

THE
BOMBAY DYEING

AND
MANUFACTURING
COMPANY
LIMITED
ESTABLISHED 1879

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ANNUAL REPORT AND ACCOUNTS
1996 - 1997



THE BOMBAY DYEING AND MANUFACTURING COMPANY LIMITED



Depository System

Introduction

We take pleasure in informing you that your Company has joined hands with **National Securities Depository Ltd.** to facilitate investors to hold securities in electronic form and trade in these securities. We feel we should share with you certain information regarding the Depository System which would assist you in deciding to opt for holding your securities in electronic (also known as 'book entry') form. The need for a Depository in India was felt for quite some time, especially due to inefficiencies associated with handling large volumes of paper and other problems such as bad deliveries, fake certificates, loss of certificates in transit, mutilation of certificates, delays in transfer, long settlement cycles, etc. To provide a reliable and efficient solution to the above mentioned problems, **National Securities Depository Limited (NSDL)** has set up the first depository in India. NSDL has a capital base of Rs. 100 crores and is promoted by IDBI, UTI and NSE.

What is a Depository?

A Depository is an organisation which holds your securities in the form of electronic book entries in the same way a bank holds your money. Further, a depository transfers securities without actually handling securities, the way a bank transfers funds without actually handling money.

Benefits to an investor

- * No stamp duty for transfer of securities in the depository. In case of physical shares, stamp duty of 0.5% is payable on transfer of shares.
- * Elimination of bad deliveries and all risks associated with physical certificates such as loss, theft, mutilation, etc.
- * After the settlement, pay in and pay out are on the same day for scripless trading,

which means you get your securities as well as cash immediately.

- * Securities stand transferred in your name on the very next day of pay out. In case of physical shares, transfer of ownership takes 30-60 days or sometimes even more.
- * No courier/postal charges.
- * Facility for freezing/locking of investor accounts, which enables you to make your account non-operational, for instance if you are abroad.
- * Facility to pledge and hypothecate your securities.

Services offered by NSDL

NSDL offers the following services to the investors, through its agents viz. Depository Participants:

- * Maintenance of investors' beneficial holdings in electronic form.
- * Dematerialisation and rematerialisation of securities.
- * Facilitation of settlement of trades in electronic shares.
- * Electronic credit in case of public offerings and non-cash corporate actions such as rights, bonus, etc.

Securities available on the Depository

At present 56 securities are available for Dematerialisation. Of these 38 are available for trading as well. Another 19 Companies have signed agreements with NSDL for joining the Depository.

How do you open a depository account?

You can open an account with one of the participants of NSDL. A participant is a market intermediary through whom NSDL interacts with the investors. Annexure A gives list of

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participants who are presently offering depository services. Choose a participant and

- * fill up an **Account Opening Form** available with the participant. (You can open multiple accounts with the same participant as also with different participants).
- * sign "**Participant-Client Agreement**"
- * receive your account number which should be quoted in all your correspondence with your participant.
- * your participant will provide you a **Statement of Holdings** and **Statement of Transactions** (like a bank pass book) every fortnight giving details of your holdings and transactions in your account.

Dematerialisation

You can deposit (i.e. dematerialise) shares of any eligible company which are registered in your name and convert your physical certificates into electronic book entry.

You have to just

- * fill a **Dematerialisation Request Form** available with your participant.
- * submit your share certificates along with the above form
(Please write "**SURRENDERED FOR DEMATERIALISATION**" on the face of each certificate before you submit it for dematerialisation).
- * Your account will be credited within 15 days.
- * If you wish to convert your electronic shares back to physical shares at a later stage, you may do so by applying for **rematerialisation**.

How do you trade in electronic shares?

Buying and selling electronic shares is just like buying and selling physical shares, the only difference is trading in electronic shares is simpler and safer!

- * if you wish to sell your electronic shares, you place an order with your broker (presently an NSE member broker) under the BE segment and instruct your participant by way of a **Delivery Instruction** (which is a cheque-like instrument) to debit your account with the number of shares sold by you.
- * when you buy electronic shares, you must inform your broker about your depository account number so that the electronic shares bought by you are credited into your account and instruct your participant by way of **Receipt Instruction** to receive credit in your account.
- * payment for the electronic shares either bought or sold is made in the same way as in case of physical securities.
- * the shares you have bought are transferred in your name the very next day of pay out with no fear that the shares may turn out to be bad deliveries or fakes! No formalities of filling transfer deeds, affixing share transfer stamps and applying to the company for registering the shares in your name!

