I would like to take this opportunity to thank each one of you for your great contribution towards the growth of Flyjac.

I remember one of the recent messages that I came across, which I felt is of great value and should be shared.

"Who is your life partner? Is it your wife/husband/your parents/your children/your best friend?"

Every time we forget the fact that our body is our life partner, without which we do not exist. Any negative impact from the body can create big impact not only to our life but also affect those who are around us. For example, if someone is bed ridden, the whole family's life gets disturbed.

You will agree with me it is important that we take care of our body and the mind. This should be one of the most important aspect for our routine life.

Please do an introspection on this New Year Eve how much time you give for yourself to take care of your body and mind. One thing I request all of you is to take a commitment that minimum 50 minutes to 1 hour from your daily schedule will be spent for your body and mind. It could be in the form of regular exercise, walking, jogging, playing, practicing yoga and meditation.

Please publicise your commitment to all the near and dear ones. Also place the same on your work table, how you are showing your intimacy with your life partner.

WISH YOU AND YOUR FAMILY A VERY HEALTHY, PEACEFUL & PROSPEROUS NEW YEAR AND A BEAUTIFUL LIFE FOR MANY

The environment surrounding the logistics industry is continually changing. As technological breakthroughs are made and social services, means, and values diversify, the HTS Group has begun taking major steps to pave the way for new innovations.

During the course of promoting the "Value Creation 2018" mid-term management plan, which was launched in fiscal 2016, we have sent out various messages to those inside and outside the Group.


While these three words have their own meaning and intent respectively, it could be confusing as new words came out one after another. Having a common vision, same values, and goals across the entire Group is essential for achieving new innovations. At the beginning of 2019, I would like to review and share these messages through sorting out their positions in order to open the door to a new future.

The "HB Way" shows how the HTS Group should be today as well as the direction it should move toward.

Corporate Philosophy, Corporate Vision, Guiding Principles, and the most important factor, Requirements for Success, which support all of the above and consists of Three Pursuits, Three Focuses, and Three Principles. Through these, we are able to make everything that we do more visible, further enhancing our "Gemba" Power and creating new values. In other words, "HB Way" is the source of all values.

"Taking on the Future" is the brand promise. This is a message to our stakeholders which declares our vision as well as the new values to be offered. It is a promise that each of you has made to our stakeholders. When every one of us has this brand promise in mind, we will be able to provide society with values that are uniquely ours.

We then introduced our new business concept "LOGISTEED" in this fiscal year. This concept incorporates the business strategies to achieve the brand promise "Taking on the Future."
"LOGISTEED" is a word that combines Logistics with Exceed, Proceed, Succeed, and Speed. It represents our will to expand our business into new areas that go beyond logistics through strengthening Smart Logistics, our core business, and engaging in co-creation activities with various partners.

In 2018, based on the business concept of "LOGISTEED," we formed a capital and business alliance with AIT Corporation for enhancing our logistics operations and involved in a business alliance with Uhuru Corporation for activating co-creation through access to the cutting-edge technologies of AI and IoT to expand the field of logistics.

Looking Ahead to the Next Mid-term Management Plan>
Our efforts under the current mid-term management plan have strengthened our business foundation and improved profitability. We are also making investments not only to win at the moment but also to achieve sustainable growth. However, the speed of changes in the world is accelerating. Without continuously achieving our progress responding to the change and its speed, we will inevitably find ourselves in decline.

The new mid-term management plan will be launched in April 2019, and the next three years will truly be a showdown.

The foundation of HTS Group's business is on-site operation and this business core will never change. While thoroughly strengthening our core domain, we will continue to evolve in response to changes in the business environment and achieve further growth.

This is the essence of "LOGISTEED," and the goal of the next mid-term management plan is realizing the change and evolution of the Hitachi Transport System Group's business to "LOGISTEED."

Appreciation from M/s. V. Guard

M/s. V. Guard is one of the big Corporate account for Flyjac. We handle their FCL/LCL imports from China in Mumbai, Chennai, Kochi and Kolkata and partially handling Imports Clearance. Recently we had 4 x 40 'HQ arrived at Chennai through OOCL Liners. We had 14 days free detention on that shipment but subject to the clause that free detention is applicable only if we moved the containers to the nominated CFS of the liners OOCL. But this was moved to their usual nominated CFS which was not in the approved list of the liners. This was brought to the notice by CHA of Importer. The efforts from Chennai was not yielding desired results and the importer finally instructed their CHA in Chennai to destuff the cargo by paying an approximate charge of Rs.60,000/-.

