

MONTECARLO **ONE**

Where Talent Meets Challenge



VICTORY DEMANDS
RELENTLESS EFFORTS”

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Message *from*

MD'S DESK

Dear Montecarlo Pariwar,

I am delighted to share that our participation in the Montecarlo Premier League cricket match was a resounding success! The event showcased not only our competitive spirit but also the camaraderie and teamwork that define us as a company.

The dedication, enthusiasm, and sportsmanship displayed by our players and supporters were truly inspiring. Whether on the field or cheering from the sidelines, each of you contributed to a memorable experience that reinforced our values of unity and perseverance.

Best regards,

Mr. Mrunal Patel

Managing Director

I encourage you all to stay active, embrace challenges, and continue to support one another. Together, we can achieve great things, both on and off the field.

As we celebrate World Environment Day, let us remember that our commitment to sustainability is crucial. Every small action contributes to a greener future.

Let's keep the momentum going as we strive for success in every arena.



MONTECARLO

GLORY

Successful completion of ISO recertification audit and renewed ISO Certificates



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environment Management System



ISO 45001:2018
Occupational Health & Safety Management Systems



3330 - Bangiriposi RWSS project



EVENT CELEBRATION



NATIONAL FIRE SERVICE DAY

14th April

EVENT CELEBRATION



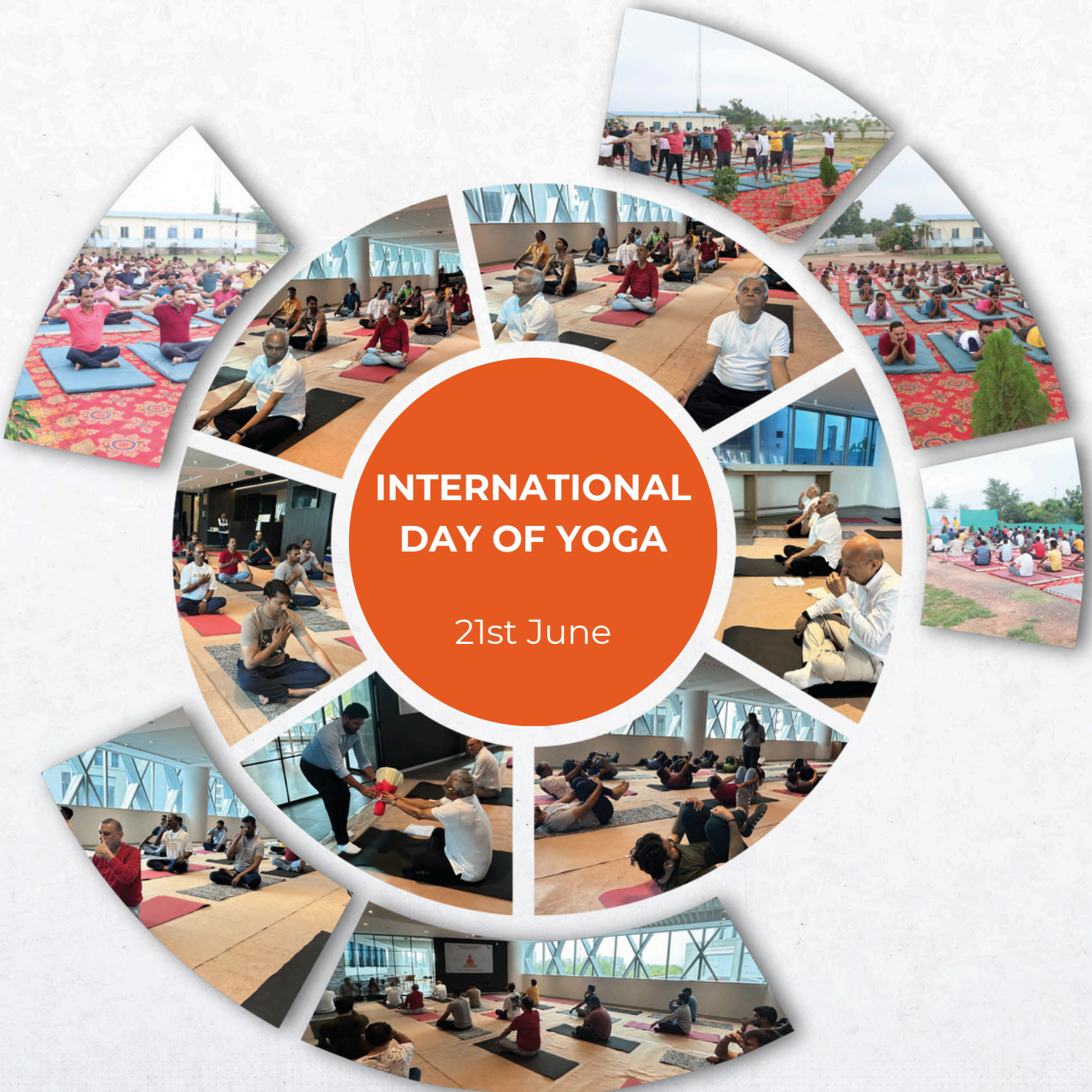
EVENT CELEBRATION



**WORLD
ENVIRONMENT
DAY**

5th June

EVENT CELEBRATION



Cover Story

THE SPIRIT OF THE OLYMPICS: A CELEBRATION OF EXCELLENCE AND UNITY

In every corner of the globe, the mere mention of the Olympic Games evokes images of unparalleled athletic prowess, breathtaking performances, and the unifying spirit that transcends borders and cultures. The Olympics is more than just a sporting event, it is a testament to human determination, a celebration of excellence, and a beacon of hope for a better world. As we approach the next installment of this grand spectacle, we take a moment to reflect on the profound impact the Olympics have on athletes and spectators alike, and how the games continue to inspire future generations.

The Historical Tapestry

The origins of the Olympics can be traced back to ancient Greece, where the first recorded games were held in 776 BCE in Olympia. These early competitions were rooted in religious festivals honoring Zeus, and they celebrated the physical capabilities and competitive spirit of the human body. The ancient games featured a variety of events, including running, wrestling, boxing, and chariot racing. The Olympic Games were revived in their modern form in 1896, spearheaded by the visionary Pierre de Coubertin, who believed in promoting international peace and friendship through sports.