For further details, you can contact:

Mr. T. Koshy — Vice President
National Securities Depository Limited
5th Floor, Trade World,
Kamala Mills Compound
Lower Parel, Mumbai - 400 013
Phone: 91-22-4972964-70
Fax: 91-22-4972993

**List of Depository Participants****As on June 20, 1997 Annexure A**

	Participant	Address	Phone
1.	Abhipra Capital Ltd.	BM-1, Dilkhush Industrial Complex, G. T. Karnal Road, Azadpur, New Delhi-110 033.	011-7127362/ 724 4166
2.	Alankit Assignments Ltd.	103/104, Anarkali Market, Jhandelwala Extn., New Delhi-110 055.	011-7535516-21
3.	Canara Bank	NSDL Unit, 1st Floor, Verma Chambers, 11, Hornji Street, Fort, Mumbai-400 001.	2693157/2651086/ 2658291
4.	Citibank N. A.	Custody Services, Ramnord House 77, Dr. A. B. Road, Mumbai-400 018.	494 9275 Ext. 344
5.	Coimbatore Capital Market Services Pvt. Ltd.	K. G. House, 86, Government Arts College Road, Coimbatore-641 018.	0422 312163 0422 218446 Fax: 0422 211617
6.	Dalmia Securities Ltd.	2nd Floor, 7, Lyons Range, Calcutta-700 001.	033-221 1672-5 033-220 0080
7.	Deutsche Bank A. G.	D. B. House, Hazarimal Somani Marg, Fort, Mumbai-400 001.	207 5778/5976/ 3262/ 3292 Fax : 207 5975
8.	Geojit Securities Ltd.	40/7997, Veekshanam Road, Cochin-682 035.	0484-371 675, 0484-373 686
9.	Global Trust Bank Ltd.	67, Mumbai Samachar Marg, Opp. The Stock Exchange, Mumbai, Mumbai-400 023.	288 4383 265 4794/95/97
10.	HDFC Bank Ltd.	Custody Services, Sandoz House, Dr. A. B. Road, Worli, Mumbai-400 018.	4951616
11.	IDBI Capital Market Services Ltd.	IDBI Towers, 13th Floor, Cuffe Parade, Mumbai-400 005.	2160180/81/82
12.	IIT Corporate Services Ltd.	IIT House, Off M. Vasanji Road, Opp.: Vazir Glass, Near J. B. Nagar, Andheri (E), Mumbai-400 059.	822 5599 822 1410
13.	Indsec Securities and Finance Ltd.	4th Floor, Express Building, 14, 'E' Road, Churchgate, Mumbai-400 020.	287 2277 282 6056 204 6753
14.	Action Financial Services Ltd.	Sonawala Bldg., Ground Floor, Green Street Corner, Opp. Old Custom House, Fort, Mumbai-400 001.	267 8506/07
15.	Reliance Capital Ltd.	3rd Floor, Vrindavan Building, Shree Ram Mills Premises, Ganapatrao Kadam Marg, Worli, Mumbai-400 013.	4962780 Fax: 4962425

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	Participant	Address	Phone
16.	S.S. Kantilal Ishwarlal Pvt. Ltd.	3-A, Khatau Building, A. D. Modi Marg, Fort, Mumbai-400 001.	2650120/2651350 Fax: 2651358
17.	IndusInd Bank Ltd.	IndusInd House, 425, Dadasaheb Bhadkamkar Marg, Mumbai-400 004.	385 7474/9494
18.	Industrial Development Bank of India	3rd Floor, Investment Division, IDBI Towers, Cuffe Parade, Mumbai-400 005.	2181055/ 2189117/ 2189111
19.	Infrastructure Leasing & Financial Services Ltd.	4th Floor, Mahindra Towers, RBC, Worli, Mumbai-400 018.	493 5127
20.	Industrial Credit & Invest. Corp. of India	Shanti Bldg., 2nd Floor, 13, Walchand Hirachand Marg, Ballard Estate, Mumbai-400 001.	267 2530 (D) 261 8251 Ext. 4015
21.	James Capel Battilvala & Karani Pvt. Ltd.	Construction House, 5, Walchand Hirachand Marg, Ballard Estate, Mumbai-400 001.	2659944-59 Fax: 2659991
22.	Kotak Securities	1st Floor, Bakhtawar, Nariman Point, Mumbai-400 021.	202 7040 Ext. 272
23.	Morgan Stanley Trust Company	Forbes Building, 5th Floor, Charanjit Rai Marg, Fort, Mumbai-400 001.	209 6600
24.	National Securities Clearing Corporation Ltd.	Trade World, 2nd Floor, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-400 013.	4972950 Ext. 242
25.	Reliance Share and Stock Brokers Ltd.	1203-6, Arcadia, 12th Floor, 195, NCPA, Nariman Point, Mumbai-400 021.	2845656
26.	Standard Chartered Bank	Poonam Chambers-B, Shivsagar Estate, Dr. A. B. Rd., Worli, Mumbai-400 018.	4951451/91 Fax: 4950612
27.	Stock Holding Corporation of India Ltd.	44/1 Mehra Estate, L. B. S. Marg, Vikhroli (West), Mumbai-400 079.	2045483/84/85 5772836
28.	The Hongkong and Shanghai Banking Corporation Ltd.	52/60, M. G. Road, Fort, Mumbai-400 001.	265 8964 (D) 267 4921
29.	Dayco Securities Private Ltd.	Stock Exchange Building, 3rd Floor, 7, Lyons Range, Calcutta-1.	033-2202066/ 5066/5680/ 6775/3072/6372
30.	Janata Sahakari Bank Ltd.	Stock Exchange Branch, 754B Sadashiv Peth, Dr. Kumthekar Road, Pune-411 030.	0212-473429 Fax: 0212-471510
31.	Munoth Financial Services Ltd.	1st Floor, Sanghvi Plaza, No. 56 Jermiah Road, Chennai-600 007.	044-5324833/ 6420608-11 Fax: 044-6425382

