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CULTIVATING

A SUPPORTIVE WORK ENVIRONMENT

PRIORITIZING MENTAL
WELLNESS IN THE WORKPLACE



EDITORIAL



"We must accept finite disappointment, but never lose infinite hope."

-Martin Luther

Dear Friends,

Hope appears as an elusive but powerful element in the fabric of human existence. It is the lighthouse that shines in the darkest of circumstances, the compass that leads us through the maze of doubt, and the potion that uplifts our spirits in the face of difficulty. Hope weaves its essence into the very center of our being, cultivating resilience and igniting the spark of possibilities, transcending boundaries, cultures, and situations. It is the unwavering belief that amid trials and tribulations, a path exists leading to brighter horizons. When faced with challenges that seem insurmountable, hope becomes a refuge—a sanctuary where despair dissipates, and optimism flourishes. Hope has a transformational force that history attests to. It has provided the impetus for social movements, igniting the hopes of visionaries and change-makers. Hope is frequently portrayed in personal narratives as the foundation that keeps people afloat over life's storms. In times of despair, when doubt casts a long shadow, hope utters encouraging words. It gives bravery to those facing uncertainty, resilience to those coping with loss, and strength to those facing disease. The beauty of hope lies in its universality. It is not confined to the privileged or the fortunate, but rather, it is an inherent facet of the human experience. For in hope, we find the courage to face adversity, the strength to endure, and the belief in a future brimming with possibilities.

Best Wishes!

Arun Kumar

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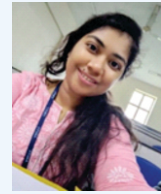
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“CULTIVATING A SUPPORTIVE WORK ENVIRONMENT: Prioritizing Mental Wellness in the Workplace”



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Introduction

In the evolving landscape of modern workplaces, the focus on employee well-being has taken center stage. Beyond traditional productivity metrics, there's a growing recognition of the crucial role mental health plays in fostering a thriving work environment. "Cultivating a Supportive Work Environment: Prioritizing Mental Wellness in the Workplace" delves into the pivotal shift toward acknowledging and nurturing mental wellness as an integral component of professional success. From understanding the challenges to implementing effective strategies, this exploration aims to illuminate the significance of creating spaces where mental health is not only valued but actively supported. Join us on this journey through the changing dynamics of workplace culture and the imperative need to prioritize mental wellness.

The significance of mental health in the workplace cannot be overstated in today's fast-paced and demanding professional environments. It's not merely an abstract concern but a critical factor that profoundly influences employee well-being, productivity, and organizational success.

Employee Well-being and Health

Mental health directly impacts an individual's overall well-being. A workplace that prioritizes mental health fosters an environment where employees feel supported, reducing stress and promoting a healthier lifestyle.

Productivity and Performance

Employees' mental health significantly influences their performance. High stress,

anxiety, or depression can hinder concentration, creativity, and problem-solving abilities, ultimately affecting productivity levels and quality of work.

Employee Engagement and Retention

A supportive work culture that values mental health increases employee engagement and commitment. When employees feel their mental well-being is prioritized, they are more likely to stay with the company and contribute positively to its growth.

Reduced Absenteeism and Presenteeism

Mental health issues often lead to absenteeism, where employees miss work due to illness, and presenteeism, where employees are physically present but not fully engaged due to mental health concerns. Prioritizing mental wellness can reduce both, ensuring a more present and productive workforce.

Positive Organizational Culture

A workplace that acknowledges mental health creates a culture of empathy, understanding, and support. It fosters an environment where employees feel safe discussing their mental health concerns, breaking down stigmas, and promoting inclusivity.

Cost Savings and ROI

Investing in mental health initiatives isn't just beneficial for employees; it's also financially prudent for organizations. By reducing turnover rates, absenteeism, and healthcare costs related to mental health issues, companies can experience a positive return on investment.

Legal and Ethical Responsibilities



Employers have a legal and ethical responsibility to provide a safe and healthy work environment, which includes addressing mental health concerns. Neglecting mental health can lead to legal repercussions and damage the company's reputation.

Overall Organizational Success

A mentally healthy workforce is more likely to collaborate effectively, innovate, and adapt to changes. Prioritizing mental health aligns with organizational goals by fostering a more resilient, engaged, and high-performing team. In essence, the importance of mental health in the workplace transcends individual well-being; it's a cornerstone for building a sustainable, resilient, and successful organization. Prioritizing mental health not only benefits employees but also contributes to a thriving and competitive business environment.

Understanding Mental Wellness

Before delving into the strategies and initiatives, it's crucial to understand what mental wellness entails. It's not merely the absence of mental illness but a state of well-being where individuals can cope with stress, realize their potential, and contribute meaningfully.

