



US.LK

MARCH ISSUE



73RD INDEPENDENCE DAY SRI LANKA

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EDITOR'S NOTE



Oh the Glorious month of LOVE! So once the fireworks die down on cheering in the New Year, and the champagne is over, we look forward to the glorious month of LOVE! Red Roses, Chocolates, wine, and lots of exchanging of gifts... I know it sounds a bit mushy... But let's not forget... We have all been there and YES it's an amazing feeling!

So, as we complete a second month of the New Year I would like to make a special note on LOVE. Do we all carry that feeling of butterflies in our stomach through-out our life? We can all agree that it certainly changes over the years and but let's not forget that LOVE is the key to EVERYTHING! We all want to be loved.

So, is LOVE important in the workplace?

Believe it or not Love is critical to business profitability as well as optimal employee engagement, performance and satisfaction. Research has found that LOVE is foundational strength to life achievement and happiness. It is the unspoken ingredient of a successful professional and personal life equation because at the root of the human experience is the need to belong. The character strength of Love is valuing interpersonal relationships, caring about their wellbeing, honoring needs, and celebrating triumphs. It is the art of creating an environment where RESPECTING the strengths of one and all is cultivated.

[What simple shifts can you make to prop up your Love in your Workplace?](#)

Love Your Work: Work with your strengths as you will be more engaged, have higher performance ratings and improve your levels of productivity.

Love Your Self as Leader: As a leader you first must accept and value your abilities—both your strengths and weaknesses. This Love acknowledged, causes you to realize that those around you are made of the same stuff. Every employee is endowed with worth and potential.

Love Your Fellow Employees: It starts with healthy communication, respect for yourself as well as others and an acceptance of the value your co-workers bring to the job. When, you nurture, care and support your co-workers, they become more engaged and are positioned to achieve their full potential.

Love Your Customers: It is important that we all Love our clients/customers with the same kind of respect, appreciation, and care. Emotions are contagious, and people sense when they are cared for and valued. As a result, our customers respond in kind.

In conclusion, let us make those small changes by:

- Sincerely celebrating the positive experiences of our colleagues.
- Be proactive at catching our team members doing something good—and then tell them you noticed how great they are.
- Encourage and support each other.

"Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what is great work, and the only way to do great work is to love what you do" - Steve Jobs

Amila Gunawardana

FOUNDER'S NOTE



My Dear Team,

As we complete the second month of 2021 business across US.LK continues to perform in these uncertain times under the 'New Normal' conditions. I take this opportunity to encourage you and your families to obtain the Covid-19 Vaccine. The vaccine will help protect you from getting COVID-19. You may have some side effects, which are normal signs that your body is building protection. These side effects may affect your ability to do daily activities, but they should go away in a few days.

It is important for everyone to continue using all the tools available to help stop this pandemic as we learn more about how Covid-19 vaccines work in real-world conditions. Cover your mouth and nose with a mask when around others, stay at least 6 feet away from others, avoid crowds, avoid poorly ventilated spaces and wash your hands often.

I would also like to emphasize as this is the last month of the financial quarter, I urge all teams and team members to work hard toward the finish line. 2020/2021 has indeed been a challenging year and we have all worked very hard.

I thank each and every one of you for going beyond your call of duty at times to ensure sustainability of the business operations. We must close the Financial Year on a positive note. Hence, I urge all of you to reduce debtors, collect cash in the trade, credit policy, be vigilant about costs, and think out of the box. So let us work together this final month of the FY to ensure the year is successful.

It's not whether you get knocked down; it's whether you get up.

Manjula Kulatunga





CLG Services achieving 100% Target for the month of January 2021.
Heartiest Congratulations from US.LK!

ACHIEVEMENTS

Ceilao Logistics Group receives appreciation by Upfield.



“

MELANIE MARTY:

IT IS VERY
IMPORTANT
THAT YOU STAY
TRUE TO
YOURSELF.

As humans, we are all imperfect by nature. We all have our weaknesses and strengths. Once you recognize this truth and embrace it, it becomes easy to be your true self.

”

BIRTHDAY WISHES FROM US!

The second month of the year brings some pretty big celebrations, including Valentine's Day & birthdays for all the amazing people born during this cold & festive time. Here's to all the February babies & their creative and adventurous ways.