You can get an update from NSDL

THE BOMBAY DYEING AND MANUFACTURING COMPANY LIMITED



ANNEXURE TO DIRECTORS' REPORT

INFORMATION AS PER SECTION 217(2A) AS AMENDED, READ WITH THE COMPANIES (PARTICULARS OF EMPLOYEES) RULES, 1975 AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED 31ST MARCH, 1997.

Name of Employee	Designation/Nature of Duties	Remuneration Received		Qualifications	Experi- ence Years	Date of Commence- ment of Em- ploy- ment	Age Years	Last Employment held before joining the Company
		Gross Rupees	Net Rupees					
(A) EMPLOYED THROUGHOUT THE YEAR AND WERE IN RECEIPT OF REMUNERATION IN AGGREGATE OF NOT LESS THAN RS. 3,00,000 PER ANNUM								
Ahluwalia J.M.	Vice-President (Jamnagar & Roha Units)	7,92,040	4,43,816	B.Sc. (Tex. Tech.)	34	22/09/88	57	Chief Executive, Shangrila Synthetics Pvt. Ltd.
Alva D.S.	Managing Director	22,88,797	10,27,858	B.Sc. B.Sc. (Tech.)	44	20/10/69	63	General Manager, Anglo French Text. Ltd. Finance Manager, Uniplas India Ltd.
Athavale H.S.	Manager Accounts	3,39,129	2,24,742	B.Com., M.B.A.	17	24/12/93	39	
Bathe G.B.	Record Clerk	3,45,251	3,37,922	S.S.C.	29	24/04/68	51	
Bhansali S.L.	Materials Manager	3,37,240	2,24,113	B.E. Mech., Degree M.S.Ind. Masters	22	21/12/92	47	Purchase Manager, Rohit Pulp & Paper Mills Ltd
Bhathena A.J.	Warehouse Overseer	4,97,318	4,33,579	S.S.C.	42	01/05/54	60	
Bhide P.V.	Vice President [H.R.]	7,80,246	4,52,754	B.Tech. (Mech.), Dip. in Ind. Engg., Dip. in Ind. I. Mgt. Dip. in Plastics (London)	27	01/03/94	49	General Manager (H.R.), Union Carbide India Ltd.
Bose S.	Manager – Maint.	3,71,176	2,43,503	B.E. (Mech.)	31	03/12/87	52	Chief Engineer, M/s. Jayvant Vitamins Ltd.
Chakrabarti S.K.	Vice-President (Mfg.)	8,12,549	4,77,772	B.Sc. (Tech.)	33	01/11/71	54	Senior Consultant, Endesco Pvt. Ltd.
Chandratte J.H.	Man. Saf. T. & O.H.	4,40,561	3,36,177	B.Sc. (Hons.) Dis. (Dipl. in Ind. Safety)	33	30/05/83	54	Shift Superintendent, Hindustan Petroleum Corp. Ltd.
Chiniwalla A.V.	Manager, Quality Assurance	3,63,684	2,34,751	B.Sc., D.T.C., M.S.	38	15/04/69	58	Chemist, Bernard Screen Printers Ltd.
Rear Admr. Chopra M.M. (Retd.)	Executive Director	14,66,282	7,79,774	B.A., LL.B. DBM.	43	17/11/88	64	Asstt. Chief of Personnel, Indian Navy
Das T.M.	Vice-President (Mfg.) D.M.T.	9,25,114	5,29,957	B.E. (Chem.)	36	01/11/85	57	Operations Manager, R.C.F. Ltd., Mumbai
Dave A.H.	Sr. Marketing Manager (Exports)	3,75,077	2,43,226	B.A. LL.B.	32	01/10/92	50	General Manager (Exports), Standard Mills Co. Ltd
De L.C.	Manager -- Design	3,75,067	2,40,656	Dip. Fine Comm. Arts	33	01/11/74	57	Asstt. Art Director, Laxmi Vishnu (Cotton Mills)
