

Aqua d Express



*Monthly
Magazine
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Edition*



MD'S DESK

I see a lot of Staff Welfare Programs being conducted every month which is highly praiseworthy. Two of them definitely need a special mention. The Free Eye Camp organized for all our Associates was a commendable job done. Also providing Lunch at subsidized rates for all is an appreciable Welfare measure organized in recent times.

I want HR to conduct training sessions like the Fire Safety more frequently for the benefit of our Staff at sites as they improve the performance and productivity of our staff and ensure they have the skills that our business needs.

Global warming and its effects on environment are hogging the news all over the world especially with the Copenhagen Meet round the corner. Environment does not know physical or political boundaries. Future generations are dependent upon us to safeguard the world they are born into. It is our responsibility and it is us who will be held to account. It falls upon us to make the difference. As an organization committed to environment safety, let us contribute to the Mother Earth by taking up green initiatives and also organize CSR activities through tree planting and educate water conservation measures to the community.

My sincere thanks to all for the surprise events organized on my birthday and making the day a memorable one. More so by the release of our New Corporate Catalogue and I appreciate the Team that was involved for the effort and creativity shown in its compilation.

Wishing you all a Merry Christmas and a very Happy New Year.....

Regards



S.Suthakar

Managing Director

Technology
Road Map

The
Month's
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Aquanauts
Creative
Corner

Neo
Aquanauts

SPECIALTY CHEMICALS

The current trends in water and waste water treatment is largely towards membrane based technology. Membranes are being used extensively in raw water treatment and in sewage and Effluent recycling. Even though several advances are being made in the membrane chemistry and manufacturing technology, membranes do need to be cleaned for maintaining their performance. As systems are designed to take more fluctuations in the feed, the need for specific and efficient cleaning has also become a specialised requirement.

Specialty Formulations

Basic chemical do the job but they also cause membrane deterioration. Hence formulated

cleaners give the ideal solution to preserve the membrane life. Specialty chemical formulation address the following critical issues.

- Prevention of scaling and fouling programs.
- Specific contaminant removal.
- Preserve membrane surface properties.
- Provide antifouling environment.
- Prevent deterioration in membrane performance

All the formulations are aimed at providing maximum life to the membranes by sustaining the produced water quality.

AQUAZZOL FROM AQUA DESIGNS

Aqua Designs' core competence being waste water recycling, we have realized the need for providing specific solution for our clients. The Aquazzol range of chemical formulations is the result of all the gained experience in the field and extensive laboratory testing.

Formulations that can be used for the following application,

- Preventive measures like antiscalants, antioxidants and biocides.
- Regular maintenance, cleaning for scaling and fouling
- Rejuvenation in case of extensive abuse to the membranes.

Aqua designs in depth knowledge of the membrane chemistry in combination of extensive field experience have helped in deriving a range of products from the laboratory to our piloting facility. The formulations have been field tested and performance established.

The Aquazzol range of products provide solution for the complete range of membrane based process requirements

Ultra filtration:

Aquazzol ...803... Disinfectant
Aquazzol ...802...UF .organic cleaner

Membrane Bio reactors

Aquazzol...952. .Descalant
Aquazzol...950.. Disinfectant

Reverse Osmosis

Aquazzol...901....Antiscalant
Aquazzol...901S Silica Antiscalant
Aquazzol...902.... Antioxidant or Antifoulant
Aquazzol 601.....Scale cleaners
Aquazzol 701.....RO Organic cleaner
Aquazzol 801.....RO Shutdown chemical

The use of chemicals in all membrane based applications are very specialized , it is always recommended that a trained service technician implements all the preventive and post fouling/ scaling programs for optimum results. Unmonitored usage of chemicals can cause a negative result.

Proper recommendation from a trained technician will provide the optimum usage of formulations and the best results. Aqua designs will be glad to provide the assistance with its team of trained technicians to evolve, implement and maintain any type of membrane based treatment plant. All programs will be backed with visible and sustainable results.

CHEMICAL HANDLING

Know the physical and health hazards associated with the chemicals you are using. Carefully read the chemical's



label and Material Safety Data Sheet (MSDS) before using a chemical for the first time. Also review the appropriate Standard Operating Procedure. These documents will provide any special handling information. After the potential hazards associated with the chemicals and the experimental processes are evaluated you can modify work procedures so that laboratory hazards are minimized or eliminated.

