September 2025

Newsletter

The Guiding Thread:

Weaving Wisdom Through Mentorship

Taking inspiration from Teachers' Day celebrated in September – a day that honors those who shape minds and nurture potential – we initiated the Mentorship Policy. This policy is envisioned to foster a culture of continuous learning, guidance, and professional growth across all levels of the organization. The Mentorship Initiative is more than a developmental program, it is a cultural commitment to empower individuals, share knowledge, and build future-ready leaders. By pairing experience with enthusiasm, wisdom with curiosity, and guidance with ambition, we aim to strengthen the foundation of personal and organizational excellence.

Vision

The Mentorship Policy envisions creating future mentors—experienced professionals who inspire, guide, and shape the next generation of mining leaders. Our management believes this approach fosters a culture of continuous learning, knowledge sharing, and leadership development, ensuring the organization thrives through empowered and capable talent.

Outcome

Through this policy, every trainee is assigned a dedicated mentor to guide their growth, build confidence, and enhance skills. This structured mentorship strengthens engagement, accelerates learning, and promotes professional development, while also contributing to higher employee satisfaction and improved retention across the company.

Learning from the Best:

Mentors Who Matter

Few of our employees have shared their favorite mentors along with inspiring experiences and lessons they have learned from them. These stories reflect the profound impact of guidance and mentorship at TMC, highlighting how knowledge, support, and encouragement shape our workforce.



Mr. Ashutosh Singh
MT from Jhilimili

Mr. Akash Sondhiya has been an outstanding mentor, whose guidance and encouragement have profoundly shaped my professional journey. His extensive technical knowledge, practical approach, and inspiring leadership have empowered me to grow with confidence and clarity. I deeply value his mentorship, which continues to motivate me towards continuous learning and excellence.



His Mentor:
Mr. Akash Sondhiya



Mr. Ankit Mishra
MT from Jhilimili

Mr. Suraj Vishwakarma has been an exceptional mentor, under whose guidance I have learned immensely. Through weekly sessions, introduction of new concepts, progress evaluations, and constructive guidance, he ensures effective and efficient learning. His constant support, both on and off duty, reflects his dedication, and I truly value his mentorship in fostering our growth.



His Mentor:
Mr. Suraj Vishwakarma



Mr. Akram Iqbal
MT from Haldibari

Mr. Komal Bhaskar Deshmukh has been an exceptional mentor. As the head of the Electrical and Mechanical department at Haldibari Underground Coal Mine, he combines deep expertise with a supportive and cooperative approach. His calm demeanor and willingness to guide have been invaluable, and I feel fortunate to learn from his leadership and experience.



His Mentor:
Mr. Komal Deshmukh



Mr. Rigol Bhutia
MT from Haldibari

Mr. G. Venkatesh is a thoughtful and highly knowledgeable mentor. He emphasizes safety above all, often reminding us, "First Safety, Then Work," which guides all operations in the mines. His cooperative approach and dedication to teaching have helped me learn both the technical aspects of underground mining and how to handle challenging situations effectively. Grateful for his mentorship."



His Mentor:
Mr. G. Venkatesh



Mr. Pratham Rajak
MT from NCPH R6

My mentor, Mr. Jawahar Naik, provides not just advice but the perspective I truly needed. His guidance transforms challenges into opportunities for growth. He patiently supports me in every situation, treating me like a younger brother. He simplifies difficult tasks and motivates me consistently. I am deeply grateful to him and to our TMC family.



His Mentor:
Mr. Jawahar Naik

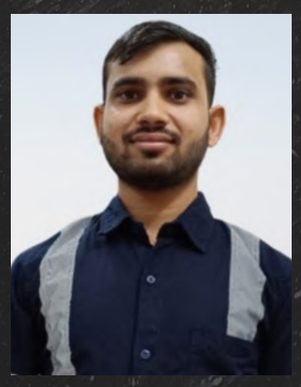


Mr. Pradeep Sahu
MT from NCPH R6

My mentor, Mr. Aniket Raj, the E&M Head, has an exceptional personality and temperament. I am fortunate to have a mentor who teaches like a teacher, explains like an elder brother, and guides like a senior. His experience has been invaluable, and I learn immensely from his guidance every day.



His Mentor:
Mr. Aniket Raj



Mr. Shivshankar Prajapati
MT from NCPH R6

My mentor, Mr. Kuldeep Tripathi, Project Manager, is an excellent guide—always supportive, knowledgeable, and approachable. His guidance has greatly enhanced my learning and contributed significantly to my professional growth.