Deshmukh R.G.	Chief Engr., Mfg.	3,13,733	2,11,640	D.E.	34	15/04/80	56	Chief Engineer, Ruby Mills
Capt. Fernandes S.C.	Exc., Jet Pilot	7,21,805	4,50,170	Preuniversity	30	01/08/95	50	Indian Air Force
Gagrati D.S.	Vice-President (Special Projects)	8,20,722	4,72,085	B.Sc.	39	17/07/57	63	—
Govindan P.	Company Secretary	3,65,961	2,43,027	B.A. (Hons.), LL.B., F.C.S.	33	02/01/91	52	Company Secretary, Ralliwolf Limited
Gupta R.K.	Sales Manager	3,38,128	2,33,136	B.E. (Chem. Engg.)	17	30/06/93	41	Deputy Manager, Bongaigaon Refinery
Gupta S.K.	General Manager {Ops.}	5,25,958	3,26,948	B.E. (Chemical Engineering)	26	31/12/87	50	Deputy Chief Engineer, Fertilizer Corp. of India
Joshi V.H.	M/Eng., Servicers	3,32,045	2,21,930	B.Sc. D.E.R.E. Dip. in German	24	25/06/84	45	Inst. Supervisor, Union Carbide
Kalingnanam R.	General Manager (Projects)	5,06,191	3,15,876	B.E. (Mech.)	35	01/09/92	55	Addtl. Chief Engineer, Tata Consulting Engrs.
Kapur L.K.	Development Manager	3,93,328	2,50,598	B.Sc. (Tex.)	28	01/11/81	53	Manager (Design Dept.), Reliance Industries Ltd.
Karenjia A.M.	Wvg. Supdt. (Production)	4,71,799	4,06,064	S.S.C., Govt. Dip. in Wvg.	38	10/04/59	60	—
Kelkar S.S.	Executive Director	14,93,568	7,93,040	M.Com.	33	09/10/72	57	Officer, Bank of India
Krishnamurthy K.V.	Dev. Manager	4,54,917	2,92,234	B.Tech. (Chem.)	25	04/05/83	48	R.C.F. Ltd.
Krishnamurthy M.	Manager (Weaving)	3,55,871	2,33,087	B.Sc. (Tex.)	41	29/08/89	61	Weaving Manager, Hindoostan Mills
Kulkarni M.H.	Comptroller	4,06,130	2,69,329	B.Com., LL.B., A.C.A.	17	17/04/95	40	G.M. (Accounts), Sterlite Industries Ltd.
Kuppuswamy P. V.	Executive Director	15,06,143	8,03,103	B.Sc. (Chem.), B.Sc. (Chem. Engg.) D.I.I.P.	29	01/08/79	53	Manager, Solvent Alcohol Plant, Nocil
Malik P.	Executive Director	15,39,194	8,32,766	M.A.	31	01/08/94	55	Executive Director, Mafatlal Fine Spg. & Mfg. Co. Ltd.
Capt. Metrani S.N.	Exc. Jet Pilot.	8,46,881	5,12,874	Graduate from Flying College	31	01/02/93	53	Chief Executive Pilot, Hindustan Aeronautics Ltd
Moyal D.F.	Printing Supdt.	5,07,180	3,97,132	M.Sc., L.T.C., LL.B.	28	27/01/69	54	—
Mukherjee P.K.	Gen. Manager (Exports)	5,59,053	3,32,099	B.Tech.	24	27/04/84	48	Marketing Manager, P.T. Sumated
Muley A.Y.	Gen. Manager (Marketing)	5,00,855	3,14,647	B.Sc. B.Sc. (Tech.) D.M.M.	32	01/11/89	58	Jayant Oil Mills
Nadgonde P.V.	Chief Exc. Properties	4,67,865	2,95,352	B.E. (Civil)	35	09/01/95	58	General Manager, Consulting Enngg. Services (I) P. Ltd.
Parkar J.V.	Record Clerk	4,47,761	4,39,243	S.S.C.	35	31/03/62	57	—

