

# The IISSM News

The International Institute of Security and Safety Management



## Editorial

**Dear Readers,**

Season's Greetings to you all!

From the beginning of 2023, we are experiencing extreme weathers be it cold waves smashing Bomb Cyclone in the northern hemisphere, severe earthquake in Turkiye and Syria, volcanic eruptions elsewhere and flooding in multiple countries in Africa and South America, all of these in a span of 3 to 4 weeks. These all are happening not only on the Earth but a portion of solid mass that got separated from the Sun as well. Coming back to the planet earth, we need to say Sorry to the mother nature for our (mis)deeds!

We are also at the historic cross section of Russia-Ukraine War, which is more of war between two super powers, albeit on the soil of a third country. It appears that none of the sides is ready to call for a ceasefire. I would like to touch upon the losses that has already been suffered by the sides, viz. close \$150Bn in terms of resources and over 200,000 lives put together from both sides and counting. The colossal loss that has been suffered by Ukraine, possibly would take decades of rebuilding efforts provided war is stopped forthwith. If there is no outcome even after fighting over a year, it's futile to seek an outcome through the barrels of guns and piling heap of debris. Possibly some may argue that it is also futile to cry over the lost lives and resources that can never be brought back, but certainly there is a need to do serious introspection! Can the war be solution, if it could be, it would have been delivered by now? If it hasn't, please give peace a chance!

On global economic front, some of the countries are badly affected due to disruption

of supply chain. UK and EU are facing serious crunch. If the social media reports are true then one can say with conviction that rich countries are also facing HUNGER in a near term! On this side of the planet, Pakistan is on the verge of economic collapse and facing serious food shortages along with crisis of forex reserves. This situation hasn't come about a day, but in years due to systemic failure of governance, corruption, poor international image and political instability. If International help does not pour in, it will collapse as a nation which will be bad for the globe being failed Nuclear weapon state with hordes of terror groups. Should these be falling into their hands, God save the Earth! This kind of global environment is neither good for human being nor for the business and industries. Sooner we get out of the mess is better!

Now the winter is getting over, in fact we are into the Spring in the subcontinent of South Asia, which will usher in holiday travels across the globe. Many Indians fly to Europe and other colder countries wherein others will head for hill stations in their respective countries. Good for the Aviation, tourism and hospitality industries.

With this, wish you a very Happy Holi.

**Jai Hind!**  
**Col (Dr.) MP Sen**



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# PIONEERING INNOVATIVE SECURITY SOLUTIONS

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# Cybersecurity Strategies for India

Rajan Medhekar IPS (Retd), DG IISSM



**I**n today's digital era, the use of technology has become integral to business operations. With the proliferation of technology, cybersecurity threats have also increased, posing significant risks to businesses of all sizes. Cyber threats are a major concern for organizations in India as well, where businesses face an ever-evolving threat landscape. This essay will discuss risk management strategies that can be applied to deal with cyber threats in the Indian context, along with case studies and examples highlighting the challenges faced by companies in India.

Implementing an extensive cybersecurity framework is one of the best ways to manage cyber hazards. A cybersecurity framework uses best practices, standards, and guidelines to manage and reduce cyber threats in an organized manner. A well-known framework that aids businesses in identifying, guarding against, detecting, responding to, and recovering from cybersecurity incidents is the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Organizations can improve their ability to avoid and handle cyber incidents by adopting this framework and taking a proactive approach to cybersecurity. Another important strategy is to conduct regular risk assessments. A risk

assessment exercise and a security audit of the organization to identify its assets, vulnerabilities, and threats, and will help to determine the potential impact of a cyber attack. By conducting such a risk assessment, organizations can identify gaps in their cybersecurity posture and develop mitigation strategies to address them. Risk assessments should be conducted regularly to ensure that the organization's cybersecurity posture remains effective in light of new threats and changes to the business environment.

Organizations should create an incident response strategy in addition to putting in place a cybersecurity architecture and performing risk analyses. A cybersecurity incident response plan specifies the procedures to be followed, including roles and duties, communication channels, and activities to be done to contain and mitigate the problem. Organizations can lessen the effect of a cyber event and the risk of reputational harm by adopting an incident response plan.

