



EMPLOYEE NEWSLETTER

April 2012

New additions and changes to Interem!

We would like to hereby announce the additions to our Team in March, 2012 as follows :



Ms. Komal Sharma, has rejoined at our GGN office in the Centralised - C.S. Domestic Team, as "Executive - Customer Service" w.e.f. 1st March, 2012 and would be reporting to Mr. Gauranga Chattopadhyay. Her e-mail address is komal.interem@freightsystems.com

Mr. Ashok Choudhary has joined our GGN office as "Executive-Facilities & Warehouse Management" w.e.f. 6th March, 2012 and would be reporting to Mr. Anil Nehra. His e-mail address is facilitydel.interem@freightsystems.com

Mr. Ashok K. Mehra has joined at our Mumbai Office as "Asst. Manager-Customer Service" w.e.f. 10th March, 2012 at the International Desk and would be reporting to Mr. Sharad Mistry. His e-mail address is mehra.interem@freightsystems.com

Ms. Monika Yadav, has joined at our GGN office in the Centralised - C.S. Domestic Team, as "Executive - Customer Service", w.e.f. 14th March, 2012 and would be reporting to Mr. Gauranga Chattopadhyay.
Her e-mail address is monika.interem@freightsystems.com

Mr. SSK, has joined at our GGN office as "Relocation Specialist", w.e.f. 19th March, 2012. He would be reporting to Mr. Rahul Pillai, and supporting in the Sales & Marketing Administration activity.
His e-mail address is ssk.interem@freightsystems.com

We Welcome each of you and Wish you All the Best at INTEREM !

We would also like to inform you the following office changes :



Mr. Viren Silhar has moved from Mumbai to Ahmedabad and is reporting to Mr. Anthony Travasso, his e-mail address is viren.interem@freightsystems.com and all communications marked to Viren to be copied to Mr. Anthony Travasso.

Ms. Tulika Panda has moved from GGN to Bhubaneshwar and operating from there, she continues her existing activity as well as reporting to Mr. Asit Bhatnagar.

Ms. Nitu Singh has moved back to Kolkata from GGN and operating from our Kolkata office, she has been given the responsibility of the Telemarketing activity in addition to her exiting activity and continues reporting to Mr. Asit Bhatnagar.

**We wish you too All the Best and rest assured of the required support
and co-operation from the team when required !**

“Mumbai’s Annual Get Together”

Our Mumbai Team had their Annual get together with our Office as well as Warehouse Staff on 27th March, 2012. The Service Award distribution too was done during this event and we would like to Congratulate each of our Team Members for the same.

Long Service Award for 10 years –

*Mr. R. Narayanan / Divisional Manager-Finance.
Mr. Anthony Travasso / Asst. Manager-Operations.
Mr. Dattaram Pawar / Packer.
Mr. Sandeep Gaikwad / Packer
Mr. Sanjay Bhosale / Driver.
Mr. Vasant Panchal / Packer Cum Carpenter.*

Long Service Award for 5 years-

*Mr. Sushil Bagve / Supervisor
Mr. Motiram Aarde / Packer Cum Carpenter.
Mr. Pankaj Dhuriya / Sr. Exe. – Operations.
Ms. Vaishali Sawant / Sr. Exe. – Accounts.*

*Besides the above,
Performance Awards were given for the following
Team Members for 2011-2012 :*

*Mr. Balasabeb Sasane & Mr. Bapu Dalvi (Associate)
were recognized as the
“Most Available Packers on Holiday’s”*

*Mr. Ravi Raj Amin
was recognized as the
“Most Available Supervisor on Holiday’s”*

*Mr. Vinod D’Souza / Supervisor
was recognized for his
“Out of the Way Approach towards his work”*

*Mr. Machindra Kale (Associate)
was recognized as the
“Best Debutant Packer”*

*Mr. Valanton Rodrigues (Associate)
was recognized as the
“Best Debutant Supervisor”*

AND

*“The Best Packer of the year”
was awarded to
Mr. Balasaheb Sasane.*

*“The Best Supervisor of the year”
was awarded to
Mr. Sushil Bagve.*

Delhi Network book launch!

On March 2012 Delhi Network launched a new book with Interem being the main sponsor. We are very keen to continue building our relationship with the expat community and help support the many NGO's that Delhi Network contributes to.

About Delhi Network:

Delhi Network is a non-profit organisation whose main purpose is to support expatriates living and working in Delhi. They currently have approximately 500 members.



Jayne Thuraisamy- DN Publications & Publicity
With the latest edition of the DN book.