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Name of Employee	Designation/Nature of Duties	Remuneration Received		Qualifications	Experience Years	Date of Commencement of Employment	Age Years	Last Employment held before joining the Company
		Gross Rupees	Net Rupees					
Parthasarathy P.R.	Vice President & Chief Executive (Group Security)	6,58,923	3,91,614	B.A., LL.B., Dip. In French	38	22/06/94	61	Director General of Police, Govt. of Maharashtra
Patil R.L.	Gen. Manager - Engineering	5,18,640	3,18,660	B.Sc. B.E. (Inst.)	28	21/07/83	53	Sr. Instruments Engineer, Herdilia Chemicals Ltd.
Dr. Prasad V.N.K.	Dy. Man. Ind. Health	3,06,649	2,09,545	MBBS. (MYS.)	15	15/06/90	49	Medical Officer, Voltas Ltd.
Raghavan S.	Vice-President (Strategic Planning)	7,12,837	4,28,307	B.Tech., M.B.A.	25	12/06/95	46	Senior Consultant, Tata Consultancy Services
Rajpai V.K.	Executive Helicopter Pilot	3,19,649	2,13,108	J. & S.S.A.M.C. J.C.C. F.C.C.	32	30/04/92	51	Base Aviation Manager, Delhi Gulf Airways
Dr. Rakshit A.K.	Gen. Manager Qty. Assurance	4,65,478	2,94,838	B.Sc. M.Text. Ph.D.	22	16/01/95	42	Deputy General Manager (Tech.), GTN Textiles Ltd.
Rammohan R.	Manager (Materials Accounting)	3,16,525	2,04,576	M.A., C.A.I.I.B., D.B.M. D.O.R.M.	36	02/06/80	56	Officer, Bank of India
Rao I.N.	Gen. Manager (Textile Mills)	4,55,838	2,84,156	B. Tech. (Tex.) L.E.E.	38	01/07/76	61	Weaving Suptd., New City of Bombay Mfg. Co. Ltd.
Rao N.S.	Manager - Spinning	3,11,890	2,09,377	B.Sc. (Tex.), D.B.M. EXDEV. Programme	33	18/11/93	54	Spinning Manager, Morarjee Mills
Rushi C.N.	Chief Int-Auditor	3,12,692	2,18,347	B.Com. C.A.	18	04/02/92	42	Parle Beverages
Santhanam N.	Vice-President (Corp. Affairs)	8,17,886	4,65,258	B.Com. F.C.A.	24	26/03/80	48	Accounts Manager (Taxation), Voltas Ltd.
Sarma R.V.	Gen. Manager (Finance)	6,13,688	3,70,714	M.Com., D.B.M.	34	02/07/79	56	Shipping Executive, Transoceanic Shipping Agency
Sethna C.D.	Weaving Manager	3,18,099	2,13,048	L.T.M. from VJTI C. & G. Wvg. London	33	01/07/64	56	—
Shah S.M.	Sales Manager	3,04,659	2,03,461	B.Com.	33	02/01/64	59	Shreeram Mills Ltd.
Sharma P.C.	Production Manager	3,55,750	2,32,847	B.Sc. D.L.L.M.	36	01/02/90	27	Production Manager, Empire Spec Fab.
Shetty K.S.	Marketing Manager (Wholesale)	3,35,953	2,22,393	F.Y. Arts	38	15/02/65	55	Clerk, Vijaya Bank Ltd.
Shrikhande G.S.	Gen. Manager (Apparels)	5,58,999	3,39,752	B.Text, M.B.A.	13	01/08/94	36	Chief Executive, Marfatti Apparel, Mumbai
Shroff S.M.	Warehouse Overseer	4,88,259	4,20,802	B.Sc. (Hons.) VJTI Cer.	38	15/04/59	61	—
Swami N.R.	Sales Manager	3,21,149	2,04,426	S.S.L.C.	43	01/04/70	59	Manager Purchase & Sales, Gobind Textiles, Madras
Venkataraman N.	Manager - Project Engg.	3,28,451	2,16,853	B.Sc. (Engg.)	25	01/01/92	46	Senior Project Engineer, Tata Chemicals Ltd.
Zope R.D.	Manager - Process	3,12,975	2,12,276	B.Sc. (Tech.), Petrochemicals	22	13/06/83	45	Shift-in-Charge, Special Oils Refinery

(B) EMPLOYED FOR PART OF THE YEAR AND WERE IN RECEIPT OF REMUNERATION AT THE RATE OF NOT LESS THAN RS. 25,000 PER MONTH.