Keep the following guidelines in mind when handling chemicals :

- Do NOT work alone in the laboratory. If you must work alone, notify someone as to where you will be and when.
- Use required personal protective equipment. Eye protection is always appropriate.
- Label all containers with chemical content.
- Keep your hands and face clean. Wash thoroughly with soap and water after handling any chemical and whenever you leave the lab.
- Avoid direct contact with any chemical. Always wear a laboratory coat, at a minimum.
- Keep chemicals off your hands, face and clothing, including shoes.
- Never smell, intentionally inhale or taste a chemical.
- Smoking, drinking, eating and the application of cosmetics is forbidden in areas where hazardous chemicals are used or stored.
- Always use chemicals with adequate ventilation or in a chemical fume hood. Refer to the MSDS and the Standard Operating Procedure to determine what type of ventilation is needed.
- Use hazardous chemicals only as directed and for their intended purpose.
- Inspect equipment or apparatus for damage before adding a hazardous chemical. Do not use damaged equipment.
- Never use mouth suction to fill a pipette. Use a pipette bulb or other pipette-filling device.

THE MONTH'S EVENTS

EYE CAMP

A free Eye Camp by Dr. Agarwal Eye Hospital was organized for all Associates. Around 100 personnel utilized this facility to have an eye check up.



CELEBRATING MD'S BIRTHDAY

The long awaited Canteen Services at subsidized rate for the Associates commenced on November 16th coinciding with our MD's birthday. The day was further highlighted by the releasing of our organization's new Corporate catalogue.



IN HOUSE TRAINING

SAFETY AWARENESS

A Safety Awareness Program was organized for our Operators in our premises. Mr. Jagdish Adappa of M/s. Usha Fire Safety conducted the program which was an enriching experience to all who participated.



SITE VISIT

Our new associates were taken for a site visit to Balaji Distilleries Ltd. to gain practical knowledge on site operations.



A SELFLESS DEED

Mr. Arumugam, Operator at our NPCIL site, while on his job was bitten by a snake and was admitted in a local hospital, where his condition could improve only by transfusion of blood. At that crucial level, responding to the emergency call, one of the co-employees, Mr. Mohamed Rizwan donated his blood and saved the life of Mr. Arumugam. Aqua Designs collectively takes pride in spirit of service, which are immeasurable in terms of words.





Passion: Powerful emotion, boundless enthusiasm, something that is desired intensely

What would your company be like if your employees showed up with passion and boundless enthusiasm each day? What if they intensely desired to work hard and make a difference in your organization? Would it make a difference and increase your bottom line? Yes, it would.

Passionate employees are more effective. They're more fun to work with. They get more done on a daily basis. They work with greater accuracy and they inspire excellence in others. Passionate employees directly affect the bottom line and influence the company culture in a positive way. So how do we tap into the

passion our employees possess?

First and foremost we must be passionate! If we're not passionate about our work and how we carry out our role as leaders, we can't expect others to be passionate. As leaders we're the role models. If we show up each day with passion and boundless enthusiasm it will be contagious. Our employees want us to be passionate about our work. They want us to be enthusiastic and have an intense desire to succeed. As leaders we don't have the luxury of being negative, unengaged and unenthusiastic. We must show up with passion and enthusiasm

each day or we will pay the price.

Engaging our employees and helping them to tap into their passion and potential is a full time job. It's a job we must take seriously. As leaders we can help our employees ignite their passion for their work and be more enthusiastic on a daily basis.

Passionate people motivate others to be passionate. Passionate people are inspiring and draw others to their cause. Passionate people are energetic and just plain fun to be around.

10 Ways to Increase Passion at Work:

Hire smart. When hiring look first for passion and attitude and then for skill. People can learn the skills needed for any job passion is harder to teach.

Get a good fit. Take the time and energy to match up your people with their skill sets. We often have the right people in our organizations we just have them in the wrong job.

Train. Give your employees the training needed to be excellent at their work. The more competent employees feel the more engaged they often are in their work.

Communicate with passion. Communicate your goals and vision with passion. Just how we talk to our employees can have a huge impact.

Set goals. Take the time to set goals with each of your employees. People who have goals and have a vision for their future are naturally more passionate. Goal setting is a big factor in the success of a company.

Recognition. Use recognition and praise often. You can not over praise if you are genuine. Employees who are recognized

and appreciated feel better about their work and are more likely to engage.