Over the years, the Olympics have evolved significantly, encompassing a wide range of sports and bringing together athletes from every corner of the world. Each edition of the games has its own unique stories, from Jesse Owens' triumphant performance in Berlin 1936 to the unforgettable achievements of Nadia Comăneci in Montreal 1976, and more recently, the unparalleled dominance of Usain Bolt and Michael Phelps. These stories have cemented the Olympics' reputation as the ultimate stage for showcasing human potential.

The Olympic Spirit: Beyond Medals

While the pursuit of gold, silver, and bronze medals is a central element of the Olympics, the true essence of the games lies in the spirit of participation, camaraderie, and respect. The Olympic motto, "Citius, Altius, Fortius" (Faster, Higher, Stronger), encapsulates the relentless pursuit of excellence, but it is the added dimension of "Communiter" (Together) introduced by the International Olympic Committee in 2021 that highlights the importance of unity. Athletes often describe the Olympic Village as a microcosm of the world, where competitors from diverse backgrounds live, train, and celebrate together. It is a place where lifelong friendships are forged, and where the barriers of language, culture, and politics are momentarily dissolved. The opening and closing ceremonies of the Olympics, with their vibrant displays of cultural diversity and shared humanity, underscore the games' role in promoting global unity.



The Road to the Podium

The journey to the Olympic podium is fraught with challenges, requiring years of dedication, sacrifice, and resilience. For many athletes, the Olympics represent the pinnacle of their careers, a dream nurtured since childhood. The road to qualification is often arduous, involving intense training regimes, national and international competitions, and a relentless commitment to excellence.

Take, for example, the story of Simone Biles, the American gymnast whose incredible talent and perseverance have made her a global icon. Despite facing numerous obstacles, including personal struggles and intense public scrutiny, Biles' remarkable performances have redefined the boundaries of her sport. Her story, like those of many other Olympians, serves as an inspiration to aspiring athletes worldwide, demonstrating that greatness is achieved through hard work, determination, and an unwavering belief in oneself.

