KARMAYOGA

QUARTERLY IN-HOUSE NEWSLETTER OF SAI ETERNAL FOUNDATION

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QUOTE FOR THE ISSUE

ध्यायतो विषयान्पुंसः सङ्गस्तेषुपजायते ।
सङ्गत्सञ्जायते कामः कामात्क्रोधोऽभिजायते ।।

भगवत गीता 2.62

इन्द्रिय विषयों का चिंतन करने से मनुष्य में उनकी आसक्ति उत्पन्न होती है।
आसक्ति से इच्छा उत्पन्न होती है और इच्छा (अधूरी) से क्रोध उत्पन्न होता है।

While contemplating the objects of the senses, one develops attachment to them.
From attachment springs up desire and from desire (unfulfilled), anger arises.

Photo of the Quarter

करें योग रहें निरोग

QUARTERLY ROUND UP

PHILANTHROPIC ACTIVITIES:

A comprehensive wide spectrum medical camp was organized on 4th May, 2025 in village Sangaon, Kalbogh, Tehsil Kotkhai District Shimla, in coordination with local social workers and members of Sewa Bharti aimed at ensuring accessible and essential medical care for the local community.

The camp provided a wide range of specialized healthcare services including Gastroenterology, Cardiology, Orthopedics, ENT, Medicine and Eye check-ups.

The camp witnessed active participation from medical professionals, ensuring timely consultations, diagnosis and on-site treatment. Special focus was given to elderly patients, women and children to address common ailments and vision-related issues effectively.

As part of our outreach to support economically weaker sections, blankets were distributed free of cost to BPL families. In addition, individuals diagnosed during the camp received prescribed medications at no charge. Spectacles were also provided to those identified with visual impairments.

As an intervention to make the registration and waiting time more convenient in the OPD, 150 stainless steel chairs were provided to the Atal Institute of Medical Super Specialities (AIMSS), Chamiana, Shimla (H.P.) in the month of August 2024 and again 150 more chairs were provided to enhance patient seating facilities across various OPDs.

Additionally, the Foundation continued its ongoing initiative of extending financial assistance to economically disadvantaged individuals in need of medical treatment.

The Foundation commemorated International Yoga Day on 21st June, 2025 with an early morning session organized at the Head Office for staff members, followed by a structured one-week yoga course.

The Foundation organized a Seminar on Natural Farming on 4th June, 2025 in Jhandutta, District Bilaspur.

The event was graced by His Excellency the Governor of Gujarat, Hon'ble Acharya Devvrat Ji who shared valuable insights into sustainable natural farming practices and encouraged farmers to adopt eco-friendly methods for long-term prosperity.

Several distinguished dignitaries who participated in this national level awareness effort about natural farming included Shri Jai Ram Thakur Ji (Former Chief Minister), Shri Rajesh Dharmani Ji (Hon'ble Minister Technical Education, Vocational and Industrial Training), Shri Jeet Ram Katwal Ji (MLA, Jhandutta), Shri Trilok Jamwal Ji (MLA, Sadar), etc.

The Foundation continued to donate track-suits, sweaters, etc. to various students of Government Schools across the State.

The Entrance Examination for admission to Class IX for Dr. Vijay Memorial Senior Secondary School Dharampur, District Mandi (H.P.) was held on 4th May, 2025 across designated centres in the hilly, tribal regions of Himachal Pradesh. Students who qualified have been enrolled and are being provided with free education, uniforms, hostel accommodation and other necessary facilities up to Class XII.

The Foundation remains committed to expanding its outreach and impact, striving to provide meaningful support and contribute to holistic socio-economic development across communities.

PROJECTS UNDER IMPLEMENTATION:

The project-wise data for the quarter is as follows: -

1. Nand-Nagroun Bridge

The concreting and lowering of the bridge onto bearings has been successfully completed for all five panels. Steel binding and concreting of the RCC crash barrier for the fourth panel is currently in progress. The culvert construction on the left bank approach road has been completed and the laying of Granular Sub-Base (GSB) for the flexible pavement on the same approach road was also accomplished during this quarter.