Acharekar S.J.	Asst. Muster Keeper	4,46,018	4,37,116	Non-Matric	38	04/03/59	56	N/A
Agre S.T.	Colour Mixer	1,68,009	1,66,553	—	28	21/03/69	53	N/A
Ahir D.B.	Godown Navghani	2,19,941	2,18,884	—	34	07/05/62	59	N/A
Ahir R.R.	Calico Cur. Flaiter	2,07,130	2,06,779	—	36	13/09/60	59	N/A
Ahir R.J.	Machine Man	64,337	64,337	—	33	17/05/63	58	N/A
Ahir S.B.	Jigger M/c. Man (D.E.)	2,24,029	2,23,304	—	33	18/05/63	59	Swastik Mills
Ahir V.P.	Cleaning Mazdoor	2,79,137	2,78,096	—	35	31/03/61	60	Shriram Mills
Ambre R.N.	Machine Cleaner	1,14,506	1,14,506	—	24	18/10/72	53	N/A
Amroliwalla R.P.	Sr. Asst. Master	1,03,624	1,02,796	S.S.C.	24	17/04/72	46	N/A
Angane M.G.	Pre Inspec-M/c. Man	2,31,739	2,30,957	—	33	06/04/63	58	N/A
Arekar M.J.	Grain Clerk	3,56,980	3,53,912	Upto S.S.C.	36	01/02/61	54	N/A
Arolkar S.V.	Chief-Clerk	4,18,265	4,12,828	S.S.C.	36	18/04/61	56	N/A
Aspar D.M.	Sr. Asst. Master	1,00,025	1,00,025	X Std., Wireman Lic (P.W.D.)	34	09/09/62	61	N/A
Bamolikar R.S.	Cook (Veg)	1,77,087	1,76,797	—	31	20/02/65	60	N/A
Bandekar L.G.	Colour Mazdoor	1,62,317	1,61,446	—	26	25/05/70	58	N/A
Bendre V.M.	Fam. Har.	2,24,131	2,23,003	—	35	25/04/61	56	N/A
Bhagat D.T.	Stent. Feeder	1,47,054	1,47,054	—	28	20/07/68	48	N/A
Bhaidkar D.K.	Doffer Gaiter	2,43,958	2,42,958	—	35	18/03/61	57	N/A
Bharucha D.E.	Machine Tender	1,11,429	1,11,007	—	31	05/12/74	59	N/A
Bharucha N.D.	Paper Lifter	4,23,953	3,72,164	S.S.C. Undergraduate (Com.)	36	01/11/60	60	N/A
Bhogie P.V.	Asst. Manager (Ins.)	2,13,509	2,13,387	—	33	14/12/62	58	N/A
Bhole K.S.	Semi Clerk	3,17,918	3,13,684	—	36	09/05/61	60	N/A
Bhosle B.H.	Sr. Clerk	1,84,292	1,82,553	—	24	14/11/72	52	N/A
Bommakanta R.H.	Sider	2,40,697	2,39,436	—	31	16/12/65	54	Excel Wear
Borate H.L.	Per. Extra-Bleaching	1,53,883	1,53,775	—	25	17/04/71	49	N/A
Borkar V.P.	Oilier/Navghani	4,39,162	4,29,306	S.S.C.	37	01/02/60	55	N/A
Brahmin P.B.	Chief-Clerk	2,50,151	2,48,932	—	33	11/09/63	57	N/A
Chalke M.R.	Prim. St. Fit/Op(Gr.V)	1,73,977	1,73,850	—	23	21/10/72	46	N/A
Chalke R.N.	Hi Speed	2,53,333	2,51,032	—	38	04/03/59	60	N/A
Chatri B.	Drawtens BD	1,88,186	1,88,137	—	29	22/05/67	52	The India United Mills
Chavan J.B.	Toyoda Inter Tender	1,74,143	1,68,560	—	33	10/12/62	54	N/A
Chavan S.D.	Color Weigh. Cum Nav.	82,859	82,495	—	14	10/09/82	49	N/A
	Junior Clerk			Upto S.S.C.				
	Doffer Gaiter			—				