The Impact of the Olympics

Beyond the stadiums and arenas, the Olympics have a profound impact on host cities and nations. The games drive infrastructure development, boost tourism, and promote cultural exchange. However, they also present significant challenges, including the financial burden of hosting and the need for sustainable planning. Successful host cities leverage the Olympics to create lasting legacies, transforming urban landscapes and fostering community engagement long after the games conclude.

The Tokyo 2020 Olympics, held under the unprecedented circumstances of a global pandemic, showcased the resilience of the Olympic movement. The games were a testament to the ability of the human spirit to adapt and persevere in the face of adversity. Despite the absence of spectators, the athletes' performances and the meticulous organization of the event demonstrated the enduring power of sports to bring hope and joy to millions around the world.

Looking Ahead

As we look forward to the Paris 2024 Olympics, the excitement is palpable. New sports like skateboarding, sport climbing, and surfing, which made their debut in Tokyo, are set to capture the imagination of a younger audience. The inclusion of these sports reflects the dynamic nature of the Olympics, continually evolving to stay relevant and inspiring to each generation.

In conclusion, the Olympic Games are much more than a series of competitions. They are a celebration of the best of humanity, a platform where dreams are realized, and a reminder that, despite our differences, we are all part of a global community. As the torch is lit once more, we are reminded that the Olympic spirit lives in each of us, urging us to strive for excellence, embrace unity, and believe in the transformative power of sports.



Know Your SENIOR LEADER



Mr. Pushpak Modi

HEAD - HR & ADMIN
HEAD OFFICE

Brief Introduction

Mr. Pushpak Modi, the Head of HR & Admin at Montecarlo Limited, brings a wealth of experience and expertise to his role. A Computer Graduate and Post Graduate Diploma in HR, Mr. Modi's career is marked by significant accomplishments in Project Management, Talent Acquisition, Talent Management, HR Business Partnering, Merger & Acquisition, Employee Engagement, and HR Transformational Projects.

✓ YOUR CAREER JOURNEY SO FAR AT MONTECARLO:

Honestly speaking it's too early to comment on this however my journey at Montecarlo till now has been both diverse and impactful. Leveraging my skills in shaping HR and Admin function as future ready. Understanding core business drives and aligning HR processes in line with business strategy.

✓ WHAT ARE THE STRENGTHS OF MCL..?

"Montecarlo Limited's strengths lie in its resilient workforce, innovative approach, and strong leadership. Our team's dedication and commitment drive our success, while our focus on continuous improvement and embracing new technologies keeps us at the forefront of the industry." The one which touches my heart is our Values **A**lignment **C**ommitment **T**ime & Quality **I**ntegrity **O**wnership **N**urturance these are the bedrocks for any organization to sustain.

✓ WHAT VALUE ADDITION YOU WOULD LIKE TO MAKE IN MCL?

"I aim to further enhance our talent management strategies and HR practices to build a more agile and future-ready workforce. By introducing innovative HR solutions and fostering a culture of continuous learning and development, I hope to add significant value to Montecarlo Limited and positioned it in a market as most admirable company to work for.

✔ **WHAT ARE YOUR LEADERSHIP BELIEFS?**

"I believe in transformational leadership that inspires and empowers employees to reach their full potential. Leading by example, fostering open communication, and encouraging collaboration are key aspects of my leadership philosophy."

✔ **WHAT IS YOUR SUCCESS MANTRA?**

"My success mantra is simple: Stay focused, stay committed, and continuously strive for excellence. Embrace challenges as opportunities for growth and always remain adaptable to change."

✔ **YOUR HOBBIES**

"In my leisure time, I enjoy reading, traveling, and exploring new cultures. These activities not only provide relaxation but also broaden my perspective and understanding of different viewpoints."

✔ **YOUR MOMENTS OF LIFE**

"Some of the most memorable moments of my life include successfully leading HR transformation projects and witnessing the positive impact on the organization and its people. Additionally, personal milestones such as family achievements and travel experiences have enriched my life."