The many editions of the DN book



Left to right:
Jayne Thuraisamy- DN Publications & Publicity & Hazel Casserly- President of DN
Cutting a cake



Left to right:
Mr. Rahul Pillai, Hazel Casserly, Jayne Thuraisamy, Melinda Singh, Gauranga
Chattopadhyay & Rohan Baweja



Group picture of the many contributors and sponsors of the DN book



The DN committee

United Buddy Bears'



Interem is proud to announce participation in the exhibition being held in New Delhi, India by sponsoring a 'Buddy Bear'. This project which is being organized by the German Embassy, is non-profit with goal to donate surpluses to local children's relief organisations.

More than 140 Buddy Bears representing countries around the world under the
Motto

"We have to get to know each other better...it makes us understand another better, trust each other more, and live together more peacefully"

Will come to Connaught Place park in New Delhi India from 27 March and 11 May 2012.

Each bear, 2 m tall, was created in a different style and stands for the artists' native country. Together the Buddy Bears represent a complete work of art, spreading an enormous zest for life.

During past exhibitions, **more than 25 million visitors worldwide** have already seen the Buddy Bears

Enjoy the picture below!



Interem decided to sponsor the Buddy Bear for the country "Bhutan" as it's motto "World Peace" is very close to our hearts.



Interem logo



(From Right to Left) Initiator of the United Buddy Bears project Eva Herlitz, Berlin Mayor Klaus Wowereit, Delhi Chief Minister Sheila Dikshit and Germany's acting Ambassador to India Cord Meier-Klodt



Melinda- Interem Gurgaon office speaking to Klaus Herlitz (One of the initiators of the project).



The Evening before the inauguration, Berlin Mayor Klaus Wowereit and Delhi and Germany's acting Ambassador to India Cord Meier-Klodt Welcomed the sponsors of the Buddy Bear exhibition in New Delhi.

EMPLOYEE RECOGNITION!!!!!!

Our clients took the time to submit the following notes/letters (below) in appreciation of the great job completed by Interem employees. It's great to receive such positive feedbacks...

"Thank You".

Every customer interaction counts as you are the face of Interem. We look forward to more across our locations!!



For Employee: Soumitra K. Das-Asst. Mng. Relocation Services

Client: Polestar Logistics- Sanjoy Das

Job: relocation

"You have been really helpful and an amazing support to both of us. Thanks once again for being there. You are an asset to the company."



For Employee: Dibyajyoti Paramanik

Client: Sarath De Silva- Asst. Manager EBC Logistics

Job: relocation

"Many thanks for your service that client has also appreciated very much. Keep it up."



For Employee: Soumitra K. Das-Asst. Mng. Relocation Services

Client: Polestar Logistics- Mita Das

Job: relocation

"Thank you for all your support and commitment. Everything went off smoothly inside or despite the loopholes. May you prosper and be successful"



For Employee: Kolkata Team

Client: Sujit Ghosh

Job: relocation Singapore to Kolkata

"I wish to put on record Helutran's and Interem's professional handling, door to door, of my household good, from Singapore to Kolkata, India. The co-ordination was excellent and the staff packing at Singapore end and the staff handling and unpacking at Kolkata end were very experienced, polite and extremely committed. Not a single item was damaged.

I will have no hesitation in recommending both Helutran's and Interem's for packing, door to door handling of household goods and efficient unpacking. Thanks to your team in Singapore and also thanks to the team in Kolkata. "



HAPPY BIRTHDAY!!!!

DON'T FORGET TO WISH YOUR FELLOW COLLEAGUES A SPECIAL DAY.



<i>Sr. No</i>	<i>Names</i>	<i>Date</i>	<i>Location</i>
1	<i>Balraj</i>	<i>3rd April</i>	<i>Hyderabad</i>
2	<i>Prabhakar Taur</i>	<i>5th April</i>	<i>Mumbai</i>
3	<i>Santosh Parthe</i>	<i>7th April</i>	<i>Mumbai</i>
4	<i>Anthony E Fernandez</i>	<i>9th April</i>	<i>Chennai</i>
5	<i>Sukhde Yadav</i>	<i>12th April</i>	<i>Gurgaon</i>
6	<i>Prabakaran P</i>	<i>12th April</i>	<i>Chennai</i>
7	<i>Dipak Waghmare</i>	<i>14th April</i>	<i>Pune</i>
8	<i>Viki Kachru</i>	<i>15th April</i>	<i>Gurgaon</i>
9	<i>Venkat Ramana N.</i>	<i>17th April</i>	<i>Hyderabad</i>
10	<i>Jindali K. Patel</i>	<i>18th April</i>	<i>Pune</i>
11	<i>Rahul Tyagi</i>	<i>20th April</i>	<i>Gurgaon</i>



HAPPY Anniversary!!!!