His Mentor:
Mr. Kuldeep Tripathi



I deeply appreciate my mentor, Mr. Gourav Mishra, for his dedicated and approachable guidance. He not only teaches essential skills but also shares practical wisdom from his extensive experience. His supportive yet challenging approach has helped me build confidence and tackle complex tasks effectively during my training.



Mr. Sohan Kumar Pradhan
MT from Haldibari

His Mentor:
Mr. Gourav Mishra



Mr. Sanjay Jain has been an exceptional mentor, consistently motivating and guiding me to perform at my best. His extensive knowledge, leadership, and supportive nature have fostered my professional and personal growth. I am truly grateful for his valuable advice and continuous encouragement throughout my journey.



Mr. Ashish Kumar Panda
MT From Gare Palma 4/7,

His Mentor:
Mr. Sanjay Jain

मेरा मार्गदर्शन - श्री विश्वजीत सर से मिली प्रेरणा



माइनिंग सेक्टर में अपनी यात्रा के दौरान मुझे ऐसे मार्गदर्शक के साथ काम करने का अवसर मिला, जिन्होंने न केवल कार्य के प्रति मेरा दृष्टिकोण बदला, बल्कि जीवन के हर पहलू में उत्कृष्टता की भावना जगाई — वे हैं हमारे क्लस्टर हेड, श्री विश्वजीत सर।
उनके सशक्त नेतृत्व, दूरदर्शी सोच और व्यवहारिक दृष्टिकोण से मैंने सीखा कि एक सच्चा व्यक्ति केवल दिशा नहीं दिखाता, बल्कि टीम के प्रत्येक सदस्य में आत्मविश्वास, जिम्मेदारी और नवाचार की भावना भी उत्पन्न करता है। उन्होंने मुझे सिखाया कि चुनौतियाँ कभी रुकावट नहीं होतीं – वे अवसर होती हैं, जो हमें और मजबूत बनाती हैं।
श्री विश्वजीत सर के मार्गदर्शन में मैंने यह समझा कि माइनिंग केवल तकनीकी कार्य नहीं, बल्कि अनुशासन, सुरक्षा और टीमवर्क का संतुलित संगम है।
मैं स्वयं को सौभाग्यशाली मानता हूँ कि मुझे श्री विश्वजीत सर जैसे दूरदर्शी, प्रेरणादायक और सच्चे मार्गदर्शक से सीखने का अवसर मिला – जिनसे सीखे सबक मेरे पेशेवर जीवन की सबसे मूल्यवान संपत्ति हैं।



Mr. Abhishek Shrivastav
HR Officer From Churcha

His Mentor:
Mr. Vishwajeet Kumar

September Spotlight

Collaboration with SATS, South Africa - MOU Signed on 18th September 2025





TMC is pleased to announce its collaboration with Safety And Training Solutions (SATS), South Africa, to strengthen the academic foundation of the Miners Training Academy (MTA). This partnership combines global expertise with industry-driven insights, enabling a comprehensive and well-structured curriculum. The initiative reinforces TMC's commitment to nurturing knowledge, sharpening skills, and fostering excellence, while empowering future-ready mining professionals and cultivating leaders to drive the industry forward.

Appreciation for Excellence:





Mr. Sandeep Jaiswal (Senior Engineer) and Mr. Syed Taufik Ahmed (Junior Engineer) from Head Office, Business Development Department received a Letter of Appreciation from Mr. Deeptendu Samanta - Executive Director, for their significant contribution to the bid preparation, submission, and continuous follow-up for the Rajgamar Dipside Deavnara Coal Mine.



Mr. Sujeet Jha
Site - Sial Ghogri



Mr. Ranjan Yadav
Site - Sial Ghogri



Mr. Narendra Kumar Srivas
Site - Churcha



Mr. Sharib Hassan Khan
Site - Churcha



Mr. Arvind Kumar Patel
Site - Haldibari



Mr. Rahul Dubey
Site - Haldibari

Employees Of The Month

We are proud to recognize Employee of the Month for September 2025. Through dedication, professionalism, and outstanding performance, they has consistently contributed to achieving team goals and upholding the values of TMC.

There commitment, teamwork, and proactive approach have set a benchmark for excellence, inspiring colleagues and strengthening our organizational culture. We congratulate them for this well-deserved recognition and thank them for the continuous contributions toward TMC's success.



Mr. Brijesh Kumar Singh
Site - Sial Ghogri



Mr. Dilip Khuttey
Site - Sial Ghogri



Mr. Abhishek Pandey
Site - Sial Ghogri

On The Spot Award

At TMC, we believe that every effort counts and every achievement deserves recognition. The On-the-Spot Award celebrates employees who go above and beyond in their daily work—those who take initiative, show exceptional problem-solving skills, and contribute positively to their teams.
These awards are a token of appreciation for individuals who demonstrate dedication, efficiency, and a proactive attitude in achieving excellence.