Identifying Workplace Stressors

The contemporary workplace can be a breeding ground for stressors, from high-pressure deadlines to toxic work environments. Identifying these stressors is the first step in creating a supportive culture.

Creating a Supportive Culture

Leadership plays a pivotal role in setting the tone for mental wellness. Cultivating an environment where open communication, empathy, and work-life balance are encouraged can significantly impact employees' mental health.

Implementing Mental Health Initiatives

Initiatives like Employee Assistance Programs (EAPs), mental health awareness training, and fostering resilience not only support struggling employees but also contribute to a more

cohesive and productive workforce.

Breaking Stigmas and Promoting Inclusivity

Addressing stigmas surrounding mental health discussions is paramount. Promoting inclusivity ensures that every individual feels seen, heard, and supported irrespective of their mental health status.

Case Studies and Success Stories

Real-life examples of companies that have successfully implemented mental health programs serve as guiding lights for others. Testimonials from employees and HR professionals validate the impact of these initiatives.

Future Trends and Challenges

The landscape of mental health in the workplace is dynamic. Understanding emerging trends and preparing to tackle challenges such as implementation hurdles ensures that organizations stay at the forefront of fostering mental wellness.

Conclusion

Recognizing and prioritizing mental health in the workplace isn't merely a trend—it's an imperative that underpins the very foundation of a thriving organization. It's about acknowledging that employees are more than just cogs in a wheel; their well-being directly impacts the success and sustainability of the entire enterprise.

By nurturing a culture that values mental wellness, organizations create environments where individuals feel seen, heard, and supported. This not only fosters healthier lifestyles but also enhances productivity, engagement, and overall satisfaction among employees.

Moreover, the financial benefits of investing in mental health initiatives are undeniable. Reduced absenteeism, higher retention rates, and a more engaged workforce translate into tangible returns on investment, positioning mental health programs as a strategic asset for



any forward-thinking company. The legal and ethical responsibility to provide a safe and healthy workplace extends to mental health. Neglecting these aspects not only risks legal repercussions but also damages the company's reputation and undermines its potential for long-term success. Ultimately, an organization's true strength lies in its people. Prioritizing mental health isn't just a gesture of compassion; it's a strategic move that aligns with business goals, fostering resilience, innovation, and a culture that thrives even in the face of challenges. It's a cornerstone for building a sustainable, resilient, and successful organization that not only benefits employees

but also remains competitive in an ever-evolving business landscape.

The evolution of workplace dynamics demands a holistic approach that prioritizes mental wellness. By acknowledging, supporting, and nurturing mental health, organizations not only cultivate happier and more engaged employees but also set the stage for sustainable success. Creating a supportive work environment that prioritizes mental wellness isn't just a goal—it's a responsibility towards building healthier, more productive, and inclusive workplaces for the future.





COMMERCE QUIZ

- Employment of funds on assets to earn a return is known as
 - Loan
 - Investment
 - Liability
 - Assets
- What is a Certificate of Deposit
 - Short-term U.S. government debt obligation
 - A fixed-income investment scheme
 - A financial product commonly sold by banks, thrift institutions, and credit unions
 - An unsecured money market instrument
- What is an Unsecured Promissory Note
 - A fixed-income investment scheme
 - A financial product commonly sold by banks, thrift institutions, and credit unions
 - An obligation for payment without any property securing the payment
 - A legal agreement that requires a borrower to provide security for a loan
- Which of the following is a type of Investment
 - Economic Investments
 - Investment Vehicles
 - Both A & B
 - None of the above
- What is Investment Banking
 - When companies and other entities engage in sound business investment practices
 - A specific division of banking is related to the creation of capital for other companies, governments, and other entities
 - A fixed-income investment scheme
 - A financial product commonly sold by banks, thrift institutions, and credit unions

SHINGLES (HERPES ZOSTER)

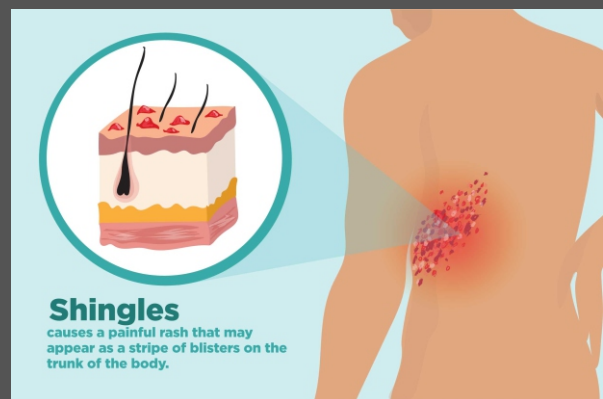
Shingles, also known as herpes zoster, is a viral infection caused by the varicella-zoster virus (VZV). This is the same virus that causes chickenpox. After a person recovers from chickenpox, the virus can remain dormant in nerve cells for many years. Later in life, the virus may reactivate and cause shingles.