Our China agent M/s. Unitex handled this and we received mail from them to pay to avoid further delays and fines with condition that these charges will be shared by us. I could get this sorted out at the very last minute. Continuous chasing with OOCL Chennai helped us. This was appreciated by the Importer. Please see the mail below from Mr. Amal of M/s. V. Guard.

'Quote'
From: AMAL JOSEPH U [mailto:amalj@vguard.in]
Sent: 09 November 2018 03:16
To: Jane Liu-UNITEX SZX; 'starlogisticsramachandran'; Mathews Jacob; Prince; PASUPATHI; 'starlogistics operations'; ARASU; ‘Sella Chen-UNITEX SZX’
Subject: RE: /REQUEST FOR CFS MOVEMENT // SZMAA1814514 & SMAA1814335 (V-GUARD F/H-C,VIA FLY JAC)

Hi Jane / Ramasamy /Ramachandran,

Finally, we got it...Good Job!!!
Really, V Guard have a good service provider to act according to the situation to do things at right time!!!

Regards,
Amal Joseph

Employees Speak
The word 'Navaratri' is a conjunction of two words 'Nava' (meaning 'Nine') and 'Ratri' (meaning 'Night'). Spread over 9 nights and 10 days, it is one of the most sacred festivals in Hinduism where we worship Goddess Durga, which represents the energy of the universe, in her 9 beautiful forms with great reverence.

There are various reasons why Navratri is celebrated, and each has its own significance in different parts of India. For Instance, Killing of Mahishasura.

One of the fiercest daemons, Mahishasura, undertook severe penance to obtain a boon that he cannot be killed by a male, underestimating at his own cost the power of the female form, and started creating havoc everywhere. To stop him, Shakti took a very beautiful form of Durga and told him that she would marry him if he defeats her in a battle. It is believed that they battled for 9 days, and on the 10th day Durga killed Mahishasura. Therefore the 10th day is called Vijayadashami, the day of the victory.

One of the most famous idols that you see in temples depicts this scene where Mahishasura, in the form of a half bull, is being slayed by Mother Durga.
It was a rejuvenating experience for the Sales Team in general and particularly for me. Travelling with the team in the night in train, the early morning scenic bus ride to Anakatty with a refreshing Ginger Tea on the way, set the stage for the great experience which was in store for us at Anakatty.

With our Head-HR receiving us and taking us through the property and touching upon topics relating our corporate life to mother nature, yoga, vedas and Gita... gave me a feeling of reaching a Mystic Land.

Day 1 started with a very homely Kerala breakfast. The day was filled with Team Bonding Games participated with vigor and spirit by the sales team cutting across age and designation. The best part of the day 1 was the summing up of the learnings from the games, relating the learning to our day to day life at office and at home. Great learning and big takeaways for participants.

Day 2 Started early with tips on Yoga and Meditation and how it impacts and accelerates our journey towards happier and healthier life by our Chairman Emeritus, provoking a positive relook into life. This followed by the session by external faculty on basic selling skills adapted to the current trend and scenario of Logistics Industry was indeed eye opening one for many of us.

The content, the schedule for 2 days, the delivery styles, methods and techniques adopted by the facilitators, the venue, the food, put every moment of the 2 days on an 'Excited & Far Exceeds Expectation Mood' for all of us. Special thanks to the management and the organizing team for the ultimate experience.

To sum it up what more could have I asked for? Being a new joinee to the company and the industry, absolutely feeling blessed to be a part of Flyjac culture, legacy and complimented myself on my decision to be a part of the great team for the rest of my career.
5th December, the 3rd Saturday, was an exciting and fun filled day for 'Flyjac' Bangalore as they experienced and realized the importance of team work through the team building training conducted by Mr. Madhava Priyan Head - HR & OD. The training program held at Hotel Royal Orchid, Bangalore with 30 participants from various departments and the presence of South GM – Mr. MuthuKumaran and GM- Internal Audit Mr. Unnikrishnan added to our enthusiasm and spirit.

