

AlfaaZ



Gilard Electronics Pvt. Ltd., C-132, Phase VIII, Industrial Area, Mohali, Punjab

Corporate Identity no: U31909PB1983PTC012861

www.gilard.com Sales Office : 0172 - 5020511, 5020514, 5020517

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MD's AlfaaZ

Dear Readers,

The GST Constitutional Amendment Bill, the long-pending and much awaited Indirect tax reform, has finally been passed by the Rajya Sabha. On account of lack of political consensus, the passing of the Bill in the Rajya Sabha was viewed as the biggest hurdle in implementation of GST. With this hurdle now crossed, it looks eminent that GST would be implemented in India in the next fiscal year (either by 1 April or 1 July 2017). The tax's potential to boost the country's GDP by an estimated 1.5 to 2 per cent, marks the magnitude of its importance. While several concerns and ambiguities are to be addressed by the GST Council while drafting the legislations, the passage of the Bill, is a momentous reform milestone for the economy.

The Bill amends the constitution to empower both the Centre and the States to levy GST. Currently, the Centre cannot impose any tax on goods beyond the manufacturing (excise) or primary import (customs) stages, while states do not have the power to tax services. The GST would subsume various central and state-level indirect taxes.

Central Taxes that the GST will replace	State taxes that the GST will subsume
Central Excise Duty	State VAT
Duties of Excise (medicinal & toilet preparations)	Central Sales Tax
Additional Duties of Excise (goods of special importance)	Purchase Tax
Additional Duties of Excise (textiles and textile products)	Luxury Tax
Additional Duties of Customs (commonly known as CVD)	Entry Tax (all forms)
Special Addition Duty of Customs (SAD)	Entertainment Tax (not levied by local bodies)
Service Tax	Taxes on Advertisements, lotteries, betting and gambling
Cesses and Surcharges as they relate to supply of goods or services	State Cesses and Surcharges

Hopefully the coming of GST shall make it easier for the business and service community to operate and also make things cheaper for the consumer while overall increasing the tax collection.

H.S. Sethi
Managing Director



Rani Breast Cancer Trust & Gilard have joined hands to raise awareness about Breast Cancer for Gilard employees.

Furthermore, Gilard has always been an equal opportunity provider without any gender bias when it came to employing. The same thought now seeps in for the “differently abled”.

Yogdaan EHSAS Initiatives for CSR

Her Unstoppable Fight to Stop Breast Cancer

Gilard is an equal job opportunity provider and its team comprises of many female employees. The Management thought it apt to join hands with RBCT as a part of its internal CSR. Rani Breast Cancer Trust was formed in the year 2007. It is a non-profit organization committed to spread breast cancer awareness. Mrs. Bittu Sandhu who is the Managing Trustee of RBCT was in the year 2014 bestowed the honour of “Hamari beti” by social media, 91.2 Jyotirgamaya, the Community Radio Service of the Panjab University. Bittu Sandhu’s sister lost her battle for life with this deadly disease and Bittu took up the voluminous task of spreading awareness amongst sisters, mothers and daughters in the society. Her work is focused on “Early detection for prevention” and in her passion to achieve this she is working dedicatedly to educate women with regard to their self examination for detection of symptoms, if any. She also arranges free mammography for women above 40 years.

Gilard had a session with Bittu Sandhu on 9th June followed by mammography check up at Max Hospital on 25th June. These sessions will continue on quarterly basis to cover all female team members of Gilard.

Gilard is open to hiring the differently abled

“Everyone of us is different in some way, but for those of us who are more different, we have to put more effort into convincing the less different that we can do the same thing they can, just differently, “ – Marlee Matlin

Marlee Matlin, a hearing impaired Academy Award winning Actress & Activist who won the Academy award for Best Actress in a leading role for “Children of a lesser God” and till date, remains the youngest to win this award at the age of 21, has expressed so aptly in a nut shell - her capabilities and her experience in dealing with others! It is time that we realize that a person’s disability is just one part of who he or she is! At work, it’s what people can do that matters.

We at Gilard realize and understand this fact very well and in our endeavor to provide equal job opportunities to all, in 2012 we opened our doors to people with different abilities, who are capable and suitable to our work environment. In 2016-17 we have laid our special focus on hiring speech and hearing impaired. To sustain this CSR initiative we hold training sessions on sign language for our employees for a conducive interaction between hearing and speech impaired employees and the rest of the staff.

Blood Platelet Donors for Cancer patients

Gilard appreciates the kind gesture of the below listed donors of blood platelets for cancer patients in PGI, Chandigarh.

Mr. Sanjiv Singh



Mr. Mohinder Bist



Mr. Suraj Bhan



Mr. Pappu Lal



Dil Se... The Creative Zone

हमारा दोस्त

चला गया है हमारा प्यारा दोस्त जिन्दगी से खफा होके, कैसे गुजरेंगे जिन्दगी के खामोश लम्हे उससे जुदा होके क्या कहें कि इस पल में दिल का क्या हाल है बस इतनी खबर है कि दोस्त के बिना जीना मुहाल है। क्या खबर थी कि आगामी खबर हमारा दोस्त चला गया सुनते ही दोस्तों को यह लगा कि एक पल में जीवन चला गया।

चाह कर भी नहीं कटता है उसके बिना तन्हाई का यह सफर

दोस्त चला जाएगा छोड़कर अकेला, नहीं थी किसी के दिल को यह खबर जिन्दा है, जो रहे हैं दोस्त, पर दोस्त के बिना जिन्दगी की खुशियाँ कहाँ हैं।

कोई तो बताए कि हमारा दोस्त खोया कहाँ है?