10 Clues to keep you on track

Finding your passion is like solving a mystery; you need to know how to interpret the clues that indicate you are on the right track. Following are five passion clues, as well as five signals that let you know that you are headed in the wrong direction that let you know that you are headed in the wrong direction.

Passion Clues

1. You would do the work even if you did not get paid for it.
2. You are focused on mastering your work, not on the outcome.
3. You are transformed into a better person as you do the work.
4. You are not aware that time is going by.
5. You are paid to be who you are.

Off Track Signals

1. Making money is your priority.
2. You are concerned about how you look in the eyes of others.
3. You are focused on the end result, not the process.
4. You take shortcuts to achieve your objectives.
5. You sacrifice your needs for others' needs even when it is destructive to your emotional and physical health.

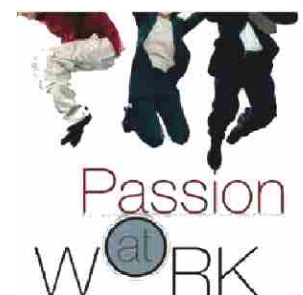
Use surprise. Employees love surprises. Surprise the team with fun activities on a regular basis. People who have fun at work are more likely to be engaged and passionate about their work.

Ask. Ask your employees what they need in order to feel more passionate about their work.

Care. Show your employees you care about them. People who work for a boss who truly cares are people who work harder and more enthusiastically.

Take risks. Take a risk, do something different. Think outside the box.

"Nothing great in the world has ever been accomplished without passion." Or in other words nothing great will be accomplished in your business without passion.



Most people don't think they need to worry about dehydration. To them, dehydration is something that happens to travelers in the desert when they run out of water. But there is a chronic form of dehydration that does not have the sudden and intense nature of the acute form. Chronic dehydration is widespread in the present day and affects everyone who is not drinking enough liquid.

This list of 13 symptoms will inspire you to go get a glass of water, and then another, and another...

After each symptom we will show how lack of fluid affects the issue.

- 1. Fatigue, Energy Loss:** Dehydration of the tissues causes enzymatic activity to slow down.
- 2. Constipation:** When chewed food enters the colon, it contains too much liquid to allow stools to form properly, and the wall of the colon reduces it. In chronic dehydration, the colon takes too much water to give to other parts of the body.
- 3. Digestive Disorders:** In chronic dehydration, the secretion of digestive juices are less.
- 4. High and Low Blood Pressure:** The body's blood volume is not enough to completely fill the entire set of arteries, veins, and capillaries.
- 5. Gastritis, Stomach Ulcers:** To protect its mucous membranes from being destroyed by the acidic digestive fluid it produces, the stomach secretes a layer of mucus.
- 6. Respiratory Troubles:** The mucous membranes of the respiratory region are slightly moist to protect the respiratory tract from substances that might be present in inhaled air.
- 7. Acid-Alkaline Imbalance:** Dehydration activates an enzymatic slowdown producing acidification.
- 8. Excess Weight and Obesity:** We may overeat because we crave foods rich in water. Thirst is often confused with hunger.
- 9. Eczema:** Your body needs enough moisture to sweat 20 to 24 ounces of water, the amount necessary to dilute toxins so they do not irritate the skin.
- 10. Cholesterol:** When dehydration causes too much liquid to be drained from inside the cells, the body tries to stop this loss by producing more cholesterol.
- 11. Cystitis, Urinary Infections:** If toxins contained in urine are insufficiently diluted, they attack the urinary mucous membranes.
- 12. Rheumatism:** Dehydration abnormally increases the concentration of toxins in the blood and cellular fluids, and the pains increase in proportion to the concentration of the toxins.
- 13. Premature Aging:** The body of a newborn child is composed of 80 percent liquid, but this percentage declines to no more.

2012.....IN THE NEWS

"Is 2012 End Of The World Real?"

There have always been doomsday prophecies in the past and as time moves on there will be many more. The latest in line is 2012. December 21, 2012 prophecy marks the end of the world. Does this mean judgment day comes December 2012?



Let's face it, 2012 is really catching up the hype and as the date nears it is going to gain much more exposure. There is at least something about 2012 that people are talking, be it over the internet or offline. There is also a movie recently released about 2012.

Never before in history has one date, one moment in time been so significant to so many cultures, so many religions, so many scientists, so many Governments and so many people all around the world.