✔ **HOW DO YOU MAINTAIN A WORK-LIFE BALANCE?**

"Maintaining a work-life balance is crucial. I ensure to allocate time for my family, hobbies, and self-care. Prioritizing tasks, delegating responsibilities, and setting clear boundaries between work and personal life help me achieve this balance." I think it's an ongoing process that involves prioritizing and making intentional choices to maintain harmony between work and personal life.

✔ **HOW DO YOU SEE THE EXISTING EHS CULTURE AT MCL AND THE WAY FORWARD?**

"The existing Environmental, Health, and Safety (EHS) culture at Montecarlo Limited is robust and continually improving. We are committed to ensuring a safe and healthy workplace. Moving forward, we aim to integrate more advanced EHS practices and foster a culture where every employee is actively engaged in maintaining a safe environment." My mantra is safety start with "I".

✔ **HOW DO YOU SEE THE INFRASTRUCTURE INDUSTRY 10 YEARS FROM NOW?**

"The infrastructure industry is poised for significant advancements over the next decade. With rapid technological innovations, increased focus on sustainability, and evolving customer expectations, the industry will witness transformative changes that will enhance efficiency, quality, and environmental stewardship. There will be a greater focus on building resilient infrastructure."

✔ **YOUR VIEWS ON VISION, MISSION, AND VALUE STATEMENT OF MCL**

"The Vision, Mission, and Value Statement of Montecarlo Limited reflect our commitment to excellence, integrity, and innovation. They are the guiding principles for our actions and decisions, ensuring that we consistently deliver high-quality infrastructure solutions while upholding ethical standards and fostering a culture of continuous learning and improvement."

✔ **YOUR MESSAGE TO TEAM MCL**

"To the incredible team at Montecarlo Limited, I extend my heartfelt gratitude for your dedication and hard work. Together, we have achieved remarkable milestones, and I am confident that with our collective efforts, we will continue to scale new heights. Let's remain committed to our values, embrace innovation, and strive for excellence in all our endeavours and lastly thanks for accepting me in the family".



LET THE EARTH GIVE A CHANCE

Look deep into nature, and then you will understand everything better.

—Albert Einstein

On 05 th June we celebrate the World's Environment day. The past generation have handed over the "Mother Earth" to us. Now it is solemn duty of the present generation to save the earth and to protect it from degradation so that the future generation can take the breath in the fresh air, drink the pure water and can enjoy this nature. From the last many decades there have been a fast development, which has caused a serious harm to the earth and environment.

The concept of the "Sustainable Development" has emerged in the era of nineties. The sustainable development is an approach with an aim to meet the needs of the present generation without compromising the needs of the future generation. In 1992 a convention was held on sustainable development, which is commonly known as the Rio de Janeiro Earth Summit. In 2015 the United Nations General Assembly (UNGA) adopted the sustainable development Goal for the year 2030. These development goals address the global challenges, including the poverty, climate change, biodiversity loss and peace. Deforestation has resulted into the biodiversity loss, consequently there is extinction of animal and plant, change in the local climate and displacement of the

indigenous people.

Between 2015 and 2020, the rate of deforestation was estimated at 10 million hectares per year, down from 16 million hectares per year in the 1990s.

Many climate change impacts have been felt in recent years, with 2023 the warmest on record at +1.48 °C (2.66 °F) since regular tracking began in 1850. Additional warming will increase these impacts and can trigger tipping points, such as melting all of the Greenland ice sheet.





The environmental effects of climate change are broad and far-reaching, affecting oceans, ice, and weather. Global sea level is rising as a consequence of thermal expansion and the melting of glaciers and ice sheets. Between 1993 and 2020, the rise increased over time, averaging 3.3 ± 0.3 mm per year there is possibility of a 2-meter sea level rise by 2100 under high emissions. If the sea level rise by 2 meter, there is a possibility that around 50 coastal cities of the world will sink. Indian Courts and legislation have adopted a very sincere approach to protect the earth and the environment.

The apex Court has given the "Mother Nature" the same legal status as a human being, which includes "all corresponding rights, duties and liabilities of a living person."