No, red roses aren't the go-to flower for people born in this month. Instead, they have two lovely blossoms: the violet, which signifies loyalty and faithfulness, and the primrose, which symbolizes youth and undying love.

The ancient Greeks believed this rich purple gem kept the wearer clear-headed and quick-witted, while centuries later Leonardo da Vinci claimed that amethyst helps to quicken intelligence and get rid of evil thoughts. It's also associated with peace, stability, courage, and strength.

Gerard Siriwardena

P D Perera

De Mel S A M P

K A C S Rajapaksha

Shalani Sandaruwani

S Sivagar

Surangi Madumali Fernando

E R G Vimalathas

Theekshana Dhanuka Fernando

G K N Priyantha

J.M.Rajasuriya

P Jayaraj

Chrisantha Fernando

M J Nasik

K.Darmadasa

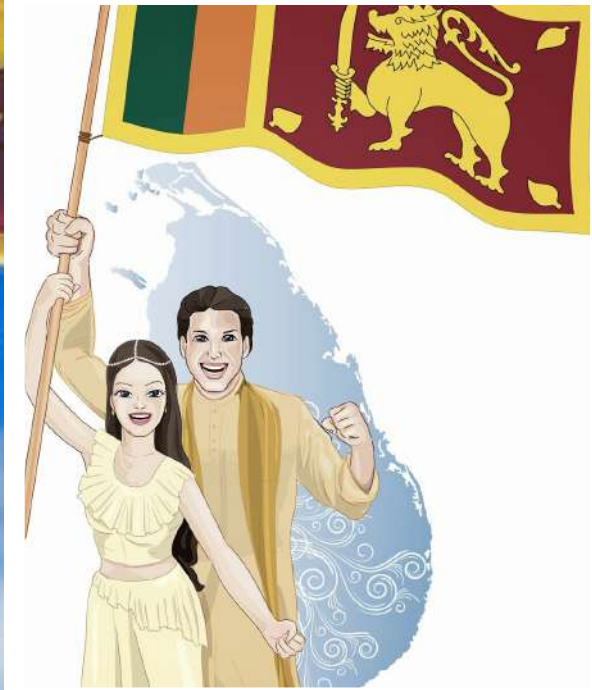
C H R Parakrama

Ranjith Asanka

H M H E Herath

Udugamasooriyage Aruna





INDEPENDENCE DAY

WRITTEN BY ANNYA GUNASEKARA

Sri Lankan Independence Day also known as National Day falls on 4th of February. It is usually marked by a grand military parade in the capital of Colombo. There are significant political speeches and ceremonies, followed by a festive series of cultural programs that highlight the best and brightest of Sri Lankan music, dance, food, and history. This is a nation-wide celebration, so no matter where you are on the island, you're bound to catch a glimpse of regional pageants and festivities; public in Colombo will be able to get an up-close and personal view of the military parade, airshows, fireworks, ceremonial double-ended drums (magul bera), the chanting of the Jayamangala Gatha, and the President's iconic flag-hoisting ceremony.

Once known as Ceylon, Sri Lanka was a major economic hub and port for the British Empire, which granted it semi-independent 'dominion' status in 1948. Sri Lanka became full republic on May 22, 1972 and is formally known as the Democratic Socialist Republic of Sri Lanka. The first Prime Minister of Sri Lanka was Don Stephen Senanayake, who is widely considered the Father of the Nation. In 1972, Sir William Gopallawa became the first President of Sri Lanka, replacing the British Empire's Governor. (Interesting fact: World's first female head of government was Madam Sirimavo Bandaranaike, who was elected in 1960 and served for three terms).

ALL ABOUT CIVICON ENGINEERING...

WHO ARE WE?

We are a team that always aims for the best. We at CIVICON are committed to satisfy our clients by going over and above their expectations. All services are planned by qualified consultants, executed by well trained staff and managed by efficient supervisors. We recognize the obligation to act responsibly, ethically and with integrity towards our staff, clients and the environment. We conduct business in compliance with all applicable laws and regulations and in accordance with the best possible ethical standards which is the key for becoming the business partner of choice.

WHAT WE DO?