We would also like to Congratulate our Team Members below who have been a part of INTEREM Over the Years, for each Milestone completed in April, 2012!



<i>Sr. No</i>	<i>Names</i>	<i>Location</i>	<i>Date</i>	<i>Service</i>
1	Ashok More	Mumbai	1st Apr, 98	14 years
2	Anant Surve	Mumbai	1st Apr, 98	14 years
3	Sanjay Bhosale	Mumbai	1st Apr, 99	13 years
4	Dattaram Pawar	Mumbai	12th Apr, 99	13 years
5	Sandeep Gaikwad	Mumbai	1st Apr, 00	12 years
6	Vasant Panchal	Mumbai	1st Apr, 00	12 years
7	P. Gnanaraj	Chennai	1st Apr, 00	12 years
8	K. Shiv Kumar	Chennai	1st Apr, 00	12 years
9	Umeed Singh	Bangalore	1st Apr, 02	10 years
10	Santosh Salekar	Mumbai	1st Apr, 02	10 years

11	<i>Dilip Prajapati</i>	<i>Mumbai</i>	<i>1st Apr, 02</i>	10 years
12	<i>Prem Bahadur Singh</i>	<i>Gurgaon</i>	<i>1st Apr, 02</i>	10 years
13	<i>Amar Singh Rawat</i>	<i>Gurgaon</i>	<i>1st Apr, 02</i>	10 years
14	<i>S. B. Pandian</i>	<i>Chennai</i>	<i>1st Apr, 02</i>	10 years
15	<i>Motiram Arde</i>	<i>Mumbai</i>	<i>1st Apr, 04</i>	8 years
16	<i>Rohan Baweja</i>	<i>Gurgaon</i>	<i>5th Apr, 04</i>	8 years
17	<i>Ajay Kumar</i>	<i>Gurgaon</i>	<i>1st Apr, 04</i>	8 years
18	<i>Ravindra Gupta</i>	<i>Gurgaon</i>	<i>1st Apr, 04</i>	8 years
19	<i>M. Rajendran</i>	<i>Chennai</i>	<i>1st Apr, 04</i>	8 years
20	<i>Harinder Singh</i>	<i>Bangalore</i>	<i>1st Apr, 07</i>	5 years
21	<i>C. N. Kumar</i>	<i>Bangalore</i>	<i>1st Apr, 07</i>	5 years
22	<i>Narayanswamy</i>	<i>Bangalore</i>	<i>1st Apr, 07</i>	5 years
23	<i>Philip Cherian</i>	<i>Mumbai</i>	<i>1st Apr, 07</i>	5 years
24	<i>Shiv Kumar</i>	<i>Gurgaon</i>	<i>2nd Apr, 07</i>	5 years
25	<i>S.S. Rawat</i>	<i>Gurgaon</i>	<i>1st Apr, 07</i>	5 years
26	<i>V.G. Anthony</i>	<i>Gurgaon</i>	<i>1st Apr, 07</i>	5 years
27	<i>Sohan Singh</i>	<i>Gurgaon</i>	<i>1st Apr, 07</i>	5 years
28	<i>Srikant</i>	<i>Hyderabad</i>	<i>2nd Apr, 07</i>	5 years
29	<i>Balraj</i>	<i>Hyderabad</i>	<i>1st Apr, 07</i>	5 years
30	<i>Shiv Kumar</i>	<i>Hyderabad</i>	<i>1st Apr, 07</i>	5 years
31	<i>Vijaya Aneesh</i>	<i>Bangalore</i>	<i>1st Apr, 10</i>	2 years
32	<i>Jitendra Prasad</i>	<i>Bangalore</i>	<i>12th Apr, 10</i>	2 years
33	<i>Sreejesh Pillai</i>	<i>Gurgaon</i>	<i>1st Apr, 11</i>	1 year

Our Presence on the social networks

We continue to urge everyone to take the time and sign-up/register on these social networks.



LinkedIn- If you do not have an account on LinkedIn maybe it's time you open one.

Just follow these easy steps:

1. Go to site: <http://in.linkedin.com/>
2. Sign-up: just follow the instructions giving your name, email, password
3. When submitting your "experience" (job info) it will ask for Company name: just type Interem and our company page will be an option on the list, choose Interem. Your profile will now also appear on Interem's Company page as an employee. It's that easy.

If you already have a LinkedIn account then follow these steps:

Click *Profile* at the top of your home page.

1. Click *Edit* next to your current position.
2. Click *Change Company* and type the full company name.
3. **Important:** This step is crucial. Click the correct company name in the dropdown list.
4. Click update



Facebook

If you do not have an account on Facebook maybe it's time you open one.