Cause: Shingles is caused by the reactivation of the varicella-zoster virus, which remains dormant in the nerve cells after a person has had chickenpox.

Symptoms: The hallmark symptom of shingles is a painful rash that typically develops on one side of the body or face. The rash consists of fluid-filled blisters that eventually crust over. Other symptoms may include itching, burning, tingling, fever, headache, and sensitivity to touch.

Risk Factors: Certain factors increase the risk of developing shingles, including age (risk increases with age), weakened immune system, and a history of chickenpox. Stress and certain medical conditions can also contribute to reactivation of the virus. Shingles itself is not directly contagious, but the varicella-zoster virus can be transmitted to individuals who have not had chickenpox or the chickenpox vaccine. In these cases, the person may develop chickenpox, not shingles.

Complications: While shingles itself is usually not life-threatening, it can cause complications. Postherpetic neuralgia (persistent nerve pain after the rash has healed) is a common complication. In some cases, shingles can also lead to more serious complications, such as eye problems if the virus affects the eyes.



Vaccine: The shingles vaccine, known as Shingrix, is recommended for adults aged 50 and older, even if they have had shingles before or have received the older vaccine called Zostavax. The vaccine can help prevent shingles and reduce the risk of complications.

Treatment: Antiviral medications, such as acyclovir, valacyclovir, and famciclovir, are often prescribed to shorten the duration and severity of shingles. Pain relievers and anti-inflammatory medications may also be recommended to alleviate symptoms.

If you suspect you have shingles, it's important to seek medical attention promptly for a proper diagnosis and appropriate treatment. Early treatment can help reduce the severity of symptoms and lower the risk of complications.



EMERGING ISSUES OF CYBER CRIME



Neha Pandey

Research Scholar
Amity University, Lucknow Campus

Introduction-

Imagine a world where everything works with the touch of a button - your phone, your fridge, even your car. It's an incredible, fast-paced digital world that's changed the way we do almost everything. But amidst all this convenience and excitement, there's a darker side lurking in the corners of this digital realm: cybercrime.

Cybercrime is like the sneaky villain of the internet. It uses the same technology that makes our lives easier to cause trouble. And the more we use technology, the smarter these cybercriminals become, making it tougher to stay safe online.

This article dives deep into these new cyber problems. We'll explore things like ransomware, which holds our important stuff hostage; tricky ways people get fooled online, like phishing scams; and even how our super-smart gadgets can sometimes be risky. We'll also peek into the hidden parts of the internet where shady things happen.

But it's not all doom and gloom! We'll figure out ways to protect ourselves in this digital jungle. By understanding these new cyber problems, we'll learn how to outsmart the cyber baddies and keep our digital lives safe and sound. So, get ready to explore this world of cyber challenges and discover how to stay ahead in this ever-evolving technological landscape!

The interconnectedness and reliance on digital platforms have birthed new dimensions of criminal activities, presenting challenges that extend far beyond the traditional realm of law enforcement and cybersecurity.

1. Ransomware Rises:

One of the most pressing concerns is the proliferation of ransomware attacks. Malicious software encrypts vital data, holding it hostage until a ransom is paid. From multinational corporations to small businesses and even individuals, the targets are diverse and widespread. The financial repercussions, operational disruptions, and the ethical dilemma of negotiating with cybercriminals have compounded this issue.

2. Social Engineering and Phishing:

Cybercriminals have become adept at exploiting human vulnerabilities through social engineering tactics. Phishing attacks, in particular, deceive individuals into divulging sensitive information by posing as trustworthy entities. The sophistication of these schemes renders traditional security measures less effective, necessitating continual vigilance and user education.

3. Internet of Things (IoT) Vulnerabilities:

The proliferation of interconnected devices in the IoT landscape has introduced new entry points for cyber-attacks. From smart



home devices to industrial systems, each node presents a potential vulnerability. As convenience drives the adoption of IoT, security considerations often lag behind, creating a fertile ground for cybercriminals to exploit.

4. Dark Web and Cyber Underground:

The anonymity of the dark web facilitates illicit transactions, from the sale of stolen data to the exchange of hacking tools and services. The cyber underground economy thrives, enabling cybercriminals to operate with a level of anonymity that poses significant challenges for law enforcement agencies.