CES encase every aspect of acoustic engineering in the building envelop across a wide array of industry sectors and project types. We thrive to create the top-notch quality acoustic environment for our clients to feel the ultimate comfort and intelligibility. We provide services from inception to completion of a project with expert and experienced acoustic consultants while engineering to meet the International and National Codes and Standards and also regulatory frameworks applicable to each project or commission and the individual spaces within.

OUTSTANDING ACHIEVEMENTS

Out of hundreds of innovative and state-of-art projects completed by Civicon, below are two key projects which enabled Civicon to become one of the leading solution provider in Sri Lanka.

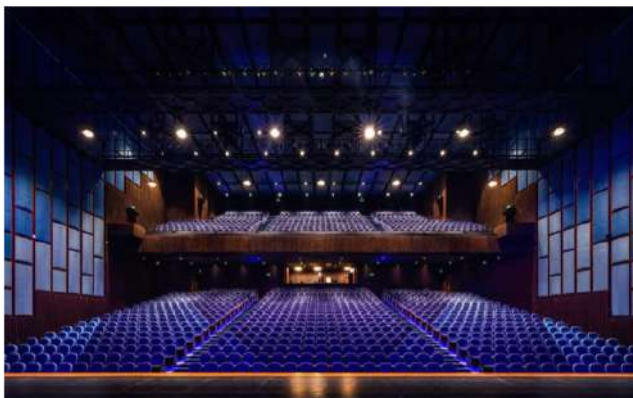
- Reinstating the Auditorium & Sports complex of Musaeus College - Colombo 07 by Supplying & Installing Interior Fit-Out with Acoustic Insulation.
- Star Innovation Centre, EPZ, Katunayake - TEKNOPANEL® - (ICP) Insulated composite panel roofing (sandwich panel), supplied & installed in the First ever Passive House factory building project in Sri Lanka and South Asia.

OUR SERVICES

- Day-lighting Solutions for the Building Envelope
- Architectural solutions with Expanded mesh
- Architectural solutions CNC pattern cut metal panels
- Design & Built Acoustic Solutions
- Thermal & Chill water Insulations
- Metal Roofing & Cladding
- Sandwich panels
- Interior Fit-out Solutions

Written by Achala Abayawickrama

"THE LEADING ENGINEERING SOLUTIONS PROVIDER IN SRI LANKA"





සී. එල්. ජී. සර්විසස් හී අපි...

නායි! ,අපි නමයි ඔයාලත් එක්ක එකතු වුණු අලුත්ම කණ්ඩායම - FBL අරංගල කණ්ඩායම. එනම්, සෙයිලාම් පවුලේ අලුත්ම සාමාජිකයා ලෙසද අපව හැඳින්විය හැකිය.

අපේ ආයතනය මගින් සිදු වන්නේ ෆොන්ටේරා ආයතනයේ කිරි නිෂ්පාදන අපේ රටේ ජීවත් වන වටිනා පාරිභෝගිකයන් උදෙසා අලෙවි කිරීමයි. එනිදී, මාලබේ, අතුරුගිරිය, වැල්ලමිටිය, කඩුවෙල, කොලොන්නාව යන ප්‍රදේශ වල සියලුම සිල්ලර වෙළඳසැල්, නොග වෙළඳසැල් සහ සුපිරි වෙළඳසැල් ආවරණය වන පරිදි අපගේ අලෙවි කටයුතු සිදු කරනු ලබයි. එය සාමාන්‍ය වෙළඳාම නැත්නම් ජෙනරල් ට්රේඩ් ලෙස නම් කර ඇත. නවද සී.එල්.ජී.ඉන්ස්ටිටියුෂන් ලෙස පාසල්, කාර්යාල යනාදී ආයතන අරමුණු කරගෙන ද අලෙවි කටයුතු සිදු කරනු ලබයි.

මේ ක්‍රියාවලිය සිදු කරන ආකාරය විස්තර කළහොත්, අපට ෆොන්ටේරා ආයතනය මගින් මේ ක්‍රියාවලියට ප්‍රදේශ කළමනාකරණ මහත්වරු දෙදෙනෙකු සහ අලෙවි නියෝජිත මහත්වරු හය දෙනෙකු ලබා දී ඇත.