Article 48-A and Article 51-A of the Indian Constitution stipulates the safeguards for environmental protection under the Part-IV of the Constitution (Directive Principles). The other legislations regarding Environment protection are "The Forest Act, 1980", Wildlife (Protection) Act, 1972, Environment (Protection) Act, 1986,

The Air Act, 1981, Water Act (Prevention and Control of Pollution) 1974, Biodiversity Act, 2002 and the Hazardous Wastes (Management and Handling) Amendment Rule 2003. National Green Tribunal Act, 2010.

The Supreme Court through various Landmark judgment have held that the right to life includes right to clean and healthy environment, drinking water and pollution free Environment. Raise your voice against every act of harming the Earth save our earth and environment.



Mr. Azeez Nazar Sabri
General Manager - Legal
Head Office

How a Mere Rs. 10,000 Compounded to More Than Rs. 500 Crore

Dear investors and friends,

How are you all doing? Today, I am going to touch upon a highly thought-provoking and interesting journey of some really long-term investors.

350 km away from the busy city of Mumbai, on the banks of the Bori river in Jalgaon district, lies a small city called Amalner. In 1946, a company named Western Indian Vegetables Product Limited (WIPRO Ltd) was listed on the Stock Exchange. In 1947, the company's first plant was set up to make soap, vanaspati, ghee, and edible oil in Amalner by Mr. Mohammad Hussain Premji. Many residents of Amalner worked in the plant and eventually became shareholders of the company. In 1966, the highly respected Mr. Azim Premji took over the reins of the company by becoming Chairman.

A rights offer in the late 1970s wasn't fully subscribed, and the face value of the stock was Rs. 100 at that time. There were investors who bought just one share of the company at that point in time since even Rs. 100 was a big deal. It might be interesting to note that the share price even moved down to Rs. 35 without any buyers at one point in time. A few of them held on, with complete trust in the capabilities of the management.

A resident of Amalner, Mohammed Anwar Ahmed's father, owned a large farmland in the 1970s. After his father's

'demise, he had around Rs. 20,000 with him. In 1980, while Ahmed sat near a tea shop, a young stockbroker from Mumbai stopped to ask a question. This meeting would change the life of Ahmed. The broker had come to Amalner to buy as many shares as he could on behalf of some clients in Mumbai. The question that the broker asked was, "Do you know anyone here who owns shares in that factory?" pointing to the WIPRO plant. Ahmed replied that the owners of the factory stayed in Mumbai and that many residents worked in the plant and they would be holding shares of the company

In the next 15 minutes, the broker explained to Ahmed how owning a share could make one a part owner in the company without working in the company. This made Ahmed inquisitive, and the meeting lasted for 30 more minutes. Ahmed, completely convinced of the ownership model, helped the broker go door-to-door to collect shares from willing sellers (in very small towns nearly everyone knows each other) and for himself bought 100 shares of Rs. 100 face value, thus investing Rs. 10,000 from the total of Rs. 20,000 that he had.

Friends... Just hold your breath now...

Over the last 36 years, this is how his wealth has grown:

- In 1981, the company declared a 1:1 bonus. He now had 200 shares.
- In 1985, the company declared a 1:1 bonus. He therefore had 400 shares.
- In 1986, the company split the share to Rs. 10. He thus had 4,000 shares.
- In 1987, the company declared a 1:1 bonus. He hence had 8,000 shares.
- In 1989, the company announced a 1:1 bonus. Now he had 16,000 shares.
- In 1992, the company declared a 1:1 bonus. By now, he had 32,000 shares.
- In 1995, the company declared a 1:1 bonus. He then had 64,000 shares.
- In 1997, the company declared a 2:1 bonus. He now held 1,92,000 shares.
- In 1999, the company split the share to Rs. 2. He now had 9,60,000 shares.

- In 2004, the company declared a 2:1 bonus. He thus had 28,80,000 shares.
- In 2005, the company declared a 1:1 bonus. He came to have 57,60,000 shares.
- In 2010, the company declared a 2:3 bonus. He now had 96,00,000 shares.