Finishing works for the bridge, along with approach roads on both banks are scheduled for completion in the upcoming quarter.

2. Urni Tunnel

The work of retaining walls from CH 295 to 320 is in progress (25m length & 17m Height). Excavation and rock breaking at the hillside from CH 250 to 310 and Portal excavation at CH 335 to 340 are currently in progress.

3. Shimla Bulk Water Supply Scheme (BWSS)

Clariflocculators, Shikrodi

The construction activities at the Water Treatment Plant (WTP) in Shikrodi have reached an advanced stage, indicating substantial progress toward completion. All major civil works related to structural components, such as the clariflocculators, filter beds, chemical house and operator building have been successfully completed. Finishing works

are currently underway, including detailed activities like internal and external painting, tiling of floors and walls, plaster touch-ups and fixture installations.

The internal piping network i.e. interconnection of process pipelines, sludge and backwash water pipelines, as well as raw and treated water pipelines within the WTP premises is nearly complete, with approximately 95% of the work finished. In parallel, the erection of valves at various key points of the water treatment process is ongoing and is 80% completed.

Similarly, the electrical cabling works for motors, lighting, instrumentation panels and control system is also 95% completed. With all key components approaching completion, the Water Treatment Plant is being made ready for pre-commissioning activities. Trial runs and testing of mechanical and electrical systems are scheduled to commence in the upcoming quarter (July-September).

Simultaneously, work on the rising main pipeline is also progressing including the erection of large-diameter valves and the installation of dismantling joints along the pipeline route.

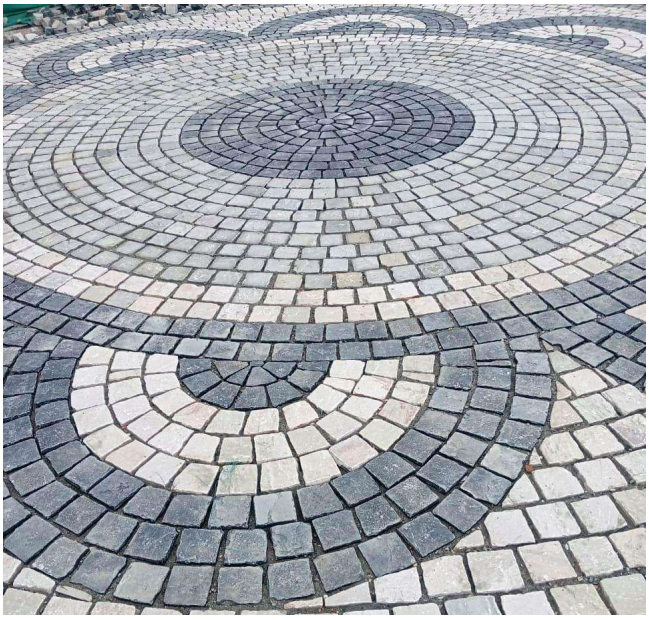
At the Dwada Pumping Station, civil construction of the clear water tank has been fully completed and the clear water pump house is 95% completed. The construction of thrust blocks is progressing, with 90% of the work completed. Valve erection work is ongoing at this location.

Pumping Station, Dummi

In the Dummi Pumping Station, erection of pumps has been completed along with the associated electrical cabling and panel installations. Piping work, including valve erection is currently in progress and is expected to be completed soon. The staff quarters at the Dummi site are fully constructed and are currently in operational use.

4. Slope Stabilization, Ridge, Shimla

The frame structure of the building has since been completed following hill slope cutting and stabilization.



With ambient temperatures now becoming conducive to construction, on-site activities have been resumed and the cobblestone laying along the road has been completed. The remaining work is expected to be fully completed in the upcoming quarter.

5. Bhang Hydro Power Project (4.8 MW)

The construction of the Bhang Hydro Electric Project (4.8 MW) commenced in the end of last quarter and is planned for completion by 2nd quarter of 2026**.** The project is advancing steadily with major structural work underway.