हर एक चेहरे में हमारी आँखें दोस्त को तलाश करती हैं कहीं तो मिल जाए हमारा दोस्त अब तो आँखें भी अरदा करती हैं।

- Written by Ms Rekha, A-0190
(Admin) on behalf of Team Toolroom in memory of Late Mr Mohit Kumar



An Immense Loss
Late Mr. Mohit Kumar (E-2011)
(May 1992- June 2016)

With profound grief, we inform you of the sad demise of our employee, Mr Mohit Kumar due to drowning in River Brahm Sarovar in Kurukshetra.

Mr Mohit Kumar worked in Gilard as a Tool Maker since September 2015.

कहाँ जाओगे?

पेड़ पौधे ना होंगे तो सकून कहाँ पाओगे?
चलते-चलते थक कर धूप में बैठने कहाँ जाओगे?
हवा ना होगी स्वच्छ तो साँस कैसे ले पाओगे?
बिमारियों के बोझ तले तुम घिरते चले जाओगे।
जल है जीवन का आधार, जिसे मैला कर चुके हैं हम,
अब अपनी प्यास बुझाने, बताओ कहाँ जाओगे?
धरती ने उठा रखा है, हम सब का बोझ,
गंदगी फैलाकर, प्रदूषण बढ़ाकर, क्या अब इसे भी नष्ट कर जाओगे?
हवा, पानी, मिट्टी से बना है यह शरीर,
करके इन तीनों को नष्ट, क्या अब खुद भी नष्ट हो जाओगे?
ये तीनों अनमोल खजाने हैं कुदरत के, इसकी कदर करो,
वरना याद रखना, 'ऐ 'प्रित' एक दिन तुम खुद भी मिट्टी हो जाओगे।

- Ms Gurpreet Kaur, E-1769 (Press Shop)

Work Life Balance

Dear Readers,

A wise man once said "Never get so busy making a living that you forget to make a life". Balance between work (career, ambition) and Life (happiness, family, leisure, health, spiritual development) seems to be missing in our lives these days and when work life and personal life are out of balance, stress level is likely to aggravate. The results could be fatigue, poor health, increased expectations, lost time with friends and loved ones. Trying to schedule an equal number of hours for work and personal activities is usually unrealistic. Life should be more versatile than that. There is no one-size fits all for best work life balance. However, at the core of an effective work life balance, there are two key concepts that may define work life balance well - **Achievement** and **Enjoyment**. It means Pride, satisfaction, happiness, celebration, love, a sense of well being, are all part of the Joys of living. You can create you own work life balance by making sure you not only achieve but also reflect the joy of living, everyday.

Here are a few tips from my side to reclaim harmony. "One can't manufacture time, but can manage it":

- Track your time: Pay attention to the daily tasks, including work related and personal activities, decide what's necessary and what satisfies you the most.
- Make a list: The key is not to prioritize what's on your schedule, but to schedule your priorities. Keep a daily to do list at home and at work. Having a plan helps you maintain a focus.
- Learn to say no: It's OK to respectfully say no. When you quit accepting tasks out of guilt or a false sense of obligation, you will have more time for activities that are meaningful to you.
- Eat a healthy diet: A healthy lifestyle is essential to achieving work life balance. A diet rich in fresh fruits, vegetables and lean protein enhances the ability to retain knowledge as well as stamina and well being.
- Get enough sleep: Lack of sleep increases stress. One should refrain from using electronic devices before bedtime as studies show that the blue light emitted by these devices decrease the level of sleep hormone.
- Make time for fun and relaxation: You can't do a good job if your job is all you do. Set aside time each day for an activity that you enjoy-reading, practicing yoga, running or playing.

Creating a healthy work life balance isn't a one shot deal but a continuous process as your family, interests and work life change. Once you focus on them as key components of your day, they are not hard to implement. So, make it happen, for yourself, your family and all the important individuals you care about, everyday for the rest of your life. Achieve and Enjoy.

Ms. Harneet Kaur, E-2148 (NPD)

News From Around Gilard

Anti Tobacco Campaign - An Initiative by CBSE board Schools

As part of Government's Anti-Tobacco campaign, CBSE syllabus is covering this concern in an interesting manner-through Nukkad Nataks ! The schools have been given the responsibility to highlight and raise awareness amongst their students, staff and the community, about the negative impact of tobacco use.

The Small Wonder School, Mohali has done their bit by making a relevant play and sharing it with their immediate society. They are a young, loud, prominent team of students performing the act under guidance of their teachers.

They performed their play, "SAY NO TO TOBACCO" in Gilard on May 27, 2016.

Gilard's 55th Annual Function

Our Annual Function is always a memorable event for all of us. The excitement in the air begins in March itself to give awesome results in April. This year on 2nd April, we at Gilard celebrated our 55th anniversary. As per tradition the programme started with kirtan in praise of the Almighty. This was followed by felicitating the Gilardians who have completed 25 years with the organization and awarding the employees who have come up with good Kaizens/Suggestions for improvement in work areas.

The grand finale was the Cultural Event which perked up the mood of the audience. The Gilardians performed folk dances, skits , sang songs in colourful attires. Besides the top management, our local customers and suppliers too graced the occasion with their presence.



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F I K A R

F A R A K

F A K H A R

"If we are passionate about our work, we can make a difference and then take pride in the results."