The training started with the prayer thereafter the games to awaken the strength of team work. The 30 participants are divided into three groups to explore and experience the synergy of Team work. The activities are conducted to meet the following purpose:

- Develop good working relationships between all members
- Nurture shared problem solving and generating new ideas
- Have a session that will help the participant to see the Big picture
- Create synergy within the different units
- Effective communication within the team
- Enhance the interpersonal relationship among the team members
- Discover effective ways to get tasks accomplished.
- Enhance skills on problem solving
- To have fun, unwind and learn in a very memorable way in an enabling environment.

The games conducted by Mr. Priyan were an eye-opening experience to participants. After completion of each game the participants came up with different issues they had faced and ideas they could have used in different situations. Learning from each team’s coordination and healthy competitive approach created more and more excitement among participants.

The team building activities made the team members to adjust well to the changes they need to make in the activities and bring different strategies into their planning and implementation of ideas to bring their team to success. After finishing each activity, the members got the opportunity to analyze their strength and weakness which contributed to their success or failure. By analyzing the different feedback forms from the members, we could identify that the training program has met its purpose. Some of the learnings shared by the employees are:

- “Team spirit & Building as one team to achieve our organizational goals and objectives” – Nandakumar
- “Unity is Strength. Team work is important, take over responsibility & support each other” – Vinod P
- “Importance of working together and Having a Plan B always win” – Sreekumar
- “Support Each other and working for one goal as a team with clear vision and action Plan” – Samuel Lucas
- “Team work with mutual understanding can achieve any goal or tasks given by organization” – Karna
- “Only with good team work and good communication the organization can flourish” – Thushara

The Program ended at 5.30 pm with lots of learning and leaving us recharged and motivated. We also carried loving memories of the program, which will remain with us for a long time. All the participants truly appreciated the facilities provided during the training program and said that there should be more of these types of programs to enrich the ideas and capabilities of employees to ensure the success of the organization.

We 'Flyjac' Bangalore team are thankful to Mr. Madhava Priyan, Mr. Muthu Kumaran and Mr. Unnikrishnan, who played vital role in the training program and the management for providing such a big opportunity to explore team spirit.

"Alone we can do so little, together we can do so much." -- Helen Keller
FLYJAC Events

1. Forklift Safety Training Session

A training session on 'Forklift Safety' was conducted by Mr. N. Muthukumar at M/s. Momentive office premises, Chennai, on 20th October 2018. 32 members participated in the training program.

2. Western Region Half Yearly Review Meeting

The Half Yearly Performance Review Meeting of Western Region was held in Mumbai on 15th and 16th October 2018.

3. Fire Safety & Mock Drill training

Fire Safety and Mock Drill training was conducted at FLYJAC Chennai Office premises on 13th November 2018.

4. Diwali Festival

Diwali is the festival of lights, celebrated by millions of Hindus, Sikhs and Jains across the world. The festival, which coincides with the Hindu New Year, celebrates new beginnings and the triumph of good over evil and light over darkness. FLYJAC family celebrated Diwali across the country and conducted Dress Contest for Men. The winners are...

**Chennai (SCS Division):** Mr. Ramachandran - HMI Project, Mr. Dillibabu - Accounts, Mr. Rajasekar – Idimetsu Project, Mr. Padmakumar – NSK Project & Mr. Dinesh – Havells Project.
Delhi: Mr. Anand – IT, Mr. Dishal - Clearance, Mr. Kumar Ranjeet – Accounts, Mr. Vishwabar – Sales, Mr. Narender – Sea Exports, Mr. Naveen - Air Imports, Mr. Deepak - Transportation & Mr. Sunil Mishra - Finance & Accounts.

Cochin: Mr. Mathew, Branch In-charge

Hyderabad: Mr. Sreedhar - Accounts

Bangalore: Mr. Praveen – Sea Imports, Mr. Immanuel – Air Imports

Kolkata: Mr. Ritwik – Operations, Mr. Ujjal – Sea Exports, Mr. Anup – Clearance and Mr. Krishnakumar – Sea Imports

Chennai: Mr. Murugan – Air Imports, Mr. Pushparaj – Sea Exports, Mr. Kaaleswaran – Clearance, Mr. Ganapathy – Sea Imports, Mr. Pradeep – Internal Audit, Mr. Swaminathan – Commercial, Mr. Kamal – IT, Mr. Srinivasan – Accounts, Mr. Karthik – HR, Mr. Bhaskar – Admin, Mr. Jitendran – Sales, Mr. Rajesh – Branch In-charge & Mr. Kumaran – SCS & IT Dept.
5 Potluck Lunch

Potluck Lunch was conducted on 22nd December at Mumbai branch office - Boomerang and on 28th December at Chennai branch office.