The foundation work of the Power House has been completed. Steel binding for the walls and columns is in progress. Excavation work for the penstock is also going on**,** with approximately 40 metres of the penstock already erected. In the desilting tank area**,** raft concreting has been completed up to 18 metres and steel binding is in progress for the next 25 metres**.** The project is being executed in accordance with the timeline and is progressing systematically across all major work components.

6. Tauhak Hydro Power Project (2 MW)

The construction of the Tauhak Small Hydro Electric Project (2 MW) also commenced towards the end of last quarter and is scheduled for completion by 2nd quarter of 2026. Major progress has been made on-site, including the completion of the Powerhouse raft concrete**,** binding of steel for the first lift of the walls and ongoing shuttering work. Out of the total 1640 RMT of the 600 mm dia penstock line**,** excavation for 280 RMT has been completed and 30 RMT has been erected. Additionally, fabrication of the complete penstock line has been done and available at site.

Significant headway has also been made in Forebay/D-Tank excavation**,** which stands at 70% completion**.** Material transportation is actively in progress, with 2500 CFT of aggregate being shifted from Barshaini road to the Weir site. A well-structured ropeway system has been established to facilitate material handling. The project is progressing steadily in line with its construction schedule, ensuring systematic execution of both civil and mechanical works.

7. Khalini Flyover

The Foundation recently submitted a bid for the work: “Construction of flyover from Cart Road to Bye-Pass Road Khalini, Shimla (H.P.)” and emerged as the Lowest-quoted Bidder (L1). The Authority has now issued the Letter of Award (LoA) which is expected to be signed in the month of July.

Cell-wise Trainings Report

Various training sessions were conducted in different cells. These training programs were designed to enhance staff capabilities in technical, administrative and operational domains. The sessions were conducted by both in-house personnel and external experts.

The Finance & Accounts Cell organized trainings in collaboration with EPFO team on topics such as EPF & ESI regulations. Tally software updates, GST compliance and site-level documentation training were also provided by Senior Staff of the Cell.

Simultaneously, the Administration & Human Resources Cell provided sessions on digital proficiency, Google Sheets, ERP software, ChatGPT and other AI tools, all conducted in-house.

The Purchase Cell conducted comprehensive training on inventory control and record-keeping practices, covering GRN entries, scrap/damage reporting, site-level stock issuance and ledger maintenance.

The Electrical Cell focused on hydro-electric systems, where Shri Hemender Verma led sessions on Hydro Project and Battery Bank.

Lastly, the Mechanical Cell facilitated technical training by equipment partners such as Kobelco and Tata (via Bee Gee Automobile) on excavator commissioning, diesel engine systems, site safety and maintenance.

These trainings collectively reflect the organization's commitment to continuous upgradation and operational excellence across all departments.

BEST PERFORMER OF THE QUARTER

Er. Hemender Verma has been associated with the Foundation since 5th September, 2008. He hails from Kumarsain, District Shimla and holds a B.Tech Degree in Electrical Engineering from IITT College of Engineering, Kala Amb, District Sirmaur. Over the years, he has grown within the organization, rising through the ranks to his current position as Deputy General Manager (Electrical).

Presently, he heads the Electrical Division and looks after the Hydro-Electric Projects' Operation & Maintenance (O&M) Team and Shimla Bulk Water Supply Electrical and Solar Component. His professional journey is marked by rich and diverse experience in the field of electrical engineering, particularly in the design and erection of transmission lines, cost estimation of electrical components, commissioning of electro-mechanical systems and the overall O&M of Hydro-Electric Power Projects.

He is being recognized by means of this Newsletter for his pro-active approach to leadership. He has been instrumental in training and mentoring his team, accelerating site-based electrical works, closely tracking project progress and managing negotiations; coordination with electrical vendors; contractors. His outstanding technical acumen, team management skills and long-standing commitment to the Foundation have earned him the title of "Best Performer of the Quarter". In recognition of his efforts, he has been awarded an incentive by the Board of Directors (BoD).