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Name of Employee	Designation/Nature of Duties	Remuneration Received		Qualifications	Experience Years	Date of Commencement of Employment	Age Years	Last Employment held before joining the Company
		Gross Rupees	Net Rupees					
Chavan S.S.	Asst. Jamadar	1,43,339	1,42,598	IX Std.	23	22/11/73	57	N/A
Chavbe R.B.	Sewing M/c. Man-A	2,09,644	2,09,069	—	39	22/07/57	60	N/A
Chavhan J.M.	Cr.& Sh. M/c. Man	2,52,858	2,52,139	—	35	07/04/61	58	N/A
Chawan K.D.	Watchmen	1,53,799	1,53,114	—	25	14/03/71	56	N/A
Chawan V.R.	H.S. Winder	1,13,783	1,13,783	—	21	02/08/75	51	N/A
Chawdhari L.B.	Sch. Pirm. Winder (36)	1,47,082	1,46,380	—	23	13/09/73	51	N/A
D'silva P.E.	Compounder	1,93,089	1,92,516	Upto S.S.C.	21	01/04/75	60	N/A
Dabholkar M.K.	Dy. Costing Manager	2,79,173	2,71,409	B.Com. A.I.C.W.A., D.M. A.	33	12/12/69	56	Asst. Accountant Airlabs Ltd.
Dagare P.R.	Asst. Muster Keeper	3,20,496	3,16,350	S.S.C.	28	01/04/69	46	N/A
Dalvi D.G.	Stamping Maz. (Exp.) B	2,17,130	2,17,020	—	34	28/05/62	56	N/A
Dalvi G.G.	Grain Seller	2,31,876	2,29,882	Iv Std.	33	24/04/63	59	N/A
Dalvi S.S.	B.C. Winder	1,29,271	1,28,510	—	20	16/04/76	58	N/A
Das P.K.	Gen. Manager (N.B.W.)	5,95,168	3,66,236	B.Sc.	28	07/06/95	48	Mill Manager (Processing) Costs Vijella India Ltd
Deshmukh A.G.	Weft. Yarn. Weigher	3,45,067	3,44,464	Upto. S.S.C.	39	29/08/57	60	N/A
Devasthali V.B.	T.C. Fents Mazdoor	1,33,138	1,33,039	—	23	04/12/72	57	N/A
Dewlekar H.E.	Vendor	1,11,000	1,10,756	—	22	15/05/74	50	N/A
Dhangde R.L.	Doffer Gaiter	1,70,460	1,70,434	—	28	20/05/68	47	N/A
Dhanuk G.K.	Pad Steam M/c. Pltr.	2,10,376	2,09,344	—	35	23/11/61	58	N/A
Dharkar V.M.	Gen. Manager -- Engineering	5,69,805	3,95,676	B.E. D.I.E.	37	30/04/87	59	Maintenance Manager I E L Ltd. Mumbai
Dhawle L.B.	Doffer Gaiter	1,39,786	1,39,683	—	23	01/06/73	43	N/A
Dhobi S.S.	Cr.& Sh. M/c. Man	2,59,621	2,58,658	—	35	05/04/61	56	N/A
Dhumal M.B.	Carpenter	2,04,672	2,02,379	—	25	19/07/71	48	N/A
Dhur M.R.	Asst. Store Keeper	4,03,330	3,97,726	S.S.C.	36	15/04/61	59	N/A
Dias J.A.	Cutter	1,74,889	1,74,757	VI Std.	26	19/08/70	59	N/A
Dige P.M.	Bobbin Stripper	1,26,080	1,25,624	—	23	21/09/73	41	N/A
Divekar V.R.	Plaiting M/c. Man	1,54,963	1,54,844	—	25	02/02/71	52	N/A
Dordi M.C.	Cyl.Front Sizer (Big.)	3,52,769	3,50,009	—	39	01/07/57	59	N/A
Dube R.B.	Hi Speed Drawtens 6D	2,23,370	2,23,322	—	29	22/03/67	54	N/A
Dukhande D.B.	Volume Book Binder	1,51,252	1,50,747	—	26	24/03/70	55	N/A
Dupste V.J.	Doffer Gaiter	75,077	74,919	—	13	07/03/83	57	N/A
Engineer E.N.	Data Ent. Operator, Grade A	3,77,484	3,72,100	S.S.C.	40	15/05/57	60	N/A
Engineer G.C.	Mill Engineer	6,29,397	5,16,850	L.E.E.	38	01/11/61	61	Engineer D/Man M/s. Asea Elec. India Pvt. Ltd