So what marks this date as doomsday? The Mayan Long Count calendar ends on December 21, 2012. There is no relative information by the Mayans regarding what is going to happen after 2012. This discovery is backed by many researchers and it does not stop here. Believers of the "end of the world" say that cataclysmic events will unfold in 2012. Nostradamus, known for his prophecy also has predictions for 2012.

The prophecy believers have predicted some of the events as - meteors, asteroids & comet strikes, super volcanoes, earthquakes, tsunamis, atom smasher experiment going wrong, sun storms (solar flares) and switching of earths' magnetic fields. Widespread destruction beyond the control of mankind is what is foreseen by these prophecy believers.

Added to these prophecies are the scientific and real facts concerning the Earth such as

- Albert Einstein's warning of Polar shift
- NASA's confirmation of Intense Solar Storm
- The completion of Earth's 26000 year wobble
- Alignment of Sun with plane of the Milky Way.

Of course if there are believers there are also skeptics. The skeptics believe that the Mayans Long Count calendar ends in 2012 since their calendar follows long set of periods unlike every year. Some skeptics believe their culture vanished before they could get out another long count calendar. No prophecy has gained so much hype as 2012. What

if some of the events do happen? Or what if the day just goes by like any other day. It is left to each individual to perceive what could happen.

Will we experience a Renewed Enlightenment or a New Beginning or Will we be witness toTHE END.

UNTIL DECEMBER 21, 2012 ARRIVES, ALL WE CAN DO IS WAIT AND WATCH.

POSITIVE HUMAN RELATION

Getting along with people is important in all walks of life-but developing and maintaining good personal human relations in Private and in business is a must- for a successful career.

Speak to people- There is nothing as well received as a cheerful word of greeting. It is not just the words-Good Morning or Good evening. It is also the tone, the look of the eyes and the expression of the face.

Smile at people- Be generous with your smile. After all, it takes 72 muscles to frown only 14 to smile. Why do more exercise when you can get by with less? It has to be a genuine smile.

Call people by name- The sweetest music to anyone's ears is the sound of his or her own name. and the less frequently you have met and yet you remember the name, the sweeter it sounds.

Be friendly and helpful- Do unto others as you would have them do unto you. One does not have to do big favors. In fact, these are not generally expected.

Be cordial- Speak and act as if everything you do is a genuine pleasure, not an intrusion and certainly not a burden.

Be sincerely interested in people. The trouble is we make up our minds about people in advance, based on their looks, their dress or what someone might have whispered into our ears.

Be generous with praise- cautions with criticism. And what you say, always goes around and back to the person. You can make friends or enemies this way.

Be thoughtful of the opinion of others. There are three sides of the controversy-yours, the other persons and the right one. Its always best to state your position and back off-rather than persisting in holding the fort.

Be considerate for the feelings of others. It will be appreciated. If you cannot find anything to say-then say nothing. Winston Churchill's advice holds true-you must know when to stand up and speak out and also know when to sit down and shut up!

Be courteous. Words are stronger than swords. Poet Thiruvalluvar says " When you have sweet words, why at all use harsh and bad words, for a hurt by a word is more painful than a wound inflicted by fire" so use of words should be measured and be courteous at all times. Using of colloquial words give a wrong signal about ones personality and stature that it brings about a negative feeling.



Mythili Woods
Manager - HR

A MOTIVATING POEM

If you think you are beaten, you are
If you think you dare not, you won't,
If you like to win, but don't think you can
It's almost a cinch you won't

If you think you'll lose, you're lost
For out in the world you find,
Success begins with a fellow's will
It's all in a state of mind

For many a game is lost
Ere even a play is run,
And many a coward fails
Ere even his work is begun

Think big and your deeds will grow
Think small and you'll fall behind
Think that you can and you will
It's all a state of mind

If you think you are out-classed, you are
You've got to think high to rise
You've got to be sure of yourself before
You can ever win a prize

Life battles don't always go
To the stronger or faster man
But sooner or later, the man who wins
Is the fellow who thinks he can .



H. Subramaniam
Manager (Projects)

 **NEO AQUANAUTS**



**AN
ARTISTIC
DISPLAY
BY**



Ms. Ramya
Chemist

Mr. T. Mothilal
has joined our force today as Senior Engineer QC and has around 8 Years of Experience in the Field.



Mr. A.Sarvana Kumar
has joined our team as Assistant Manager Projects and has around 3.5 Years of Experience in the field of Project Management



Mr. M.Sivalingam
has joined our team as Senior Engineer E&I and has 3.3 years experience in the line of field.





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