අප විසින් කිරි නිෂ්පාදන ෆොන්ටේරා ආයතනය මගින් ගෙනැවිත්, ඉන්පසුව එම සියලුම භාණ්ඩ එල් එස් කිව් එනම් ප්‍රමිතිගත ගබඩාවක ගබඩා කිරීමක් සිදු කරනු ඇත. එම ගබඩාව භාරව එක් ගබඩා පාලක මහත්වරෙකු සිටී. ඔහු විසින් ඒ සියලුම භාණ්ඩ එල් අයි එල් ඕ ක්‍රියාවලියට අනුව ගබඩා කර ලොරි රථ වලට අවශ්‍ය පරිදි කළමනාකරණ කටයුතු සිදු කර භාණ්ඩ ලොරි රථ සඳහා ලබා දෙනු ඇත.



මෙම නිෂ්පාදන අලෙවි කටයුතු සිදු වනුයේ ලොරි රථ මගිනි. එය තවදුරත් විස්තර කළහොත් එක් ලොරි රථයක් සඳහා පළපුරුදු රියදුරු මහනෙකු, මුදල් අයකැමි මහනෙකු, ලොරි රථයේ භාණ්ඩ භාරව මහනෙකු, පොස්ටර් ඇලවීමේ කටයුතු සඳහා මහනෙකු සහ නිෂ්පාදන බැම සහ පැටවීමේ කටයුතු සඳහා ලොරි රථ සහයක මහත්වරු දෙදෙනෙකු බැගින් එක් ලොරි රථයක නියදෙනෙකුගෙන් යුතු කණ්ඩායමක් මගින් මෙම ක්‍රියාවලිය සිදු කරනු ලබයි.

මෙම ක්‍රියාවලිය පරිගණක පද්ධතියකට අනුව සිදු වේ. සෑම ලොරි රථයකටම ටැබ් යන්ත්‍ර එක බැගින් තිබේ. එම ටැබ් යන්ත්‍ර මගින් අදාළ බිල්පත් ලබාදීම සිදු වේ. එම පරිගණක පද්ධතියට අදාළ වැඩ කටයුතු සඳහා පරිගණක දත්ත ක්‍රියාකාරිවරියක් සහ අදාළ ණය බිල් වලට අදාළ මුදල් අයකැමි මහත්වරුන්ගේ බිල්පත් සම්බන්ධ වැඩකටයුතු ඇතුළු අනෙකුත් සියලුම ආයතනයේ කටයුතු සම්බන්ධව ක්‍රියාකාරිවරියක් සිටින අතර මුදල් අයකැමි මහත්වරුන්ගේ මුදල් ගණනය කටයුතු සහ එම මුදල් බැංකු ගත කිරීමේ කටයුතු සඳහා මහත්මයෙක් ද වශයෙන් අප ආයතනය සතුවේ.

අපේ ආයතනය ගැන යම්කිසි වැටහීමක් ලැබෙනු ඇතැයි අපි විශ්වාස කරන්නෙමු තවද අප හට හැම විටම සහයෝගයක් ලබාදෙමින් අපිට උපදෙස් ලබා දෙන අපගේ ආයතනයේ කළමනාකරණ මණ්ඩලයට ස්තූති කිරීම උදෙසා අපි මෙය අවස්ථාවක් කරගන්නෙමු. ඉදිරියටත් ඔබගේ වටිනා අදහස් සහ සහයෝගය මේ අයුරින්ම නොමඳවම ලැබෙනු ඇතැයි අපි බලාපොරොත්තු වන්නෙමු.

පිටපත: මෙලනී කවීගා



WELCOME TO THE GROUP!

It's amazing to have such fresh talent as a part of our team. We are thrilled to have you at US.LK
Welcome Aboard!



H. P. D. R. Rathnayaka
Evon Alex
H A L Priyadarshani
H A I T Hettiarachchi
D D M Amarasekara
T G S M Chandrasekara
K.S.T.Pasindu Shavishwa
A I Senanayake
R N A M Indika Bandara
P. B. S. Udagedara
M.Shifan



P.Sujeewan
Hashan Ravindu
K. S Prasd Manjula
Mahendran Manoj Pradap
Nimesh Madushanka
Sachina Piumali
Sunimal Dilshantha



THOMAS PEER
Solutions that drive digital transformation



Ransomware

A Short Intro

Ransomware is a type of malware in which the data on a victim's computer/server is encrypted and payment is demanded before the data is decrypted and access is returned to the victim. The malware specifically targets important files like documents, images, spreadsheets etc.

