

# Why Join Toshniwal Enterprises Controls Pvt. Ltd. ?

## **How we work?**

At Toshniwal Controls, you will find a dynamic, fast-paced, and challenging environment. However, you will find an elegant simplicity in our approach to work. Starting with our customers, your singular focus will be helping them succeed. To accomplish that you will have access to breakthrough technologies of various principals. Your work will improve people's lives and make our clients, their customers, and you safer and more secure, more comfortable and energy efficient, and more innovative and productive.

The result will be superior performance, a competitive edge for your customers, value to our shareowners, and significant opportunities for you.

To begin your Toshniwal Controls career you need to appreciate the role the Five Angels — Growth; Productivity; Cash; People; and Technology will play in setting a path for your success.

## **Growth**

The objective of this Angel is to achieve profitable growth, using four pillars of organic growth. The pillars include doing a superb job for our customers every day; superior Sales & Marketing organization; globalization; and robust, funded technology roadmaps for new products and services.

## **Productivity**

This angle will continue our outstanding record of accomplishment in driving continuous improvement in support of improved productivity. We will maintain a high level of performance, even as we increase our emphasis on growth.

## **Cash**

Cash is the lifeblood of any business. We will use cash to invest in growth opportunities. At Toshniwal Controls, as we increase cash flow, we take advantage of opportunities to reinvest in our businesses. The positive impact on employees and shareowners alike is huge. Our Flexi rental initiative has dramatically changed our outlook and importance of cash flow.

## **People**

We recognize that great people make all the difference. We offer challenging assignments, continuous learning, and rewards for high performance. Our philosophy on our people is to differentiate performance and reward great performers. We ensure the right developmental opportunities for our most talented people.

## **Technology**

We accept and practice introduction of technology to enable our work speed and accuracy to increase on continues basis. We should be seen as innovator & be sought

in our society as change agent. We ensure that technology not only improves our business lines but it should bring positive social change.

## **The Toshniwal Controls Behaviors**

The Toshniwal Controls Behaviors are essential to our successful pursuit of the Five Angels. You will find they are embodied in every project, process, and product of the company. Each Behavior differentiates levels of performance. When you embody and develop them within yourself and in others, you will drive individual and business success. We measure every employee's performance according to these behaviors.

**Growth and Customer Focus** recognizes that we need to think differently in order to grow. The customer is the cornerstone of our success. Effective employees do a superb job for customers every day in quality, delivery, value, and technology. They aggressively pursue new opportunities through superior sales and marketing, globalization, and technology roadmaps.

**Leadership** Impact means thinking like a leader regardless of your job, position, delivering on commitments, and being a role model for others. All leaders demonstrate passion for their work and care about the people in the organization. Each employee must be able to: 1) conceptualize an issue; 2) develop an action plan to address the issue; and 3) execute the plan.

**Getting Results** require consistently meeting commitments to the business and to others. Quickly translate business requirements into actions by defining "who does what by when" to ensure plans are executed.

**Makes People Better** encourages excellence in peers, subordinates, and/or managers. Be a positive influence in the development of others.

**Champions Change** and continuous improvement and fosters a mindset to make decisions that are in the best interests of customers, shareowners, and the organization. It reflects a constant commitment to do things better. Champions Change ensures the long-term strength of the company regardless of personal impact.

**Fosters Tea work** and Diversity defines success in terms of the whole team. Employees must understand and capitalize on the fact that Toshniwal Controls workforce is composed of individuals who represent a great diversity of values, opinions, backgrounds, cultures, and goals. Effective team leaders not only meet the expectations of their role as leaders, but they also set and meet the expectations for team members.

**Global Mindset** is viewing the business from all relevant perspectives and seeing the world in terms of integrated value chains.

**Intelligent Risk Taking** recognizes that generating greater returns requires taking greater risks. An intelligent risk taker use sound business judgment, and has the courage to take action where outcomes are uncertain but where potential rewards are great. Business decisions often need to be made based on incomplete information.

**Self-Aware/Learner** individuals recognize their behaviors and how they affect those around them. Employees must accurately assess their own strengths and weaknesses and take action to improve.