Congratulations to all the deserving winners! Your outstanding contributions and consistent commitment to excellence continue to inspire and motivate everyone at TMC. Keep up the great work!



Recognition of Excellence: Vishwakarma Award Winner

We are proud to announce that Mr. Devendra Kumar, CM Operator from Churcha RO Coal Mine, has been honored with the Vishwakarma Award by SECL, Bilaspur, for his outstanding performance and exceptional skills in continuous miner operations.
This recognition is a testament to his dedication, technical expertise, and commitment to operational excellence.

Community Connect: Swachhata Abhiyan.







Under the Swachhata Abhiyan initiative, a painting activity was organized at Primary School, Bajarmuda, as part of our efforts to promote cleanliness and community involvement. Additionally, as part of the Swachhata Pakhwada campaign, various cleanliness drives were conducted within the Gare Palma IV/7 Coal Mine premises, reinforcing our commitment to a cleaner and healthier environment.

Energy Efficiency at Gare Palma IV/7



A sustainable and energy-efficient water filling point has been successfully implemented by our pumping team at Gare Palma IV/7, replacing the old system. This initiative has resulted in a remarkable energy saving of 22 kW per hour, reflecting our continuous efforts toward operational excellence and environmental sustainability.



From Waste to Wonder:



Gare Palma IV/7 team successfully repaired and restored 10 defective HPSV light fittings for installation at the Boriya Tibhu location. This initiative not only avoided new procurement but also showcased their commitment to cost efficiency, innovation, and sustainable resource utilization within the organization.

Operational Efficiency & Problem-Solving







The new 110 kW pump with a VFD was successfully commissioned today at GP IV/7. Previously, the pump faced starting issues due to low voltage, accompanied by heavy chattering from the starter, as seen in the above pictures. With the VFD installed, the pump now operates smoothly and efficiently.

Learning & Development Centre

The Learning & Development (L&D) Centre continues to be a cornerstone of skill enhancement and knowledge development for our employees. In September, the centre successfully conducted multiple training sessions focusing on technical skills, safety protocols, and soft skills, ensuring our workforce remains competent, confident, and ready to meet evolving operational challenges.
The total man-hours contributed to training at the L&D Centre for September 2025 amounted to 2,332 hours.



Churcha - Manhour - 299



Kachche - Manhour - 48



GP IV/7 - Manhour - 554



Sial Ghogri - Manhour - 443



Jhilimili - Manhour - 196



NCPH R6 - Manhour - 331



Haldibari - Manhour - 461



Head Office - Manhour - 77

Top Trainers



Mr. Kuldeep Kumar Tripathi

NCPH R6 - 05



Mr. Satyakam

Boriyatibhu - 05



Mr. Sanjay Kushwaha

Boriyatibhu - 05

Navratri Celebration







Sial Ghogri Coal Mine





Head Office Celebration



AI-Created Image Competition Winners



Aastha Dwivedi



Palash Bhaumik



Rakesh Devta



Snehita Chatterjee

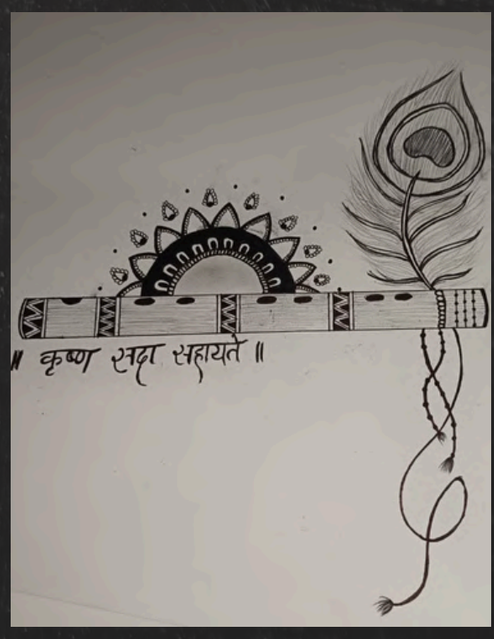
Drawing Competition Winners



Snehita Chatterjee



Shashank Sharma



Tripti Agrawal

Vishwakarma Jayanti Celebrations



Sial Ghogri



Churcha



Jhilimili Coal Mine



Gare Palma IV/7

More Glimpses







Birthday Celebrations



Haldibari



Churcha



Kachche



Sial Ghogri



Jhilimili



Gare Palma IV/7



Head Office