We hope that the staff will draw inspiration from him and channel their efforts towards excellence in their respective roles.

The Foundation encourages a culture of mutual growth; positivity and disapproves of any unproductive attitudes such as jealousy or internal competition that hinder collective progress. Let this recognition serve as a reminder that merit, commitment and teamwork are always valued and rewarded.

ELECTRICITY GENERATION

Project	Generation during Apr.-Jun. Quarter (Million Units)			
	As per DPR	2023	2024	2025
Shyang	3.2	2.53	3.39	3.44
Tangling	6.2	4.34	4.166	5.43
Marhi	15.19	9.18	9.36	10.73
Toss	20.81	13.5	14.86	14.7
Kareri	7.28	12.24	6.95	8.58
Simla	1.998	1.87	1.23	1.37
Titang	1.74	0.09	0.19	0.109
Total	**56.41**	**43.75**	**40.14**	**44.35**

It may be seen that at the overall level, the generation during the quarter under report was 78.62 per cent of the projected generation in the DPR. As compared to the corresponding quarter for 2024, the generation increased by about 10.49 per cent.

PEARLS OF WISDOM FROM OUR SCRIPTURES:

स्त्रियां तु रोचमानायां सर्वं तद्रोचते कुलम्।
तस्यां त्वरोचमानायां सर्वमेव न रोचते।।

मनुस्मृति 3.62

स्त्री की प्रसन्नता में सब कुल प्रसन्न होता है
तथा उसकी अप्रसन्नता में सब अप्रसन्न हो जाता है।

A family's happiness depends on the woman's joy – when she's happy, the family thrives; when she's not, all feel the impact.

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।

भगवत गीता 2.47

आपका अधिकार केवल कर्म करने का है, उसके फल का कभी नहीं।

Your right is to work only and never to the fruit thereof.

शुश्रूषा – श्रवण – ग्रहण – धारण –
विज्ञानोहापोह – तत्त्वाभिनिवेशः प्रज्ञागुणाः।

अर्थशास्त्र 6.1.4

सीखने की इच्छा रखना, सुनना, याद रखना, संदेह निवारण करना और वास्तविकता जानने की निष्ठा रखना ये बुद्धि के गुण हैं।

Desire to learn, listening, perception, retention in memory, elimination of doubt and determination of know the truth are the qualities of the intellect.

अप्राप्यं नाम नेहास्ति धीरस्य व्यवसायिनः।

कथासरित्सागर 12.20.23

जिसके पास साहस है और जो मेहनत करता है, उसके लिए कुछ भी अप्राप्य नहीं है।

There is nothing unattainable to the one who has courage and who works hard.

आमकुम्भमिवाम्भस्थो जीर्यमाणः सदा घटः।

योगानलेन संदह्य घटशुद्धिं समाचरेत्।।

घेरण्ड संहिता 1.8

शरीर पानी में डूबे हुए कच्चे घड़े की भाँति सदैव नष्ट हो जाता है।

इसलिए शरीर को योगाग्नि से तप्त करके सुदृढ़ करना चाहिए।

The body invariably wears away like an unbaked earthen jar immersed into water.
Therefore, the body should be strengthened by heating it with the fire of Yog.

Communication and Feedback – "*The Backbone of Progress*".

- Ajay Vasishth

"When communication is clear and feedback is constructive, both individuals and organizations move forward with purpose."

Recognition and appreciation are powerful motivators. They inspire confidence, boost morale and reinforce a sense of self-worth. However, while such moments of acknowledgment are important, dwelling too long in praise without progression can lead to complacency. Over time, this may result in procrastination and resistance to new challenges.

Organizational Clarity & Shared Responsibility

No organization functions in isolation. Each institution operates within a framework of goals, values and principles. And while leadership provides direction, it is the collective responsibility of all members to uphold these standards.

In any team, people come with different traits, perspectives and backgrounds. Everyone has strengths and shortcomings. This diversity is not a weakness, it reflects the reality and richness of an organization.

