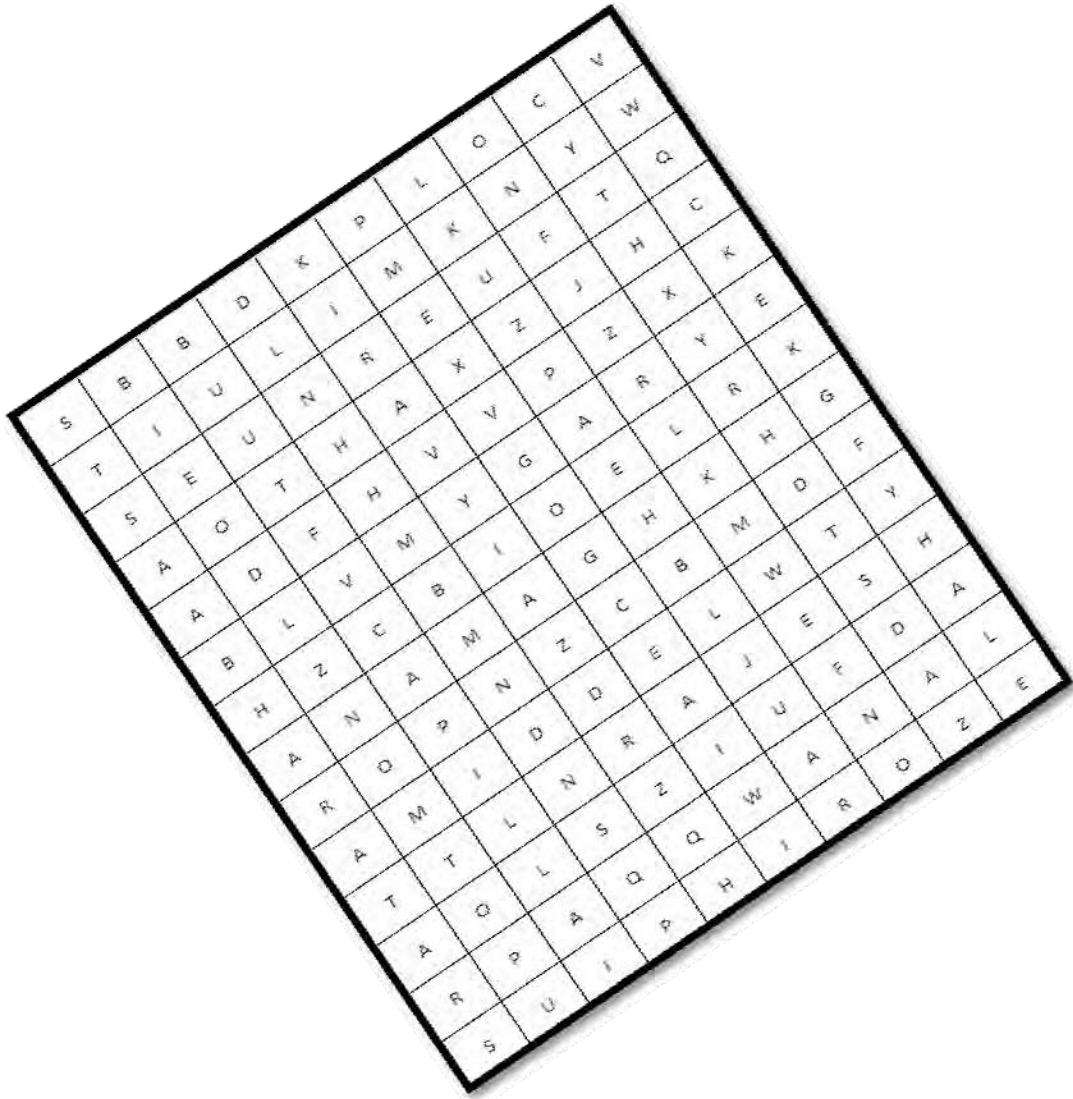
Just wanted to know **how do the sun rays melt the ice?**

Just wanted to know **where does the sun go every night?**

Just wanted to know **who is the son of mummy of daddy?**

Just wanted to know **what is the table tennis called in Hindi?**

Just wanted to know **ke mere angane mein tumhaara kya kaam hai!!!**



TAX YOUR BRAINS – Find them

1. His name suggest that he has earned a doctorate ... your guess is as good as mine _____
2. Gods own country is where his home is but his heart is in Zebec & its growth _____
3. He shares his name with the King who united the Indian Princely states ... who???
4. The real superstar of the Bollywood, he is not. But a star in his own right _____
5. INS Vikrant is a naval museum, INS Viraat is a naval star _____
6. They say women are the great in handling finance. It's all about the money, honey!!! _____
7. He defended the Indian seas & now he is residing in the tourist's paradise _____
8. Pop Star "Rihanna's" daddy dearest ... that's a wicked clue!!! _____

Forward the answers to the HR Department. Honorary mention of the winners will be in the next issue of June 2011. You can also contribute for the news letter because it is YOUR newsletter so forward your contribution to mdk@zebecmarine.com &/or srk@zebecmarine.com



Hope you have been good this year



Santa Claus was a chubby, pipe-smoking Saint who rode a magic horse through the air visiting all houses. The selfless figure would slide down chimneys with gifts for the good children ... ho ho ho!!!

*Wishing all Zebecans
A very Merry Christmas
&
A Happy & Prosperous 2011*