It's been 36 years since Ahmed took the plunge in this ownership model. As I write this article, the share price of Wipro is around Rs. 514. The total worth of the shares is a mind-boggling Rs. 518 Crore. He has also been receiving dividends, which cumulatively amount to more than Rs. 100 Crore.

Multiple residents of Amalner have benefited greatly by holding on to the shares of Wipro for the last 30 + years. For them, Azim Premji, who transformed Wipro into an IT giant, is the reason why they are still holding on to the shares. They believe that there is no reason to sell off their holding when the leader is able and amazing. There are residents who sell around 10-20 shares a year and are able to meet all their needs.

Now, what is the takeaway from this article?

- Investing in a good company with visionary promoters is extremely important.
- Holding the share as long as there is no fundamental change is definitely worth the wait.
- There might be short-term gyrations, but if the story is good, the stock will compound your money.
- Dividends are extremely important and can create extreme wealth as the holding period increases and the business flourishes.
- A good business will also give bonuses which will prove to be a great asset in the long term.

Many times, we buy good companies, but we let go even when the story is intact. We look at the unrealized loss, forgetting about the unrealized potential of the stock. We also try to time the market without spending time in the market. Friends, let us come out of this mindset of quick money. Let us be focused and try to create wealth over a period of time.

Let me remind you that there are so many companies worth holding on to in today's market at current prices. Think about it.

Good luck

Rajesh Kotak

Dy. Manager - Accounts & Taxation
Head Office

MOTIVATIONAL STORY

Once in a physics class, the teacher asked the students,
“Why do we have brakes in a car ?”

Varied answers were received:

“To stop”

“To reduce speed”

“To avoid collision” etc.,

But the best answer was,

“To enable you to drive faster”

Give it a thought.



For a moment assume you have no brakes in your car then how fast will you drive your car ??

It's because of brakes that we can dare to accelerate, dare to go fast and reach destinations we desire.

At various points in life, we find our parents, teachers, mentors & friends etc. questioning our progress, direction or decision. We consider them as irritants or consider such inquiries as “brakes” to our ongoing work.

But, remember, it's because of such questions (periodical brakes) that you have managed to reach where you are today. Without brakes, you could have skid, lost direction or met with an unfortunate accident.

Appreciate the “brakes” in your life. Use them wisely !!

A FEATHER IN THE CAP



AKSHAT KUSHWAHA

S/O AMIT KUSHWAHA
MANAGER - PLANNING & MONITORING
HEAD OFFICE

- Secured 2nd Rank and got Scholarship
- Won gold medal in Science and Maths Olympiad



AROHI KUSHWAHA

D/O AMIT KUSHWAHA
MANAGER - PLANNING & MONITORING
HEAD OFFICE

- Secured 1st rank with 100% percent Marks and won Tejashwani Tarla of the year award
- Won awards in Action song competition and science exhibition



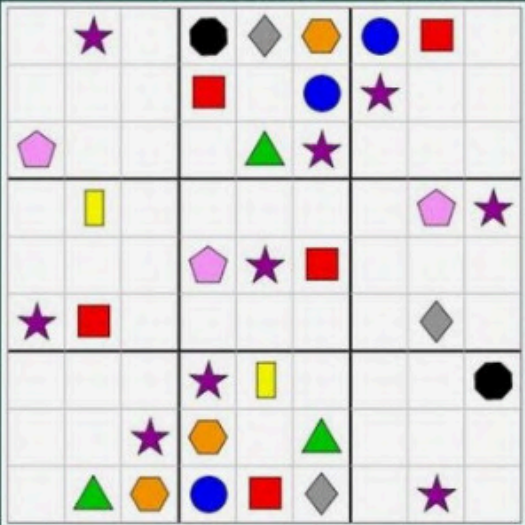
VAIBHAV MISHRA



S/O SANJEEV KUMAR MISHRA
DY. MANAGER - TECHNO COMMERCIAL
HEAD OFFICE

- Participated in a Khel Maha Kumbh 2.0 and won Bronze Medal in the 4x 100 m Relay and got 3 position in State of Gujarat in under 14 year age group.

Mind BENDERS



MINI
MIND BENDER
"Symbol Sudoku"

Fill in the missing spaces on the grid so each of the nine unique symbols only appear once in each column, row and box.