5. Supply Chain Attacks:

Recent incidents have highlighted the vulnerabilities within supply chains. Cybercriminals target suppliers or service providers to gain access to larger networks, impacting multiple organisations downstream. These attacks disrupt operations, compromise sensitive data, and erode trust among interconnected entities.

6. Regulatory and Legal Challenges:

Navigating the legal and regulatory landscape in combating cybercrime remains a formidable challenge. The jurisdictional complexities, coupled with the rapid evolution of cyber threats, create hurdles for law enforcement agencies to effectively pursue and prosecute cybercriminals.

7. Emerging Technologies and Threats:

As technological advancements continue to unfold, emerging technologies like AI-powered attacks, quantum computing threats, and augmented reality vulnerabilities pose potential new avenues for cybercrime. The proactive anticipation of these threats and the development of

corresponding defence mechanisms are paramount.

Combating cyber-crimes:

Combating cybercrimes requires a multi-layered approach that involves individuals, organizations, governments, and the cybersecurity community. Here are some key strategies:

- **Education and Awareness:** Educating individuals about cyber threats and safe online practices is crucial. Teaching people to recognise phishing attempts, understand the risks of sharing personal information online, and regularly update their devices and software can go a long way in preventing cyber-attacks.
- **Strong Security Measures:** Implementing robust cybersecurity measures such as firewalls, antivirus software, encryption, and multi-factor authentication helps fortify digital defenses. Regular security updates and patches are essential to address vulnerabilities.
- **Regular Backups:** Maintaining frequent backups of essential data ensures that even if attacked by ransomware, for example, you can recover without paying the ransom.
- **Collaboration and Information Sharing:** Foster collaboration between public and private sectors to share information about cyber threats and attacks. This collective intelligence can help develop better defence mechanisms and preemptive strategies.
- **Legislation and Regulation:** Governments need to create and enforce robust cyber laws and regulations that outline clear consequences for cybercriminals. International cooperation and treaties



can help address jurisdictional challenges in prosecuting cybercrimes across borders.

- **Investment in Cybersecurity:** Allocating resources towards cybersecurity research, development, and training is crucial. This includes investing in emerging technologies that can help detect and prevent cyber-attacks.
- **Ethical Hacking and Penetration Testing:** Conducting ethical hacking exercises and regular penetration testing can identify vulnerabilities before cybercriminals exploit them, allowing organisations to reinforce their security measures.
- **Continuous Adaptation and Response:** Cyber threats evolve rapidly. Being proactive in adapting to new threats and having incident response plans in place are vital. Timely detection and swift response to cyber incidents can mitigate their impact.

Combating cybercrime is an ongoing battle that requires a collective effort. It involves not only technological solutions but also changes in behaviour, policy, and international cooperation to effectively address the ever-evolving landscape of cyber threats.

Government Regulations in India:

In India, several regulations and acts have been established to address cybercrime and enhance cybersecurity. Some key legislations and initiatives include:

Information Technology Act, 2000: This act provides legal recognition for electronic documents and facilitates electronic filing of documents with the government. It also defines various cyber offences and penalties for crimes such as hacking, data

theft, and spreading computer viruses.

- **Indian Computer Emergency Response Team (CERT-In):** Established under the IT Act, CERT-In is the national agency responsible for responding to cybersecurity incidents and providing alerts and advisories to relevant stakeholders. It collaborates with various organisations to strengthen the country's cybersecurity posture.
- **National Cyber Security Policy:** India formulated its National Cyber Security Policy in 2013 to address the growing threats in cyberspace. It aims to create a secure cyber ecosystem, generate public awareness, and enhance the protection of critical information infrastructure.
- **Data Protection and Privacy Laws:** The Personal Data Protection Bill, 2019, seeks to regulate the use and processing of personal data by entities and establishes guidelines for data protection and privacy. This bill, once enacted, will govern the handling of personal data in India.
- **Cyber Crime Investigation Cells:** Various states in India have set up specialised cybercrime investigation units to handle cyber-related offences. These units collaborate with law enforcement agencies to investigate and prosecute cybercriminals.
- **Financial Regulations:** Regulatory bodies such as the Reserve Bank of India (RBI) have issued guidelines and regulations for financial institutions to ensure cybersecurity measures in banking and financial transactions.
- **International Cooperation:** India actively participates in international

forums and collaborates with other countries to address transnational cyber threats. Bilateral agreements and engagements with international organisations are essential for information sharing and combating cybercrime across borders.