The motive for ransomware attacks is usually monetary and the victim is usually notified that an exploit has occurred and is given instructions for how to recover from the attack. Payment is often demanded in a virtual currency, such as bitcoin, so that the cybercriminal's identity is not known.

The hard part is that many of them don't send the decryption codes even after the payment has been made. Which is why prevention is so critical.

There are many ways to help protect against ransomware, most of the below are used in conjunction.

- Endpoint protection with malware and ransomware addons.
- Next Gen Firewalls with client isolation.
- DNS protection with URL lookups
- Installing latest patches for softwares and Operating systems
- Whitelisting applications and so on.

But even with the above security features in place, there are plenty of cases where the ransomware leverages zero day vulnerabilities and ends up infecting computers and corporate data.

In such scenarios, the last resort is the backup that the companies maintain. These backups can be used to restore the corrupted data back to an earlier clean state.

The scary part is that in recent months ransomware first targets the backup data and then the production, so companies don't have something to fall back to and end up negotiating with the hacker's on their terms.

This is why we need the 3-2-1 lifesaver rule for backups

1. Have at least 3 copies of your data
2. Utilize two different media formats
3. Have one of the copies to be offsite or in an Air Gapped/Protected Vault

Three copies of your data means that one copy is the original data supported by two separate backup copies.

Your data should reside on two separate mediums such as that of a network share, an SSD drive on some type of storage array. It can also be traditional tape media that seems so legacy today, but is mobile enough to take offsite to a secure location such as a separate site used by your organization.

A possible solution which satisfies both conditions of two media types and a remote location is utilizing the snapshotting feature of your SAN infrastructure. By snapshotting your data at regular intervals throughout the day to an identical environment at a disaster recovery location, you can easily recover from an attack on a virtual host server or VM.

But what if the ransomware is able to reach the DR site as well, how can the data there be protected.

This can be achieved using products like the Dell Cyber Recovery Vault.

Dell Cyber Recovery Vault

Cyber Recovery vault offers multiple layers of protection to provide resilience against cyber attacks even from an insider threat. It moves critical data away from the attack surface, physically isolating it within a protected part of the data center.

CyberSense is fully integrated with the Dell EMC's Cyber Recovery solution for ransomware protection. Dell EMC leverages the backup workflow to copy and secure critical business records in an isolated vault using backup software such as Networker and Avamar.

Once data is replicated to the vault CyberSense scans the backup image and generates analytics, without the need for the original backup software in the vault. Analytics look inside the files and databases to uncover unusual behavior that is indicative of a cyberattack. This includes file corruption, encryption of files or pages in a database, or deletions and creations.

The statistics are then analyzed using machine learning algorithms that have been trained on the latest ransomware threats to make a deterministic decision on whether the data has been attacked. If an attack has occurred and data corrupted, CyberSense delivers forensic tools to find the corrupt files, report on the user account that caused the corruption, so this account can be locked, and also will report on the application that made the changes to the file. With these forensic tools you can recover and diagnose a ransomware attack and replace corrupted files with the last good copy.

Together these solutions provide a secure and powerful solution against ransomware attacks. If an attack does get past the real time defenses, and corrupts files or databases, CyberSense can detect it quickly and within a backup cycle the last good copy of the data can be retrieved.

This enables business operations to continue without any interruption and cyberattacks to be thwarted quickly and painlessly.

By **PRAVEEN NAIR**
SOLUTIONS ENGINEER
THOMAS PEER SOLUTIONS

Despite the word “esports” having “sports” right in the name, there’s still a commonly held belief that esports are not, in fact, a sport at all. But why?

While esports have a lot of similarities to traditional sports like football, soccer, and basketball, it’s appearing to miss one thing: movement. Physical activity. When you see the top League of Legends competitors fighting to become the World champions, they’re sitting at a desk. The best Street Fighter players in the world are staring at a screen. But, Esports athletes train just as hard as traditional athletes.

Here’s what’s interesting about esports. Sitting on a couch will get you nowhere in competitive gaming. Professional gamers are usually a part of an organization or team, meaning they often live in a gaming house or frequent a training facility. It’s common knowledge in the esports community that pro gamers will practice - or scrim - with their teams for up to 10 hours a day.