To illustrate the challenges faced by companies in India, let us consider the example of the data breach that occurred at the State Bank of India (SBI) in 2020. The breach exposed the personal information of millions of customers, including their names, addresses, and phone numbers. The breach occurred due to a misconfiguration in SBI's server, which allowed unauthorized access to sensitive data. The incident highlighted the need for organizations to conduct regular risk assessments and implement appropriate security controls to prevent unauthorized access to sensitive data. Another illustration is the 2021 data breach at Domino's Pizza. The hack disclosed the names, addresses, and phone numbers of hundreds of thousands of customers' personal information. Due to a third-party vendor's negligence in maintaining server security, hackers were able to access Domino's customer data during the incident. The incident made it clear that businesses must put in place the

proper security measures and screen their third-party vendors carefully.

To prevent such incidents from occurring, organizations in India can adopt best practices and comply with laws, rules, and regulations related to cybersecurity. One such regulation is the Indian Information Technology Act, 2000, which provides legal recognition to electronic documents and digital signatures and outlines penalties for cybercrimes such as hacking, cyber stalking, and identity theft. The Act also mandates that organizations take reasonable measures to secure their data and protect the privacy of individuals.

The Reserve Bank of India's (RBI) Cyber Security Framework, which establishes standards for banks and other financial institutions to handle cyber threats, is another legislation that firms can adhere to. Banks must build a cybersecurity framework, carry out routine risk assessments, and create an incident response plan following this framework. Banks can improve their cybersecurity posture and lower the risk of cyber events by adhering to the RBI's Cyber Security Framework. It is evident that cyber threats are a major concern for businesses in India, and organizations need to adopt a proactive approach to managing cyber risks.

**In conclusion**, I can say that by implementing a sound cybersecurity strategy we can mitigate, if not prevent cyber-attacks on our systems and data and mitigate the huge risks we otherwise will face to our assets, both tangible and intangible, and build confidence in our customers and other users who rely on us for safe services and products. Building this confidence is the foundation of a good business plan that aims at growth of organizations and profits for its shareholders and brand value for its promoters and stakeholders.

**(Shri Rajan K Medhekar, IPS(Retd), former Director General of National Security Guards and Present DG, IISSM)**

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# CORPORATE EXECUTIVES IN HIGH-RISK COUNTRIES

**ABHINAV BHARDWAJ, (CSP (VC) JAN2023 BATCH**

We travel many places for business, holiday and on personal visits to friends and families. Some of the trips are abroad too. When we visit abroad we try to do preparations keeping in view weather, climate, medical and other facilities. But rarely we try to read the socio-economic conditions and political or civil unrests, more-so when trip is related to business and for a small duration. That is where we land up in trouble and many people remain in a status that nothing will happen to them. Even those who know and understand the ground situations, there is often a tendency to ignore them too.

It is common to discover post incident that warning signs prior to, and during the occurrence were ignored or overlooked indicating a distinct absence of vigilance or environmental awareness. Ignorance of the organisational and personal impact such incidents invoke is another familiar manifestation. In this article, we try to understand the nuances of travel to high security risk countries.

## **REQUIREMENT:**

This is purely a 'Dos & Dons' list which is given below:

7

- Avoid predictable times and routes of travel.
- In countries with high risk of terrorism, steer clear of venues frequented by Westerners, including diplomatic facilities, military installations, churches, shopping malls, restaurants and nightclub.
- Keep a low profile. Be discreet and avoid wearing clothes bearing flags.
- Don't wear expensive-looking jewellery.
- Carry a cellular phone, but keep it concealed.
- Obey local laws and follow local customs.
- Lock all luggage. Do not attach anything to your bags that makes it possible to determine your nationality.
- Vary your routine by travelling at different times of day and taking different routes.
- Avoid areas where you are likely to be targeted, such as crowded stations or airports, tourist attractions, markets, festivals and bad neighbourhoods.
- Do not discuss your travel plans or other personal matters with strangers.
- Walk purposefully. If you are lost, act as if you know where you are going.
- Learn how to use local pay phones



and carry change to do so. Get local and international calling cards.

- Learn enough of the local language to be able to ask for help, or to call the police or a doctor.
- When faced with an incident, calmly comply with the demands of the attacker.
- In nightclubs and restaurants, locate the emergency exits.
- Avoid expressing opinions on political, cultural or religious topics.