These regulations and initiatives highlight India's efforts to address cyber threats, protect individuals' digital rights, and establish a robust framework for cybersecurity. However, in the face of evolving cyber threats, continuous updates

and enhancements to existing laws and policies remain crucial to effectively combat cybercrime in the country.

As society marches further into the digital age, the battle against cybercrime evolves into an ongoing endeavour. Vigilance, adaptability, and collaboration will be key in mitigating the impact of emerging cyber threats, safeguarding our digital ecosystems, and preserving trust in the digital world.





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2	6	9	3	1	4	7	8	5
5	4	8	7	6	9	2	3	1
7	3	1	8	5	2	6	4	9

**Answer
of the Previous
puzzle**

Complete the Grid so that every row, column, and every 3 x 3 box contains the digits 1 to 9. Solve the puzzle by logic and reasoning alone, there is no maths involved,

AND

GET THE ANSWER

IN OUR NEXT MONTH EDITION.

INTERESTING FACTS ABOUT INDIAN AIR FORCE

Fact 1: After the US, China, and Russia, the Indian Air Force ranks fourth in the world. It employs over 1,70,000 people and has 1,500 airplanes.

Fact 2: The Indian Air Force has the largest airbase in Asia named the Hindon Air Force Station, it is situated in Ghaziabad.

Fact 3: The Indian Air Force Museum, located in New Delhi, showcases the history of the Indian Air Force in addition to having a vast collection of memorabilia related to Indian Military Aviation.

Fact 4: The motto of the Indian Air Force is "Touching the Sky with Glory" and it is working on the same motto.

Fact 5: The Indian Air Force's first female air marshal was Padmavathy Bandopadhyay. Additionally, she was the first female officer to specialize in aviation medicine.

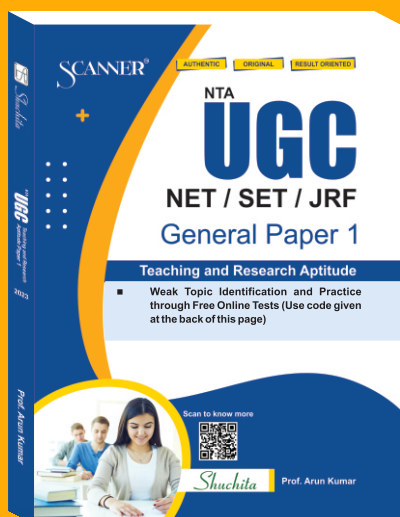
Fact 6: During the 'Raahat' mission, the Indian Air Force set a global record by airlifting nearly 20,000 citizens during the Uttarakhand flash floods.

Fact 7: After the death of Field Marshal Sam Manekshaw, Arjan Singh, the Marshal of the Indian Air Force is the only living Indian military officer with a 5-star rank.

Fact 8: The fact that the Indian Air Force maintains a military installation outside of the nation is among its most unexpected characteristics. The first and only military installation outside of India is the Farkhor Airbase, located in Farkhor close to Tajikistan.

Fact 9: The highest air Force Station of the Indian Air Force is at 22,000 ft (or 6,706 m), Siachen Glacier AFS.

Fact 10: The fact that the Indian Air Force is working with Russia to develop the fifth generation Sukhoi PAK FA is a source of great pride for all Indians.



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MANGESH SHINDE

Mangesh Shinde, a dynamic young entrepreneur from Pune, shines as a YouTube Influencer, Marketing Consultant, and the Founder and CEO of WillStar Media which provides marketing solutions to several brands. In addition, he founded Blue Eye Entertainment and Resolution Studios, which creates content and offers corporate animation and video services. He began his career on YouTube with the "The WillPower star" channel. He currently has over 2.5 million subscribers on social media and his YouTube channel. He has always been this Curious kid from childhood itself. He used to spend most of the time exploring new things and trying to learn everything that caught his attention. In the second year of engineering, he started his first side hustle business which was supplying flowers to hotel and events management companies. Which eventually failed in the third year, again he started some more ventures which again eventually failed. Though he failed, he never forgot the lessons learned from the experience. Mangesh has always been great at communication. So, he started his first YouTube but failed here again but after one failure he understood the game

of YouTube and that is when he started The Willpower Star. Willpower Star was not an overnight success but he was consistent on content creation. His media company focuses on video production, creator management, and influencer marketing. With a huge following of 2.4 million on his YouTube channel, The Willpower Star, he has become a social media influencer due to his exceptional communication skills and content development abilities. Mangesh is driven by his objective to give ambitious people easily intelligible, high-quality content. He has a strong conviction in the power of consistency. He is the epitome of inspiration and leadership. Mangesh is a strong believer that obstacles are a necessary part of the path, but that success is definitely achievable if one has an unwavering commitment to achieving their objectives. Thus, his tale serves as evidence of the entrepreneurial spirit of India's youth.