Ms. Nija of Finance Team, Chennai, had to manage her energetic and restless child and had to work too, on a Holiday. She took the best option possible ... to bring the child to the Office along with his toy car for him to play. The child got bored off with the usual car and was looking forward to play with his mother who had lots of work to be completed. This is the time Flyjac HR team proved that they can engage not only employees but also employee's children!

The creative thinking resulted in a big concept of "FLYJAC SHIP" using the old calendar... and the Child's creativity moved forward and "SHIPPED" his toy car! During the process, his mother was able to do her job un-interrupted... as the child was immersed in SHIPBUILDING. The child could not have spent so much of time with anybody else if he was not engaged in this creative craft, which he enjoyed the most!
New Year Celebrations and Secret Santa Gifts Distribution

New Year Celebrations along with Secret Santa Gifts distribution was held at Mumbai, Bangalore and other branches on 31st December 2018.

Classic Example of ONENESS. Together We Sit!

Truly, flyjac is an Organization everyone would love to be associated with. We not only share our knowledge and experience with our colleagues, we also enjoy sharing food with our colleagues, as seen above, FLYJAC team members of Delhi office sharing a table space (barely the size of a tepoy) for sharing lunch among 7 members. When our mind is in HAPPY state, nothing can stop us! Thank you, Delhi Team for this natural and usual scene…… Captured by Mr. Madhava Priyan – Head HR & OD during his last visit to Delhi for MDP session.
Our customer, M/s. Harman Lifestyle, had felicitated our Customs Clearance Team for extending our support towards Harman’s business. Our MD, Mr. A.V. Ravikumar, Director & COO Mr. Shyamsunder and Mr. Sitaram from Harman had addressed the gathering at our Chennai office. Few glimpses...

As a token of appreciation, M/s. Harman distributed gifts to the selected Clearance Team Members for their extra ordinary service.

Mr. Madan Pathania Makes Every FLYJACIAN Proud

President & CEO of Hitachi Transport System Group, Mr. Nakatani San, had conferred our Mr. Madan Pathania with ‘Best Sales & Innovation Award 2018’ in the field of Warehouse Management. Mr. Madan has been a staunch pillar for FLYJAC for more than a decade. His dedication and knowledge are commendable, and he has made every FLYJACIAN proud and set the tone for others to follow.

On Behalf of all FLYJACIANS the Corporate Communication team congratulate Mr. Madan Pathania and wish him to bring many such accolades to FLYJAC.

An Appreciation and Recognition Award received from one of our customers M/s. Rising Stars Mobile India Pvt. Ltd. for the excellent service provided by our Chennai Clearance Team.
FLYJAC Corporate Communication Team feel proud to inform that one of our staff members, Mr. Mit Pandya (Tag No. 11765) from our Ahmedabad Branch Office took part in the Marathon by ADANI Group in Ahmedabad on 25th Nov 2018. His participation was for 10 Kms run which was to be finished in 1 hour 30 minutes, where Mr. Pandya could finish in 1 hour 19 minutes. He received a Medal as an appreciation for completing the run for our soldiers, as the Marathon was arranged with the tag line of 'Run4OurSoldiers' and he feels that it is a privilege to run for such a good cause.

Tamil Nadu Best Employer Brand Awards 2018

FLYJAC has been Awarded as the 'Tamil Nadu Best Employer Brand 2018' among the companies functioning out of Tamil Nadu, in a function held at Chennai. More than 100 Institutions including Schools/Colleges/Universities/NGOs/Corporates/Academicians were awarded for their different areas of excellence by the Employer Branding Institute of India, after a detailed research study done by Dr. R L Bhatia, Founder – World CSR Day, Director-World HRD Congress and chaired and headed by Dr. Indira Parikh (Ex-Dean of IIM Ahmedabad). The Certificate is endorsed by the CHRO Asia and The World Federation of HR professionals.