Just follow these easy steps:

1. Go to site: <http://www.facebook.com/pages/Interem/156203077806860?sk=info>
2. Sign-up: just follow the instructions giving your name, email, password, etc.

3. Go to our Company page and click on . Now every time Interem has an update you will receive the updates on your facebook account.




Twitter

To follow Interem on Twitter

Just follow these easy steps:

1. Go to site: <http://twitter.com/#!/InteremIndia>
2. Sign-up: just follow the instructions giving your name, password

3. Now just go back to Company page an click on 

Interesting info...

Facts about Global Warming

- Definition of Global warming: The increase in the average temperature of the surface of the Earth. A World wide rise in temperature called global warming
- Human activities, such as burning coal, oil and natural gas results in increased greenhouse gases (such as carbon dioxide and methane) which cause the Earth's temperature to rise globally
- As global warming increases average temperatures rise which lead to possible changes in weather patterns and agricultural output
- When did global warming start? The average temperature of Earth's near-surface air and oceans has been increasing since the middle of the 20th century
- The increased burning of fossil fuels and deforestation of the rainforest have been major contributors to global warming
- Strong effects are being observed in the Arctic where glaciers are retreating, as is the sea ice
- Other effects of global warming include changes in weather leading to disasters such as cyclones, earthquakes, landslides, tsunamis and volcanoes
- Other threats include pollution, loss of vegetation and loss of wildlife)
- The Kyoto Protocol is a protocol to the United Nations Framework Convention on Climate Change (UNFCCC or FCCC), aimed at fighting global warming.
- The Kyoto Protocol was initially adopted on 11 December 1997 in Kyoto, Japan and entered into force on 16 February 2005
- Nearly two hundred states have signed and ratified the Kyoto protocol to fight global warming, committing themselves to a reduction of four greenhouse gases (carbon dioxide, methane, nitrous oxide, sulphur hexafluoride) and two groups of gases (hydrofluorocarbons and perfluorocarbons)
- Ozone is a naturally occurring gas found in the troposphere and other parts of the atmosphere. Tropospheric ozone is often called "bad" ozone because it can damage living tissue and break down certain materials.
- The deterioration of the Ozone layer ("bad" ozone) contributes to global warming and is caused by the burning of fossil fuels, such as gasoline, diesel, etc
- Motor vehicle exhausts, industrial emissions and chemical solvents are major sources of chemicals which contribute to the deterioration of the Ozone layer
- The greenhouse effect is an increase in the temperature of a planet as heat energy from sunlight is trapped by the gaseous atmosphere. Excess carbon dioxide and water vapor increase this global warming effect.
- As people are made aware of the problem initiatives such as Recycling increase in popularity
- Facts about Global Warming - Solar Energy and Wind Power sources are increasing in popularity because unlike fossil fuel and nuclear energy they leave little waste product that can harm or pollute the earth.



Interesting info...

Business Etiquette and Protocol Germany

Relationships & Communications

- Germans do not need a personal relationship in order to do business.
- They will be interested in your academic credentials and the amount of time your company has been in business.
- Germans display great deference to people in authority, so it is imperative that they understand your level relative to their own.
- Germans do not have an open-door policy. People often work with their office door closed. Knock and wait to be invited in before entering.
- communication is formal
- Following the established protocol is critical to building and maintaining business relationships.
- As a group, Germans are suspicious of hyperbole, promises that sound too good to be true, or displays of emotion.
- Germans will be direct to the point of bluntness.
- Expect a great deal of written communication, both to back up decisions and to maintain a record of decisions and discussions.

Business Negotiation

- Do not sit until invited and told where to sit. There is a rigid protocol to be followed.
- Meetings adhere to strict agendas, including starting and ending times.
- Treat the process with the formality that it deserves.
- Germany is heavily regulated and extremely bureaucratic.
- Germans prefer to get down to business and only engage in the briefest of small talk. They will be interested in your credentials.
- Make sure your printed material is available in both English and German.
- Contracts are strictly followed.
- You must be patient and not appear ruffled by the strict adherence to protocol. Germans are detail-oriented and want to understand every innuendo before coming to an agreement.
- Business is hierarchical. Decision-making is held at the top of the company.
- Final decisions are translated into rigorous, comprehensive action steps that you can expect will be carried out to the letter.
- Avoid confrontational behaviour or high-pressure tactics. It can be counterproductive.
- Once a decision is made, it will not be changed.

Interem received this beautiful gift for
Contributing to the BBG event held earlier this year in Pune.



Thank you,
For your support at the 5th BBG Pune Gala Ball.
February 4, 2012.

ECF | Equal
Community
Foundation



British Business Group - Pune

Upcoming events...

- The FIDI Annual Conference 2012, in Boston, USA