#### **HOW TO HANDLE MONEY SAFELY:**

- Carry a minimum of convertible currency in small bills.
- Don't carry more than two credit cards. Leave one credit card in the hotel safe.
- Do not flash large amounts of money.
- Do not take your eyes off your credit card during transactions.
- Make sure your credit card is returned to you after each transaction.

- Deal only with authorized agents when you exchange money.
- Beware of pickpockets. Generally, they will work with an accomplice to distract you. A common ploy is to have an accomplice bump into you, but anything that will distract you will also be effective.
- If your possessions are lost or stolen, report the loss immediately to the local police. Keep a copy of the police report or obtain the police report number for insurance claims. Contact the local embassy or consulate to replace your passport.

#### **HOSTAGE SITUATION/KIDNAPPING SCENARIO:**

Kidnapping can take place in public areas, where someone may quietly force you, by gunpoint, into a vehicle.

They can also take place at a hotel or residence, again by using a weapon to force your cooperation in leaving the premises and entering a vehicle.



There are 3 levels of threats related to kidnapping:

- Normal threat level indicates that there is no direct or indirect threat.
- Increased threat level with no direct threat indicates that there is a general threat of kidnapping.
- High threat level with a direct threat indicates that a specific person or company has been targeted from a known or unknown person or organization.

#### **KIDNAPPING SURVIVAL GUIDELINES :**

- If attacked, maintain visual contact with the attacker, such as a direct open look focused on the bridge of the nose, but avoid eye contact. Keep a low profile and avoid appearing as if you are observing crimes being committed, by looking down or away.
- If taken hostage, your best defense is passive cooperation. You may be terrified, but try to regain your composure as quickly as possible and to organize your thoughts. Being able to behave rationally increases your chance of survival.
- The overwhelming majority of victims are abducted from their vehicles on the way to or from work and many hostages ignore the most basic security precautions.
- Keep calm. Avoid heroics.
- Obey orders without appearing either servile or antagonistic
- Do not speak unless spoken to.
- Do not whisper to colleagues.
- Do not offer suggestions.
- Do not argue or interfere in discussions or activities.

- Do not make sudden moves; ask first.
- Do not be humorous.
- Try not to give up your ID or clothing.
- The first hour is the most dangerous, so quickly regain your composure. The more time passes, the better your chances of being released unharmed.
- Be patient, as hostage negotiations are often difficult and time consuming. Remember, your chances of survival increase with time.
- Most episodes of kidnapping or hostage-taking end with no loss of life or physical injury to the captive. Eventually you will probably be released or rescued.
- Do not try to escape unless you are certain of success. If you are able to escape, go first to an Embassy or Consulate to seek protection. If you cannot reach either, go to a host government or friendly government office

#### **DURING CONFINEMENT:**

- Keep physically active.
- Keep mentally active: read, write, focus your mind on pleasant scenes or memories.
- Physical exercise and sleep are important.
- Do not attempt to escape. If by any chance, there is an opportunity to escape, think the risks through.
- Always face your captors.
- Never threaten them or give them an indication that you would testify against them.
- Do not reject food. Devise a method of telling time.
- Do not despair. Survival chances

improve with time.

## TIPS TO AVOID KIDNAPPINGS....

### TWO TYPES OF KIDNAPPING:

- The deliberate planned kidnapping.
- The random or opportunity kidnapping.

In both cases, kidnapers will always go for a soft target, a person who is not in defensive mode, who walks on the street in an easy-going, careless manner (often talking on a cell phone and not paying attention to the surroundings).

If you are living in a foreign country, do not draw attention:

- Dress inconspicuously, blend in
- Be discreet, stay away from bars
- Avoid wearing jewels
- Drive or be driven in a plain (yet mechanically sound) vehicle
- Avoid tourist areas

### NOTE:

If you are on a Business Trip in a foreign country with kidnapping risks:

- Do not travel with the organisation label markings on your luggage, stay away from this practice.
- Avoid carrying a laptop bag that looks like a laptop bag.
- Avoid the executive look.
- Pre-arrange your arrival at the airport with the Business Unit you are visiting. Ensure you are met by someone you know or someone reliable. It is preferable to exchange photos by e-mail prior (the traveller and the driver).
- Do not jump in any taxi at the airport. Taxis must be reliable and

be recommended by your host.