	★		●	◇	⬡	●	■	
			■		●	★		
⬡				▲	★			
	■						⬡	★
★	■			⬡	★	■		◇
			★	■				●
			★	⬡		▲		
	▲	⬡	●	■	◇			★

QUIZ GUIDELINES

1. This quiz has 15 questions & is time based. The duration to finish the quiz is 15 minutes.
2. You need to refer magazine for solving the entire quiz.
3. The link will be open & valid only for 2 days from the date of release.
4. Only MCL employees can appear in this quiz.
5. You can attempt the quiz only once. Multiple responses from single employee will lead to disqualification.
6. Winners will be determined based on getting maximum correct answers in the least time.
7. Top 3 winners will get Amazon gift vouchers.



Click on the button to participate:

CLICK HERE

<https://forms.office.com/pages/respon>

FELICITATION OF OUR LONG TERM EMPLOYEES

15 YEARS ANNIVERSARY



Sujeet Kumar Singh

*Dy. Manager - Plant & Machinery 3300
Munger to Mirzachauki - Pkg 01*



Haresh Modi

*Manager Building & Factories Project
Marin Infra Build Porj. GJ.*

10 YEARS ANNIVERSARY



Parth M Patel

*Sr. Manager - Techno Commercial
Head Office.*



Hemanth Kumar

*Asst. Manager TM Project, 2210
Bang.Chen.Expway Phase II-(AP)*



Karan Odedara

*Asst. Manager - Plant & Machinery
Head Office*



Shailash Tiwari

*Executive - Procurement 3210
Talchar-Kamakhyanager Byp.Road*

5 YEARS ANNIVERSARY



Divesh Divedy

*Asst. Engineer Project, 3330
Bangiriposi RWSS Project*



Arvind Yadav

*Manager, Techno & Commercial
Head Office*



Amit Kumar Gupta

*Dy. Manager, HR & Admin
Head Office*



Jigar Karena

*Engineer - Planning & monitoring
GETCO Varsana-Halvad*



Gopalkumar Singh

*Asst. Engineer Highways.
Munger-Mirzachauki Pkj-3, Bihar*



Subhash Chandra

*Asst. Manager - BD & Tendering
Delhi Office*



Rutul Shah

*Sr. Engineer Plant & Machinery
Head Office.*

5 YEARS ANNIVERSARY



Prasanta Kumar Dalai

Asst. Manager Energy
Jhansi Elec. Proj. UP



Amit Kushwaha

Manager - Planning & Monitoring
Head Office



Sisir Kanta Nayak

Manager Highways
Bangalore-Chennai Exp.way, TN



Adesh Kumar

Engineer Energy Project
Agra-2 Elec Proj. UP

EDITORIAL TEAM

Rukhad Bhadakiya
Pankaj Katole
Pratiksha Jhatakia
Sanjeev Pandey
Rajesh Kotak
Harsh Shah

WRITE TO US

All employees and family members are welcome to send their suggestions, feedback and articles on topics of general interest such as health, short stories, self-improvement, motivation, achievements, etc.

 rukhad.bhadakiya@mclindia.com

WORDS OF APPRECIATION



Mr. Kaushlendra Mani Tripathi

MANAGER - QUALITY CONTROL
MUNGER-MIRZACHAUKI PKG-1

Montecarlo E-Magazine is wonderful platform for staff and their family member to present their good achievements. Also company appreciate and motivation to the employees with their with this platform. I will would like to express my appreciative to the entire editorial team for publishing such valuable and informative content. It is good for the organization to guide everyone with such effortful articles in professional and personal life. Thank you once again for this wonderful magazine. I wish good luck to Montecarlo as a team in their efforts to make this magazine more comprehensive in future. I cannot not express my feeling in words, its show lucrative that how much it mean to us.

SHRADHANJALI



**Heartfelt condolences on the sad demise
of our employee**

LATE SHRI RAJKUMAR PRAJAPTI

ON 12.03.2024

**He was working with us as a cook At
Munger to Mirzachauki
Pkg 01 (3300)**