The award, indeed, is an acknowledgement and motivation to all FLYJAC family members to move forward for making 'FLYJAC as an Organization, which everyone would love to get associated with'.

Employer Branding Awards into its 13th Edition this year will recognize some of the finest organizations that believe in producing leaders, leaders of change, leaders who are iconic and Talent Management strategy alliance with the vision and the mission of the organization.

Tamil Nadu Best Employer Brand Awards 2018 will recognize organizations that have used the right strategies effectively in attracting talent, retaining talent, developing talent and in retention policy.

Tamil Nadu Best Employer Brand Awards 2018 will feature the Top Organizations from Tamil Nadu State, who are exemplary in HR and used communications effectively for Human Resources Development. Some of the key criteria parameters assessed are as follows:

- Translating and Combining vision with action with HR Strategy.
- Building line to mesh HR Strategy in view of Business Transformation.
- Cultivating competencies for the future to enable building the organization to be future-ready.
- Talent Management
- Talent Development
- Recruitment Strategies
- Employee Benefits & Recognition
- Diversity & Inclusion
- Equal Opportunities for Women.

Promoting and Managing Health at work place.
North India Best Employer Brand Award 2018 for FLYJAC

The 'North India Best Employer Brand Award 2018' was presented to FLYJAC by Employer Branding Institute of India on 21st Dec 2018 in a function held at Hotel Taj Mahal, Delhi.

‘The Dynamic Air Cargo Professional of the year’  -  Mr. A. V. Ravikumar

It is indeed a proud moment for all FLYJAC family members, as our Managing Director Mr. A.V Ravikumar has been awarded the 'Dynamic Air Cargo Professional of the Year' by Shipping Times, a leading EXIM magazine published in India, in a glittering function held at Hotel Trident, Chennai, on 14th December 2018.

The employees as well as the customers of FLYJAC have already experienced the ever-present dynamism and vibrancy of Mr. A. V. Ravikumar. It is a matter of great pride and pleasure for all Flyjac employees, when the Air Cargo Industry is accepting this truth and conferring him with this prestigious Award and Recognition.
1. Secret to Our Survival in the World

There was a Jewish man named Yankel, who had a bakery, in a town, Crown Heights, Germany. He always said, "You know why I'm alive today?"

He said... "I was a kid, just a teenager. At that time in Germany, the Nazis were killing Jews with no mercy. We were on the train being taken to Auschwitz by Nazis. The night came, and it was deadly cold in that compartment. The Germans left us on the side of the tracks overnight, sometimes for days, without any food. There were no blankets to keep us warm. Snow was falling everywhere. Cold winds were hitting our cheeks every second. We were hundreds of people in that terribly cold night. No food, no water, no shelter and no blankets. The blood in our bodies started freezing. It was becoming ice."

"Beside me, there was a beloved elderly Jewish man from my hometown. He was shivering from head to toe and looked terrible. So, I wrapped my arms around him to warm him up. I hugged him tightly to give him some heat. I rubbed his arms, his legs, his face, his neck. I begged him to try to be alive. I encouraged him. All night along, I kept this man warm this way."

"I was tired and freezing cold myself. My fingers were numb, but I didn't stop rubbing heat into that old man's body. Hours and hours went by. Finally, morning came, and the sun began to shine. I looked around to see the other people."

"To my horror, all I could see were frozen bodies. All I could hear was deadly silence. Nobody else in that cabin were alive. That freezing night killed them all. They died from the cold. Only two people survived: the old man and me. The old man survived because I kept him warm... and I survived because I was warming him."

So, what's the secret to survival in this world?

When you warm other people's hearts, you will remain warm yourself. When you support, encourage and inspire others, then you will discover support, encouragement and inspiration in your own life as well. That is the secret to a happy life. When you are good to others you are good to yourself. When you make people happy, people will make you happy.

When we stop competing each other and instead start collaborating, there would be celebration.

'Sarve Jena Sukhino Bhavantu...'


2. Sardar and His Commitment

A lawyer was arguing to get 46 convicts facing death penalty released from being hung till death. Just then his assistant dropped in and gave him a small bit of paper. The lawyer read it and kept it inside his pocket and continued his arguments.

During the lunch break, the judge asked him "what info did you receive?"

The lawyer said, "my wife died". The judge was shocked and said "then what are you doing here? Go". The lawyer said, "I can't bring back my wife's life, but can help these 46 men get life and prevent them from dying".