Practice includes competing against other high-level teams, studying previous matches to find areas of improvement, and analyzing their opponents’ play styles and strategies. Just like traditional athletes, pro gamers have a coach who guides them through these practices. And just like in traditional sports, the coaches and managers oftentimes feel an immense pressure to perform.

We, Ceilao Esports are keen to bring out this new trend of sports into action. The main purpose is to identify the talent of Sri Lankan youth, and to take this potential to new heights in the esports industry.

Just after the end of a successful event, we have been able to create a valuable fan base of more than 1000 plus. And it gives us great pleasure to announce, the launch of our next event on the 01st week of March.

Yes! That’s right! PUBG! One of the most trending games in esports.



COMING SOON.... STAY TUNED....

Registrations will Open from 01st - 15th of March 2021. The game will be a 5v5 and the lucky winners have the chance to win a grand prize of LKR 25,000! So Hurry, only 100 teams will get the chance to register. Visit www.ceilaoesports.com to register your team today!

IN THE NAME OF ESPORTS



REPRESENTING TEAM TRY HARDS
Shanna Kamburugamuwa receiving the award on behalf of his team.



AWARDS & TROPHY FOR THE WINNING TEAM

Ceilao Esports Trophy & medals for the winners of the Call of Duty Mobile Challenge January 2021

THE TEAM

Ceilao Esports team with the winners of the Championship

AWARDS CEREMONY

CEILAO ESPORTS CALL OF DUTY MOBILE CHALLENGE 2021

The Awards Ceremony for the winners of the championship was held on the 19th February 2021 with the presence of the Ceilao Esports Management team and the winners of the tournament - Team Try Hards. The winners were awarded with the Ceilao Esports Trophy and Gold medals along with a grand cash prize of LKR 25,000

POWERED BY:





Employee Q & A Column

ASK US!

When it comes to keeping employees engaged, one of the most important steps companies can take is to foster meaningful connections between co-workers.

The US.LK editorial board is launching a new Q&A column — “Ask US!” — and we want to hear your questions. If you’re seeking advice on a personal or professional issue, please submit your question to contact@us.lk

We will answer these on a rolling basis, so be on the lookout for an upcoming “Ask US!” in the Employee Q&A section of US.LK Newsletter.

Q: I am finding it difficult to manage my time at work. What would you recommend that I do?

A: Create a daily “to do” or goals list. Breaking down your tasks will make them seem more manageable, keep you organized, and help you to be more productive and efficient. If you are still having difficulty managing your workload, ask a coworker for advice, or speak with your supervisor to prioritize your work.

Q: I am not naturally good with computers and technology. What's the best advice you can give?

A: Learning is vital. Life-long learning is energizing, stimulating, and yes, it’s good for business. Take courses, read books, watch educational videos, and do whatever is necessary to learn new skills that help you. You don’t have to do it on your own. Today we have access to the best brainpower through books, audio and video recordings, and live coaching. Be willing to part with your TME (Time, Money, Energy) to get what you need. YouTube has to be one of the greatest “How-To-Learn” tools we’ve seen in the past 50 years. Be willing to wade through some of the junk videos to find the gems.

OUR TEAM



Amila Gunawardana
Editor



Anya Gunasekara
Designer & Content
Writer



Deirdre Mendis
Australian Migration
Consultants



Kasun Jayasinghe
Thomas Peer Solutions



Surangi Fernando
CLG - Kochikade



Ravindu Niroshan
Airtel Operations



Maheka Rabel
ATN



Aloka Gunawardana
CLG Services



Achala Abayawickrama
Civicon Engineering



Suni Bastians
ASP



Shalani Sandaruwani
CLG Services

Ceilao Logistics Group

www.clg.lk

Australian Migration Consultants

www.amconline.com.au

Civicon Engineering Services

www.civiconeng.com

Australian Talent Network

www.austalentnetwork.com

Thomas Peer Solutions

www.thomaspeer.com.au

Australian Strategic Partnerships

www.sp-solutions.biz

Go Ceilao

www.goceilao.com

Ceilao Spill Absorbent

www.ceilaospillabsorbent.com

Ceilao E-Sports

www.ceilaoesports.com



CONTACT@US.LK



WWW.US.LK



+94 77 372 1001 / +94 77 045 2345