- If you travel with others, stay as a group, do not venture alone in unknown areas of the city at night.
- If you do need to dissociate from the group, do so with one of your local hosts, they know the area and you will draw less attention.
- Stay in recommended business hotels.
- Arrange your pick up with your host when travelling to high-risk areas.

**Conclusion:** It has been observed that whenever we get an opportunity to visit a foreign country, we do lot of research on weather, people, customs, food and some places of interest. But rarely we do the same to keep a tab on Security and Safety of self, travel documents, Passports and money. This is more true for the people who travel with or without any companion to a foreign soil for business purposes. If Security and Safety is important within home country then how could one forget the same when travelling abroad. This becomes extremely important when travelling a high risk zone like war zones or a country which is known for political instability, crime or for that matter places which are well known as tourist destinations where petty thefts, wallet snatching are common.



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# COURSE REPORT

## Certified Security Practitioners' Course (VC)

### (22 & 27-29 Jan 2023)



The Certified Security Practitioner Course has been conducted by IISSM (22 & 27-29 Jan 2023) on virtual platform. The course participants were from Bengaluru, Mumbai and Noida.

The sessions covered the topics like Concepts Corporate security, Fire safety Management, Risk Management, Disaster Risk Management, Fire Safety Management and Evacuation (National Building Code and NFPA Standards), IEDs and Bomb threat handling, Technological Application in Security Management, Bank, Hotel, Mall and Hospital Security, Incidence Response System & Crisis Management Framework, Corporate Vigilance - Overview & Preventive Aspects, Arms Act and Arms Licensing, , PSAR Act - 2005 - Need for review, Executive Protection and Role of PSOs, Cyber Security & Data Protection, and Business Continuity Planning. In addition, a Class Room Crisis Simulation Exercise, on Flood Situation Management was conducted which was

highly appreciated.

The Faculty Members who conducted the Course were:

Brig A K Pathak (Retd) &  
Col (Dr.) M P Sen (Retd): IISSM Faculties  
Brig (Dr.) VK Dutta (Retd) : Guest Faculty

Quotes from Participants on Overall Assessment of the Course are mentioned below:-



Mr Abhinav Bhardwaj,  
Security Manager, Telus  
International, Noida, UP.

"The entire course is really interesting and all topics are based on practical situations..... Through this program my confidence level definitely increased. This program has not only increased my knowledge but (being as a professional) also improved my personality too...."



Mr Dinesh Shobhnath  
Upadhyay, Regional head  
security (Assistant Vice  
President), HDFC Bank,  
Mumbai

"It's precise and apt  
course all Security and  
Safety Professionals.."



# CERTIFIED SECURITY PRACTITIONER

(Virtual Class)



- Are you a seasoned security practitioner ?
- Have you upgraded yourself with the recent developments in security systems ?
- Have you undergone a refresher course in the recent past ?
- If your answer is "NO" then come and join our next CSP (VC) and be a Certified Security Practitioner.

The Certified Security Practitioner course is the most popular programme of IISSM ever since 1992.

Various companies such as : ACC Cements, ACE Detective, Adani Power, American Express, Bank of India, Bharti Airtel Limited etc., attended the course and get CERTIFIED as CSP.

## Course Details

- Risk Assessment.
- Industrial Security in different settings.
- Security Survey and Audit
- Aviation Security including BIS (Baggage Scanning & Interpretation).
- Security in Shopping Malls / Hotels, Hospitals and Banks.
- IEDs and Bomb threat handling.
- Fire Safety Management.
- Disaster Risk Management.
- Business Continuity Plan.
- Technology Applications in Security Management.
- Cyber Security & Data Protection
- Pandemics and Response Management
- Arms Act and Arms Licensing.
- PSAR Act 2005 HR Aspects.
- Case Studies and sharing of Best Practices.

## Course Director

Brig (Retd) A K Pathak CSP, CDM & BCP, CFMS was commissioned into the Armoured Corps of the Indian Army in 1974. Had the opportunity to impart training to Post-graduate & Under graduate participants at two Army Schools of Instruction. Retired after over 35 yrs of service in the Army.

Presently, DDG (Academics) and Faculty at IISSM.