THE ASS & THE LOAD OF SALT

A Merchant, driving his Ass homeward from the seashore with a heavy load of salt, came to a river crossed by a shallow ford. They had crossed this river many times before without accident, but this time the Ass slipped and fell when halfway over. And when the Merchant at last got him to his feet, much of the salt had melted away. Delighted to find how much lighter his burden had become, the Ass finished the journey very gayly.

Next day the Merchant went for another load of salt. On the way home the Ass, remembering what had happened at the ford, purposely let himself fall into the water, and again got rid of most of his burden.

The angry Merchant immediately turned about and drove the Ass back to the

seashore, where he loaded him with two great baskets of sponges. At the ford the Ass again tumbled over; but when he had scrambled to his

feet, it was a very disconsolate Ass that dragged himself homeward under a load ten times heavier than before.

Moral: The same measures will not suit all circumstances.



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Manav Book Distributors	Agra	9760021996	Granth Book World	Kolhapur	9922295522
Karnavati Law House	Ahmedabad	9327008283	Chuckerverty Chatterjee and Co Ltd	Kolkata	9831840050
Gandhi Law House	Ahmedabad	9825246364	National Book Store	Kolkata	9331958801
Sanket Law Book Seller	Ahmedabad	9374233688	Bijay Pustak Bhandar Pvt Ltd	Kolkata	9331029833
Professional Book Depot	Ambala	9896094647	Every Book	Kolkata	9830162977
Chhaya Book Pvt Ltd	Aurangabad	9822772219	Book Corporation	Kolkata	9836413093
Maya Book Centre	Aurangabad	9766660310	Dutta Book Stall	Kolkata	9830564494
Sokiya Law Agencies	Aurangabad	9421412255	Shiv Raj Book Agencies	Kolkata	9836850838
Subhash Stores	Bangalore	9845553252	Student Book Depot	Kota	9887566500
Sapna Book House P Ltd	Bangalore	8046551999	Rama Book Depot	Lucknow	7388948811
Puliani And Puliani	Bangalore	9845055242	Universal Book Sellers	Lucknow	9839020290
Ganesh Book Bureau	Bangalore	9845266516	National Book Sellers	Lucknow	9839191254
Sri Book World	Bangalore	9448260696	Vishal Distributors	Lucknow	9415005435
Book Palace	Bangalore	9535582177	Books And Books	Lucknow	9415026661
Sri Balaji Books	Bangalore	9880451046	Shukla Book Depot	Lucknow	9795850648
Competition Book House	Bareilly	9897529906	Modern Law House	Lucknow	9335351103
Sanjay Book Store	Bhagalpur	9431214678	Gupta Book Center	Lucknow	9935225536
Student Stores	Bhillai	9893130334	Book Sadan	Lucknow	9839487327
Anil Book Depot	Bhillai	9425234260	Amit Book Depot	Ludhiana	9815323429
Sarashwati Store	Bhilwara	9414115033	Sharma Book Traders	Ludhiana	9781331666
G K Distributers	Bhopal	9893657777	School Book Company	Mangalore	9845497777
Nema Books	Bhopal	9098243020	Student Book Store	Mathura	9359518693
Saraswati Prakashan	Bhopal	7552804190	R.Lal Book Depot	Meerut	9837025253
Books and Books	Bhopal	9826431103	Sterling Book House	Mumbai	9820676266
Padmalaya Book Seller	Bhubaneshwar	9437026922	Parle Book Depot	Mumbai	9869039766
Shreeman Enterprises	Bokaro Steel City	9431379718	Student Book Depot	Mumbai	9821550165
Bokaro Student Friend PVT LTD	Bokaro Steel City	9234606366	Student Agencies India Pvt Ltd	Mumbai	9167290777
Universal Book Store	Chandigarh	9814032212	Vidyarathi Sales Agencies	Mumbai	9930460004
Mohindras The Book Shelf	Chandigarh	9988883233	Book Emporium	Mumbai	9820651516
Sri Ram Law House	Chandigarh	9815844552	Jaina Book Agency	Mumbai	9821040615
C. Sita Raman Book Co.	Chennai	9444011516	Shanti Book Store	Mumbai	9869683745
Ravi Book House	Chennai	9840043086	Vidyarathi Book Depot	Mumbai	9820930375
R.R. Academy	Chennai	9841018072	Sri Ganesh Book Centre	Mumbai	9820957587
RIGHT CHOICE	Chennai	7358470131	The Book Shop	Mumbai	8080592422
Aruna Book Mart	Chennai	9500021242	Jayant Book Centre	Mumbai	9594456333
Surya Book House	Cochin	9847124217	Ashirwad Book Centre	Mumbai	9819690271
V Angamuthu Law Book Seller	Coimbatore	9443383047	Shri Siddhi Vinayak Book Center	Mumbai	7875284237