However, when we start seeing situations solely from our own lens, two outcomes are likely:

1. Either we view things from too far a distance, detached from reality,
2. Or we see them with a sense of pride and ego, assuming only our perspective is correct.

Communication & Feedback: Two Sides of the Same Coin

Every situation has two dimensions:

- What is **expressed** through communication
- What is **discovered** through feedback.

Communication brings clarity; feedback provides depth. Feedback is not something to fear, it is an essential mechanism for learning and improvement. When delivered thoughtfully, whether positive or constructive, it signifies a shared commitment to excellence.

Constructive feedback may pertain to individual performance, workflow, or even leadership practices. It is important to recognize that such input is not personal, it is professional and it often reflects a genuine desire for progress.

The Direction & Flow of Feedback Matter

"For feedback and information to drive meaningful change, they must flow in the right direction and through appropriate channels."

This leads to a simple but vital principle: "Be informed and keep your Superiors informed." When concerns arise be it related to quality, safety or efficiency it is imperative to communicate them directly to the relevant authority. By passing this

step or sharing feedback in unproductive forums limits its potential to drive action.

Proactive Communication Prevents Issues

"When we communicate well, we don't just fix problems, we prevent them."

Clear, timely communication is a proactive tool. It reduces the likelihood of errors, minimizes waste and fosters a culture of accountability and cooperation. More importantly, it contributes to a positive work environment where respect and professionalism thrive.

In a fast-paced and constantly evolving landscape, effective communication and meaningful feedback are indispensable. They are not optional, they are foundational to every resilient, forward-thinking organization.

Let us embrace a professional culture defined by:

- Transparency
- Mutual respect
- Commitment to growth

"*Stay informed. Keep your superiors informed. Build a workplace where communication and feedback drive continuous improvement***."**

By doing so, we don't just build better teams, we shape better outcomes and a stronger future.

From the Founder's Desk

In this quarter, our projects continue to reflect the ethos of precision, dedication and resilience. Whether it is the nearing completion of the Shimla Bulk Water Supply Scheme, Nand-Nagroun Bridge, Slope Stabilization at Ridge or the advancing works on Urni Tunnel and Distribution Water Supply Scheme or the steady momentum at our Hydro-electric Projects in Bhang and Tauhak, each site stands as a testament to teamwork and relentless perseverance.

Across all sites, the synchronization between engineering, electrical, mechanical and administrative cells has contributed to keeping projects on track.

The "Best Performer of the Quarter" was commended for exceptional leadership, dedication and multi-tasking. His efforts reflect the Foundation's belief that people are its greatest strength. The individual accomplishments, when seen alongside project-wide progress, reinforce a simple truth: "Our people are our greatest Asset". Their dedication transforms blueprints into realities and challenges into stepping stones.

As we look ahead, may this edition serve not only as a record of progress but as a reminder of what focused action, shared vision and collective responsibility can achieve. Let us continue our journey of purposeful work, grounded in service, propelled by excellence.

In view of the recent natural disasters across the State due to unprecedented monsoon, my heartfelt prayers are with all affected families. The Foundation has begun on-ground relief efforts, providing essential aid and support. We stand in solidarity during this time of hardship and remain committed to helping those in need.

Om Sai Ram!

From the Editor's Desk

It is said that time and tide wait for no man. If we honour the concept of time, the rewards are sweet and encourage us to push on and do better than the time gone by. If the project implementation teams adhere to the timeline and there are no overruns in terms of time, there will be no overruns in terms of costs. Uncontrolled time and cost over-runs lead to malaise of inefficiency, delayed fruition of the benefits of projects and national economic loss. We all must strive to put our best foot forward to enhance the prestige of our organization which has been a trail blazer in the small- hydro and a variety of other engineering projects. The benefits emerging from the projects give us the energy and satisfaction of pursuing our cherished objectives of charitable activities to help the under-privileged sections of our society on the one hand and reach the sufferers of a variety of manmade and severe natural calamities. Let us put our body and mind together to enhance the good we can achieve by collective effort and fulfill the prime objective of our logo "Paropakaraye Idam Shariram".

Editor