Fee : Rs.20,000/-  
(plus GST 18% applicable)

## Who should attend ?

- Chief of Security
- Head's of Administration
- Entrepreneurs desirous of running and managing their own companies
- Practicing Security Safety, Fire and Disaster Management Professionals.
- Freshly retired Defence Officers/ Para Military Force/ Police officers

**4-5 & 11-12**  
**March 2023**  
**1000-1700 hrs.**  
**Weekend Course**  
**Virtual Class**



# CERTIFIED INFORMATION SECURITY MANAGEMENT COURSE

(Virtual Class)

**15-18 MARCH 2023**

**1000-1700 Hrs.**

FEE Rs. 20,000.00 (Rupees Twenty Thousand only)

PLUS GST 18% applicable

GST No. 07AAAT14578H1ZG

## OBJECTIVE

Today's Security professionals are at the precipice of uncertainties of times due to cruel business environments. Crisis may occur at any point of time as best of the companies are moving from physical guarding based security system to high end technology based systems which are based on Information systems. In addition, it may be possible that position of Chief Security Officer (CSO) be scrapped and taken over the CISOs. Now-a-days many of the Security officers are B.Tech (Computer Science) who need to upgrade themselves with the latest systems and practices, so that they can aspire to be upgraded as CISOs in due course.

## DESCRIPTION

The training will be through a judicious mix of lectures, presentations, analytical discussions on a virtual classroom mode to cover the following:

- Fundamentals of Information Technology & Information Security
- Information Security Governance, Policies and Procedures.
- Digital Transformation Strategy and program Development.
- Disaster Recovery & Business Continuity Management.
- Cyber Security and Cyber Resilience.
- IOT, Endpoint Security and Data Loss Prevention.
- Artificial Intelligence and Cyber Security Applications.
- Data Centre Operations and Risk management.
- Information Security Incident & Response Management.
- Dark Web
- Cloud Computing and Cloud Security.
- Info Security Risk management.
- Cyber Laws and IT Act 2000.
- BlockChain and Bitcoin: Technology, Security & Applications.
- Information Security Management Case Study.

## COURSE DIRECTOR

Col (Dr) MP Sen (Retd) is highly accomplished professional with 32 years of experience (21 years in Army) in the fields of Telecom Infrastructure business, Cyber Security and Defence Strategy. In addition, he also has been into the education as CEO of Marudhara Education Group and raised Marudhara Defence Academy at Laxmangarh, Rajasthan.

He is M.Sc (Physics), M.Tech in (Telecom & IT), M.Sc (Defence & Strategic Studies), PGD(HR) and Ph.D from Jadavpur University, Kolkata.

Presently he is the Director - Courses at International Institute of Security and Safety Management, New Delhi.

International Institute of Security and Safety Management

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New Delhi

## CONTACT

Ms. Rajshri Kumari on 09999211650 /

Mr. Vinod Rawat on 09582026101

# Certificate Course on Corporate Vigilance

## Who should attend ?

- Security Officers
- Fire Safety Officers
- HR / Administration Managers responsible for Vigilance
- Security and Fire officers and
- Operational Managers of Security Service Providers.

**28-29**

**March, 2023**  
**1000-1700 hrs.**  
(Virtual Classroom)

## Course Fee

Registration Fee : Rs 10,000/-  
(Rupees Ten Thousand Only)  
plus GST 18% applicable.

## Objective

On completion of the course, the participants will be up skilled on matters of Security, Safety and Vigilance Management in Corporate and would be competent to handle the Security and Vigilance related Operational and Administrative tasks.

## Course Contents

- Corporate Vigilance - Overview & Preventive Aspects.
- Vigilance - Legal Aspects.
- Vigilance Operation - Investigation, Verifications & Screening
- Risk Assessment
- IT Act and legal framework.
- Cyber Security & Data Protection.
- Fraud detection
- Investigation, report writing and FIR.

## Course Director

Col (Dr) MP Sen (Retd) is highly accomplished professional with 32 years of experience (21 years in Army) in the fields of Telecom Infrastructure business, Cyber Security and Defence Strategy. He was commissioned into the Corps of Signals and Commanded a prestigious Divisional Signal Regiment. He is an alumni of Defence Services Staff College, Wellington, India.

He is M.Sc (Physics), M.Tech in (Telecom & IT), M.Sc (Defence & Strategic Studies), PGD(HR) and Ph.D in Conflict Management from Jadavpur University, Kolkata. He has authored a book titled "Naga Movement: Longest Surviving Insurgency in Asia" and contributed articles in various newspapers, journals and magazines.