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Cheran Book House	Coimbatore	9942491545	Aarti Book Company	Mumbai	9833520314
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Lakshmi Law House	Coimbatore	9842223419	A C E Tutorials	Mumbai	9987512082
College Book Store	Dehradun	7830977339	MAITRI SALES AND DISTRIBUTORS	Mumbai	9004646440
Ramesh Book Depot	Dehradun	9412058873	Royal Book Depot	Muzaffarnagar	9897677644
Om Vidya Education Books	Dehradun	9897833882	Vidarbha Book Distributors	Nagpur	9225212873
Kisan Lal and Co	Delhi	9910223598	Shanti Law House	Nagpur	9423051947
Shahi Book Depot	Delhi	9811481238	Shanti Book House	Nagpur	9561423322
Pooja Law House	Delhi	9350042870	Rahul Book Centre	Nasik	9881845022
Tarun Traders	Delhi	9871950163	Anmol Book Distributors	Nasik	9325362413
Toppers Law House	Delhi	9560756271	SANJAY S LODHA	Nasik	9422246809
Agrawal Law House	Delhi	9818113759	NEW INDIA BOOK HOUSE	Nasik	9623123458
Durga Electrostate	Delhi	9818777120	Make My Delivery Pvt Ltd	New Delhi	9650806817
Madaan Book House	Delhi	9560162437	Delta Stationers	Noida	9818189817
Singhaniya Law House	Delhi	9213168238	Ali Stationery	Pali	9887273949
Usha Book Depot	Delhi	9871144035	India Book Centre	Patna	9431022986
Topper Book Depot	Delhi	9968418755	Malhotra Books	Patna	9304684609
Jain Book Depot Pvt Ltd	Delhi	9810991451	Encash Law House	Patna	9525244000
Sai Book House	Delhi	9711811303	Friends Book Depot	Prayagraj	9451743891
Khandelwal Book Depot	Delhi	9213336682	Darshan Book Depot	Prayagraj	9415059911
Sanjay Photostate	Delhi	9958241626	Prayag Pustak Bhawan	Prayagraj	9450578373
Jain Book Variety	Delhi	9810088791	Sharda Pustak Bhawan	Prayagraj	9415638800
Amar Hind Book Depot	Delhi	9811459110	Sharda Prasad and Sons	Prayagraj	9415780064
Dhanbad Book Store	Dhanbad	9431730522	Shyamji and Sons	Prayagraj	9305631756
Book Corner	Dhanbad	9835934963	Friends Book Center	Prayagraj	9453527691
Jai Bhawani Book Depot	Durg	9827473100	Pragati Book Centre	Pune	9657703149
Law Book Shop	Ernakulam	9447768991	Goel Book Agency	Pune	9890938870
Professional Book House	Goa	9673869750	Varma Book Center	Pune	9423585703
Vidyarthi Pustak Mandir	Gorakhpur	9838172713	Ajit Law Book Depot	Pune	9850954972
Mangla And Company	Gurgaon	9911585533	Hind Law House	Pune	9823029539
NAND BOOK STALL	Gurgaon	9711477524	Vikas Book House	Pune	9921331187
Book Land	Guwahati	9864508257	Rohit Law Book Suppliers	Pune	9767258557
Kitab Ghar	Gwalior	8358957055	A.K. Enterprises	Pune	9822548146
Grower Law House	Gwalior	9893393605	Central Book House	Raipur	9406016308
Dimond Stationers	Haridwar	9358398035	Shah Book Depot	Raipur	9425525675
Laxmi Book Depot	Haridwar	9760033004	Crown Book Depot	Ranchi	9431770109
Raj Kamal Book Centre	Hyderabad	9177121119	Singhai Brothers	Ranchi	9430790656
SIA Publishers and Distributor Pvt Ltd	Hyderabad	9908062032	Malhotra Book Agency	Ranchi	9308090536
Raja Laxmi Book Depot	Hyderabad	9966900069	Munjal Book Depot	Saharanpur	9897400390
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Sujatha Law Books	Hyderabad	9866086422
Tribhuvan Book House	Hyderabad	9032099907
Shiv Shakti Book Centre	Indore	9425063647
K Bhooshan Book Seller	Indore	9826671110
Mahavir Competition Book House	Indore	9827578758
Jain Brothers	Indore	9926636333
Chelawat Book Depot	Indore	9926500362
Khetra Pal Law House	Indore	9827037713
Pooja Law House	Indore	9826625560
Jain Sri Stationery Store	Indore	9826749591
India Publishing Company	Indore	9893296074
Rahul Book Centre	Indore	7999507800
Vinay Pustak Sadan	Jabalpur	9300126517
Mehta Pustak Bhandar	Jaipur	9829448153
New Sharma Pustak Bhandar	Jaipur	9461628380
Jain Book Depot	Jaipur	9314935585
Jain Professional Services	Jaipur	9828332385
Goyal Book Distributors	Jaipur	9414782130
Pioneer Book Shop	Jalandhar	9888459890
Sharda Book Depot	Jamshedpur	9431566455
Singhal Book Co.	Jodhpur	9460589979
Book World	Jodhpur	9829088088
Jain Brothers Book Sellers	Kanpur	9839704638
Kishan Book Depot	Kanpur	9336201958
Sanjay Book Depot	Kanpur	9336226210
Crux Book Shop	Kanpur	9026152126
Bhatiya Stationers And Book Seller	Kanpur	9839962284
Supreme Law House	Vijayawada	9246472080