The judge, who was an Englishman, ordered the release of all the 46 men. The lawyer was none other than the Patriate SARDAR VALLABHBHAI PATEL...!

That's the commitment.


3. Evolution of Man – Ancient Wisdom

Vasu said... "Mom, I am a genetic scientist. I am working in the US on the evolution of man. Theory of evolution. Charles Darwin, have you heard of him?"

His Mother sat next to him, smiled and said, "I know about Darwin, Vasu. But Have you heard of..."
Dashavatar? The ten avatars of Vishnu?"

Vasu replied “Yes.”

"Ok! Then let me tell you what you and your Darwin don’t know. Listen carefully: The First Avatar was the Matsya avatar, it means the fish. That is because life began in the water. Isn’t it right?"

Vasu began to listen with a little more attention. She continued… "Then came the Kurma Avatar, which means 'The Tortoise', because life moved from the water to the land. The amphibian! So, the Tortoise denoted the evolution from sea to land. Third Avatar was Varaha, 'The Wild Boar', which meant the wild animals with not much intellect, you call them the Dinosaurs, correct?"

Vasu nodded wide eyed. Mom continued… “The Fourth Avatar was Narasimha, half man and half animal, the evolution from wild animals to intelligent beings. Fifth, the Vaman Avatar, the midget or dwarf, who could grow tall. Do you know why that is? Because, there were two kinds of humans, Homo Erectus and Homo Sapiens and Homo Sapiens won that battle.”

Vasu could see that his Mother was in full flow and he was stupefied. "The Sixth Avatar was Parshuram, 'The Wild Boar', which was a cave and forest dweller. Angry, and not social."

"The Seventh Avatar was Ram, first rational thinking social being, who practiced and laid out the laws of society and the basis of human relationships. The Eighth Avatar was Balarama, a true farmer who showed value of agriculture in the life.”

“The Ninth Avatar was Krishna, the statesman, the politician, the diplomat, the Ambassador, the interpreter, the lover who played the game of society and taught how to live and thrive in the adharmic social structure."

“And finally, my boy, will come Kalki, the man you are working on. The man who will be genetically supreme.”

Vasu looked at his Mother speechless. "This is amazing Mom, how did you......? This makes sense!"

She said, "Yes it does, son! We Indians knew some amazing things, but just didn’t know how to pass it on scientifically. So, we made them into mythological stories. Mythology creates faith and makes man sensible. It is just the way you look at it - Religious or Scientific. Your call.”

4. Why can’t we all paint pictures like this?

There was a King who had only one eye and one leg. He asked all the painters to draw a beautiful portrait of him. But none of them could, because how could they paint him beautifully with the defects in one eye and one leg? Eventually one of them agreed and drew a classic picture of the King. It was a fantastic picture and surprised everyone.

He painted the King aiming for a hunt, targeting with one eye closed and one leg bent. Moral: Why can’t we all paint pictures like this for others, hiding their weaknesses and highlighting their strength...!? If all could hide the weaknesses and highlight the strengths of own and others, our world would have been a wonderful and peaceful place indeed.

5. The Temple Master and the future Ruler

In the third century A.D., a King in China sent his son, the future Ruler, to the Temple for education. The Temple Master asked the young man to go and live in the forest for a year and come back to tell what he heard there. On his return he told: "I could hear the cuckoos sing, the leaves rustle, the humming birds hum, the crickets chirp, the grass blow, and the bees buzz, and the wind whisper and holler."

He was asked to go back to listen to what more he could hear. This time he came back and told: "When I listened very closely, I could hear the unheard... the sound of the flower opening, the sound of sun warming the earth, and sound of grass drinking the morning dew."

The Master said: "To hear the unheard is necessary discipline to be a good ruler. When the ruler has learned to listen closely to people's hearts, hearing their feelings uncommunicated, pains unexpressed, and complaints not spoken of, can he hope to inspire confidence in his people, understand when something is wrong, and meet the true needs of his citizens. The demise of the states comes when leaders listen only to superficial words and do not penetrate deeply into the soul of the people to hear their true opinions, feelings, and desires."
Our Prayer
Loka Samastha Sukhino Bhavanthu
Om Shanti! Shanti! Shanti!!!