Presently he is working as the Director – Courses at International Institute of Security and Safety Management, New Delhi.

**Register  
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Mr. Vinod Rawat on 9582026101

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**22 - 24 March, 2023**  
**1000 - 1700 hrs. (Weekdays Course)**

**Virtual Class**

**Fee : Rs.15,000/-**  
**plus 18% GST applicable**

# Fire Safety Management Course

## Contact

**Ms. Rajshri Kumari on 9999211650 and**  
**Mr. Vinod Rawat on 9582026101**

## WHO SHOULD ATTEND ?

The course is mandatory for security and compliance officers, Fire fighting staff, Industrial Supervisors, Plant Managers and those responsible for framing, disseminating and executing Fire plan in Industries, Hospital, Hotels, Corporate and other Business houses.

## OBJECTIVES :

The main objectives of Fire Safety : The first and most important goal is Life Safety, which is to prevent injury and loss of life. The second goal of fire prevention is to Prevent Property Damage. The final goal of fire prevention is Protection of Operations. By preventing fires and limiting damage, we can ensure that work operations will continue without interruption with intelligent and robust Business continuing planning.

## COURSE DIRECTOR

**Brig (Retd) A K Pathak CSP, CDM & BCP, CFMS** was commissioned into the Armoured Corps of the Indian Army in 1974. Had the opportunity to impart training to Post-graduate & Under graduate participants at two Army Schools of Instruction. Retired after over 35 yrs of service in the Army. Presently, Dy Director General - Academics and Faculty at IISSM.

## COURSE CONTENTS

- Fire Safety - General Aspects.
- Guidelines for fire Safety - Fire Safety Act and National Building Code, 2005/2016 and NFPA standards.
- Vulnerability Analysis and Integrated Fire Safety Plan
- Disaster Risk Management and Business Continuity Planning.
- Latest technology Fire fighting and equipments in use.
- Fire and Safety Management in Industries, Hospitals and Banks.
- Fire and Safety Management in Malls, High Rise buildings and Hotels.
- Investigation, Reporting and Audit.

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# SECURITY

## CERTIFIED SECURITY PRACTITIONER

(Virtual Class)



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- Head's of Administration
- Entrepreneurs desirous of running and managing their own companies
- Practicing Security Safety, Fire and Disaster Management Professionals.
- Freshly retired Defence Officers/ Para Military Force/ Police officers

**8-9 & 15-16**

**April 2023**

**1000-1700 hrs.**

**Weekend Course  
Virtual Class**

# Access Control and CCTV Room Management Course

ARE YOUR PREMISES SAFE & SECURE ?

11 12

April - 2023  
Virtual Class

With rapidly changing Security Scenario due to Technology and Threats, the need for awareness and training to protect our Premises becomes increasingly critical. Therefore, Programme is designed on Convergence of the two vital areas - Physical and Information Security that go hand in hand in Corporate Security today.

## Who Should attend?

This unique Course has been designed keeping in mind Security, Safety & Fire Supervisors (the main stream and backbone of the Security Industry today) who are eager to up skill their knowledge on the Subject and be prepared for higher responsibility.

## Course Contents :

1. The Changing Pattern of Crime in India.
2. Comprehensive Industrial and Corporate Security & Safety Management - An Insight.
3. Information Security, Cyber Frauds and Data protection.
4. Control Room operations and comprehensive CCTV Audit.
5. Case Studies on Access Control Management.
6. Technology in Security & Safety Management - Access Control Systems, CCTV and its Usefulness, Biometric Devices in use, RFID and Its Optimal use.
7. Physical Resource Management - Visitor's Parking Systems, Escalators Faults & Safety, Entry - Exit Management, QRTs (Effective and Useful Tips), Functioning of a Control Room.
8. Useful Dos and Don'ts in Safety Management.

## Course Director:

Brig (Retd) A K Pathak CSP, CDM &BCP, CFSM was commissioned into the Armoured Corps of the Indian Army in 1974. During service held various Command, Staff and Instructional appointments. Had the opportunity to impart training to Post-graduate & Under graduate participants at two Army Schools of Instruction. Retired after over 35 yrs of service in the Army.

Post retirement has been General Manager Security in the Paper Industry. Presently employed as Faculty at IISSM.

## Course Fee :

Registration Fee : Rs.10000/- (Rupees Ten Thousand only) plus GST 18% applicable.  
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