Book Point	Sambalpur	9438201472
Shraddha Book Depot	Secunderabad	7032333367
Shraddha Books And Stationery	Secunderabad	9849451558
SUCHI PATRA Booksellers and order Supplier	Siliguri	9832068736
Mahaveer General Store	Solapur	9422380944
Popular Book Centre	Surat	9825519001
Unique Book Store	Surat	9376891046
Western India Book Corporation	Surat	9825160820
Laxmi Book Depot	Thane	9833218159
Shanti Book Depot	Thane	9892770004
Karias Book Center	Thane	9921848488
BOOK BANIYA	Thane	8286100100
Minerva Books	Thrissur	9895478612
Cosmo Books	Trichur(Trissur)	9846235292
Agasthiar Book Depot	Trichy	9443370061
Saradha Book Centre	Trivandrum	9447075763
Popular Book Store	Udaipur	9414166850
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Sri Rajeshwari Book Links	Visakhapatnam	9848036014
XL Enterprises	Udupi	9482820908
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Apoorv Stationers	Ujjain	9826929523
Hemdip Agencies	Vadodara	9825094794
Career Management Institute	Valsad	9974624321
Varanasi Law Agency	Varanasi	9918470472
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CYNOSURE OF THE MONTH

Anil Kumar Pinnu

AIR: 21st (CMA Intermediate, June 2022)
Mahadevapura, Bangalore, Karnataka.



- 1. How do you feel after passing CMA Inter Examination?**
It is a kind of experience which is immense and beyond my imagination and level of happiness will be much more in my case as I pass with an all India rank.
- 2. What all has contributed to this success?**
Not only for me for any one key role in their success depending upon the selection of right material as well as preparation strategy. As I perfectly planned both of them and strictly stick to my plan which helped me in reaching this success.
- 3. What challenges did you face during your preparation?**
First problem is deciding scope of syllabus as to which all topics I have to study and which all topics need not study as CMA curriculum is very vast which requires filtration. Also making one time revision also not sufficient and a minimum of 2 to 3 revisions needed along with writing of 4 to 5 past attempt question papers.
- 4. How could you cope up with them? How did your coaching/teacher(s) help you?**
Scanner helps me in solving above problems as it classifies all topics into important and unimportant topics as well as giving brief pictorial representations, charts and mnemonics for better understanding of concepts.
- 5. Your advice to the aspirant for CMA Inter Examination.**
CMA Intermediate is a kind of toughest course with vast curriculum. I would require every student who aspires to clear CMA intermediate in first attempt as well as those who desires to be an all India rank holder to start their preparation from day 1 onwards instead of waiting until the last moment as this is a kind of stage in CMA which requires consistent and constant efforts to reach success owing to its difficulty. Better you yourself choose one mentor who will guide you through out journey. Also I request every student to write as many mock exams as possible as available from Shuchitra Prakashan website or writing of past attempt question papers under similar exam conditions besides having faith on your hard work and God.
- 6. Your view about Scanner?**
Instead of describing scanner as a kind of material like other publications. I can call it as a complete package as it is only a kind of material which provides or covers all concepts along with past exam questions and mock tests and that too with brief pictorial representation with a lot of charts and graphs which we cannot come across any other material and also which is easy to remember. Hence from my point of view it is a bless for students pursuing professional courses like CA, CS, CMA etc., which is evidenced by me in form of getting all India 21st rank at CMA Inter level.