

**From:** Mer [REDACTED] mer.[REDACTED]@choicgroup.in  
**Subject:** Re: Manpower Requirement for PPC and Soaking  
**Date:** November 13, 2023 at 9:09 PM

**To:** Kir [REDACTED] kir.[REDACTED]@choicgroup.in, Joshua Farinella Joshua.farinella@choicgroup.in, Ma [REDACTED] ma [REDACTED]@choicgroup.in, Vid [REDACTED] vic [REDACTED]@choicgroup.in, HRD Amalapuram hrd [REDACTED]@choicgroup.in  
**Cc:** Gaurav Rathore gau [REDACTED]@choicgroup.in, Jam [REDACTED] Jam [REDACTED]@choicgroup.in, Seb [REDACTED]@choicgroup.in, seb [REDACTED]@choicgroup.in, Sre [REDACTED] sre [REDACTED]@choicgroup.in, Abh [REDACTED] abh [REDACTED]@choicgroup.in, Amalapuram PPC ama [REDACTED]@choicgroup.in, Amalapuram Production ama [REDACTED]@choicgroup.in, Amalapuram Admin ama [REDACTED]@choicgroup.in, Amalapuram Soaking ama [REDACTED]@choicgroup.in

Adding the missing detail, scarcity of Grader Skilled Associates in many units is due to the paradigm shift to grading machine replacing associates.

Thanks much all for the support..

HR

Sent from [Outlook for Android](#)

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**From:** Kir [REDACTED] <kir [REDACTED]@choicgroup.in>  
**Sent:** Monday, November 13, 2023 11:34:03 PM  
**To:** Joshua Farinella <Joshua.farinella@choicgroup.in>; Ma [REDACTED] <ma [REDACTED]@choicgroup.in>; Vid [REDACTED] <vic [REDACTED]@choicgroup.in>; Mer [REDACTED] <mer [REDACTED]@choicgroup.in>; HRD Amalapuram <hrd [REDACTED]@choicgroup.in>  
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**Subject:** Re: Manpower Requirement for PPC and Soaking

Dear Sir,

This is for your information.

Despite humongous manpower difficulties still tried to bring manpower for production as said last week amidst village festivals and famous state festivals.

### Male Associates

- Interstate Male Associates - Rasheed contractor will arrange 20-25 male associates in a week.
- Local Male Associates - In recent days we have got 15 male associates locally and instructed the peeling contractors GRB & DBS to increase more associates.

Many ISM Associates are travelling to hometowns /villages to celebrate the important festivals with their families, so the increase in numbers had no affect.

### Female Assocaites

- ISM Grading Associates - We are continuously following up with the contractors regarding the Graders and Packers to meet our requirements (45 Graders). Diwali festival was the concern and by this week end the associates will be travelling back. Contractors are facing difficulty to provide the required numbers based on the season, also approached new contractors Mr. Sar [REDACTED] from Visakhapatnam and few more

- Local Grading Associates - Had discussed with the peeling contractors regarding the local experienced Graders and will share the list soon.

## Staffing Analysis

18 manpower supplying agencies have been contacted and all of them share the same seasonal festival issues as communicated in the meetings with regards to the Graders. Receiving advises from HRs and manpower agencies that it is difficult to obtain skilled graders ,we have to train inhouse associates as graders.

1. Vin [REDACTED] - Will confirm by 11:00am on 13<sup>th</sup> November 2023
2. Tej [REDACTED] (Bhimavaram) - Can't arrange
3. Rav [REDACTED] - Graders went to home for festival
4. S&S Contractor Seb [REDACTED] - will arrange 3 graders in 3 days
5. Ram [REDACTED] - Can't arrange
6. GRB Contract - Can't arrange
7. DBS Contract Sri [REDACTED] - Can't arrange
8. Sona Enterprises - Working on it
9. Vij [REDACTED] (Bhimavaram) - Can't arrange
10. Na [REDACTED] Contractor - Will try to arrange within 1 week.
11. Man [REDACTED] - Waiting for confirmation
12. Kai [REDACTED] - Can provide 15 Graders in a month
13. Ras [REDACTED] Contractor - Has workers from Kanyakumari, will confirm soon
14. Kav [REDACTED] Contract - 1 Sr. Grader has arrived today and 6 more will reach in this week
15. Shu [REDACTED] Contractor - Already provided 18 Graders, Can't Arrange
16. Sai Contractor - Waiting for confirmation
17. Lak [REDACTED] - Will arrange 8 Graders in 1 week
18. Ye [REDACTED] - Can arrange 15 Graders in 1 week

**Please note : The above-mentioned details are based on the commitment taken from contractors.**

Also, I have discussed with contractors about the incentive scheme which [@Gaurav Rathore](#) sir has suggested.

### #incentive :

- If a Grader joined in this week and worked for a month will get a Diwali bonus 2000 and contractor will get 1000.
- Train fare will be credited after one month working.
- Transportation from the nearest railways station to factory

Also, as discussed earlier we have more than 40 Graders working in our factory. Please find the details below.