**Effective Communicator** means providing timely and concise information to others, and using clear and thoughtful oral and written communication to influence, negotiate, and collaborate effectively. Leaders and employees need to appreciate that effective communication is about listening and being listened to but is not always about agreeing.

**Integrative Thinker** decides and takes action by applying intuition, experience, and judgment to the data available. They demonstrate an ability to assimilate various and conflicting information or opinions into a well-considered decision. They understand the implications of individual actions or recommendations on other systems, markets, processes, and functions.

**Technical or Functional Excellence** means being capable and effective in a particular area of expertise. Employees must remain aware of advances and current thinking in their fields and look for ways to apply the latest technologies to their work.

## **What we do?**

### **Telecom & Broadcast Test & Measurement Business**

We have range of products for telecom & broadcast Test & Measurements. We have principals like Willtek, Huber & Suhner, Sagem, JDSU, BV System, Aircom International, Nexus, and deals with brands like Bird, OZ, Spirant and LeCroy. We provide solutions by way of Sales, Rentals, and Service & Calibration. Strong presence in Optical communication & RF industry has made us a force to be recognized in Indian Telecom market.

### **Electrical & Electronics Test & Measurement Business**

With brands like Megger, Fluke, Pomona, LeCroy, Aplab and Weller with us we address Electrical & Electronics T&M market as leader. Major efforts for these activities are in eastern & northern zone.

### **Process Controls Instruments Business**

With Brand like Honeywell with us we offer world-class solutions in process industry. Activities in process control instruments are limited in east zone only. Major Hydrocarbon customers are in east zone and we have very strong presence in hydrocarbon industry.

### **Education Test & Measurement and training Business**

Under Mars EdPAL brand our group company Mars EdPAL manufacture world class Training & Test Instruments for engineering colleges for Physics, electrical, communication & electronics labs.

## **Service Center & Calibration Business**

Our group company Clear Point based out of Mumbai does service & calibration of all our T&M range of products and have AMC's for Radars & specializes in repairs of distributed control systems electronic cards and many more types of electronic cards.

## **Toshniwal Controls and You**

We provide competitive benefits programs in every region in which we do business. At Toshniwal Controls, you will progress in an environment that attracts excellent talent, creates challenging assignments, offers competitive rewards, and fosters constructive communication.

### **Great People**

At Toshniwal Controls, you will interact with high-caliber people every day. You will have the chance to team with some of the most intelligent, creative, capable, and accomplished individuals around. You will be part of a dynamic, hard-working team dedicated to being the best.

### **Challenging Assignments**

You will find work at Toshniwal Controls to be meaningful. You can expect long-term assignments that have a positive impact on the world, the industry, the customer — and you. We offer a wide variety of exciting technologies and businesses for you to work with and for — throughout your career.

### **Competitive Rewards**

When you succeed, Toshniwal Control notices your efforts. We look for and reward great performance. We link pay directly to your contribution to the company's Five Initiatives and demonstration of the Toshniwal Controls Behaviors.

### **Integrity and Feedback**

Employees at Toshniwal Controls expect direct and candid feedback, and they give it to their supervisors, peers, and direct reports. We embrace the highest standards of integrity, and we are unreservedly straightforward in the interest of getting the job done right. Our no-nonsense approach to communication helps drive our company forward in the pursuit of its objectives.

Also available to all employees is the "AAGAZ" Toshniwal Controls 360° Feedback Process. It provides you with feedback from people you interact with every day to help you develop critical skills and improve performance.

### **Continuous Learning**

Learning is part of the fabric of Toshniwal Controls. Learning is ongoing and crucial to your career development. Tied to your development needs, it enables you to acquire new skills and increase your knowledge, preparing you for new challenges and roles within Toshniwal Controls. Continuous learning programs include experiences on the

job, relationships with peers and bosses, classroom learning, and professional development.

### **Performance and Development**

In order to progress, you must continuously develop your talents. The Toshniwal Controls Performance & Development process enables leaders to align individual objectives to business goals, assess performance in terms of results and Toshniwal Controls Behaviors, develop action plans to support current and future success, and provide candid feedback that helps each individual grow.