### Sona Enterprises : 14 Graders + 10 Trainee Graders

#### Graders working in Soaking Area

1. Mee [REDACTED]
2. ket [REDACTED]
3. Sa [REDACTED]
4. Bid [REDACTED]
5. Dee [REDACTED]

- 6. Eli
- 7. Nam
- 8. Pap
- 9. Ban
- 10. Pr
- 11. Sum
- 12. Mad
- 13. Sa
- 14. Ras

**Trainee Graders working in soaking area**

- 1. Ran
- 2. Sun
- 3. Raj
- 4. Bas
- 5. Ram
- 6. Sum
- 7. Urm
- 8. Sa
- 9. Pan
- 10. Nit

**Kav Contract : 10 Graders**

Senior Graders working in Production Packing section (Sr. Graders working as packers and getting Grader salary)

- 1. Nan
- 2. san
- 3. Sun
- 4. Nih
- 5. Dee
- 6. Sum
- 7. Bas
- 8. Lax

Packing section-Head Girls

- 9. Kab
- 10. Roj

**S & S Contract : 10 Sr. Packers (Trainable as Graders)**

**Working in Soaking Area**

- 1. Rup
- 2. Urm
- 3. Prag
- 4. Hi
- 5. Sra

**Working in High Risk**

- 6. Lov

7. Hem
8. Sun
9. Ma
10. Man

**Shu Contract : 18 Graders**

### **Working in PPC**

1. Pri
2. Gan
3. Sa
4. Ros
5. Son
6. See
7. Anu
8. Gee
9. Jon
10. Son
11. May
12. Son
13. Fa
14. Gya
15. Eli
16. San
17. Bho
18. Sus

### **Difficulties to arrange Associates for this plant**

- Festival Season
- Not convenient to travel because no Railway stations nearby
- Factory located in remote area
- **New Contractors visited the plant and there is no space inside the dormitories**

**Thanks & Regards,**

**P Kir**

**HR Officer**

**Mobile: +91 93**

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**From:** Joshua Farinella <Joshua.farinella@choicegroup.in>

**Sent:** Monday, November 13, 2023 6:21 PM

**To:** Mai <mai@choicegroup.in>; Vid <vid@choicegroup.in>;

Mer <mer@choicegroup.in>; Kir <kir@choicegroup.in>;

<kir@choicegroup.in>; HRD Amalapuram <hrd@choicegroup.in>

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<jam@choicegroup.in>; Seb <seb@choicegroup.in>; Sre <sre@choicegroup.in>;

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Amalapuram Production <ama@choicegroup.in>; Amalapuram Admin

<ama@choicegroup.in>; Amalapuram Soaking

<ama@choicegroup.in>

<ama@choicegroup.in>

**Subject:** RE: Manpower Requirement for PPC and Soaking

Mer [REDACTED] Kir [REDACTED]

This has been discussed, at length, during every morning meeting. If I need to meet with the contractors to convey the importance of getting people in the door, please let me know.

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**From:** Ma [REDACTED] <ma[REDACTED]@choicgroup.in>  
**Sent:** Monday, November 13, 2023 6:13 PM  
**To:** Vid [REDACTED] <vid[REDACTED]@choicgroup.in>; Mer [REDACTED] <mer[REDACTED]@choicgroup.in>; Kir [REDACTED] <kir[REDACTED]@choicgroup.in>; HRD Amalapuram <hrd[REDACTED]@choicgroup.in>  
**Cc:** Gaurav Rathore <gau[REDACTED]@choicgroup.in>; Jam [REDACTED] <Jam[REDACTED]@choicgroup.in>; Joshua Farinella <Joshua.farinella@choicgroup.in>; Seb [REDACTED] <seb[REDACTED]@choicgroup.in>; Sre [REDACTED] <sre[REDACTED]@choicgroup.in>; Abh [REDACTED] <abh[REDACTED]@choicgroup.in>; Amalapuram PPC <ama[REDACTED]@choicgroup.in>; Amalapuram Production <ama[REDACTED]@choicgroup.in>; Amalapuram Admin <ama[REDACTED]@choicgroup.in>; Amalapuram Soaking <ama[REDACTED]@choicgroup.in>  
**Subject:** Manpower Requirement for PPC and Soaking  
**Importance:** High

Dear All

It's our collective responsibility to ensure that that our production process runs smoothly and efficiently. However, due to unforeseen circumstances, we are currently facing a shortage of grading associates. We are in need of experienced grading associates who can join our team immediately. The responsibilities will include grading products based on quality standards and ensuring the smooth flow of production. We should fill these positions as soon as possible to minimize any disruption to our production. Also, the manpower (both male and female) requirement for block freezing was discussed earlier and I have not received anyone yet. I'm really struggling to hit the target for this month due to this shortage. Diverting my night shift numbers for the sorting and block freezing purposes affects my peeling productivity grievously

Need your urgent attention and support to resolve this issue.

Best Regards

Ma [REDACTED]  
Manager-PPC  
Choice Canning Company Unit-III