Engineer S.F.	Wvg. Supdt. (Maintenance)	4,78,041	4,21,617	B.Sc.	19	02/05/77	42	N/A
Fodkar B.S.	Color Weigh. Cum Nav.	97,034	96,980	—	13	15/12/82	48	N/A
Furtado P.A.	Master Fitter (Gr. VI)	2,69,973	2,66,650	—	30	07/01/67	55	Victoria Mills
Gadankush D.L.	Oiler Cum Tapman	2,18,521	2,17,823	—	32	27/12/63	53	Textile Mills
Gaikwad D.G.	Sider	98,271	97,443	—	14	27/08/82	42	N/A
Gandhi D.S.	Watchman	1,36,080	1,35,550	VII std.	23	09/11/73	57	N/A
Gaonkar V.R.	Insp. Man	2,94,179	2,94,023	—	38	01/07/58	58	N/A
Gerde L.K.	Store Mazdoor	2,45,728	2,42,925	—	31	26/03/66	50	N/A
Gavli B.R.	Insp. Man	3,30,559	3,29,066	—	39	10/02/58	58	N/A
Gawas M.Y.	Vendor	1,18,075	1,17,822	—	22	20/07/74	45	N/A
Ghadge M.S.	Grain Seller	2,41,813	2,41,122	—	35	03/11/61	56	N/A
Ghadge T.D.	Shaft Oiler	2,03,595	2,03,170	—	38	25/03/58	60	N/A
Ghadigaonkar G.B.	Inspection/Dress.Men	2,15,137	2,13,987	—	33	05/04/63	60	N/A
Ghag A.D.	Reliever	2,19,032	2,18,477	—	29	16/11/67	49	N/A
Ghag K.M.	Doffer Jobber	2,20,620	2,20,383	—	25	09/03/71	43	N/A
Ghag K.R.	Cylinder M/c. Man	1,51,125	1,50,639	—	27	24/06/69	47	N/A
Ghag N.R.	Record Clerk	3,75,666	3,72,960	S.S.C.	37	01/01/60	59	N/A
Gogarkar S.P.	Vendor	2,42,924	2,42,015	—	39	12/02/57	58	N/A
Gokhale D.J.	Dy. Manager (Commercial)	2,85,222	1,97,442	B.Sc. D.O.M.	33	01/10/83	55	Foreman Riyadh Oil
Gorule S.G.	Sider	2,05,398	2,03,042	—	24	15/10/72	45	N/A
Gudekar V.B.	Vendor	1,06,894	1,06,849	—	22	16/05/74	44	N/A
Gujar C.G.	R.S.D. Drawing Tenter	1,64,424	1,64,424	—	22	12/07/74	41	N/A
Gupta M.K.	Doffer Gaiter	1,55,733	1,55,642	—	25	16/03/71	49	N/A
Guraw N.S.	Mazdoor	2,07,282	2,06,422	—	32	13/02/64	55	N/A
Hatim S.L.	Manager's Peon (A)	1,78,383	1,78,383	—	34	12/05/62	55	N/A
Ilavia K.B.	Etp Op/Nav.(Gr. IV)	2,30,913	2,28,066	—	28	20/06/69	52	N/A
Jadaw V.S.	Behinger Warper	3,95,236	3,91,708	—	36	15/06/60	56	N/A
Jadhao T.A.	Asst. Fitter	2,63,060	2,62,245	—	31	02/03/65	50	N/A
Jadhav K.M.	Beam Distributor	3,77,020	3,71,034	S.S.C.	32	21/12/64	51	N/A
Jadhav M.D.	Watchman	1,95,580	1,94,890	III Std.	32	01/11/64	58	N/A
Jadhav M.J.	Warp Yarn Weigher.	4,22,351	4,16,122	S.S.C.	37	04/07/60	56	N/A
Jadhav R.M.	Driver	1,77,819	1,77,103	—	24	14/03/72	48	N/A
Jadhav S.S.	Rewinder	1,38,948	1,38,202	—	22	03/04/74	49	N/A
Jadhaw D.G.	Waste Navgani	1,88,043	1,87,580	—	28	22/07/68	53	N/A
Jadhaw P.B.	Ring Can De/Cc/Swp.	2,01,703	2,00,183	—	30	12/04/67	52	N/A
Jaisawara B.S.	8 Side Sider	2,54,028	2,53,361	—	35	26/03/61	59	N/A
Jaisawara J.J.	Transport/Fin.Maz.	2,07,107	2,06,649	—	36	07/07/68	56	N/A
Jaiswar A.R.	Vouk Comber Tenter	2,33,786	2,32,811	V Std.	35	25/04/61	60	N/A
Jaiswar M.R.	Inter Tenter	1,53,783	1,53,666	—	22	21/04/74	42	N/A
Jaiswar R.B.	Vouk Lab Farmer	1,58,969	1,58,269	—	24	03/07/72	47	N/A
Jaiswar S.P.	Hi Speed Drawtens 6D	1,93,669	1,93,543	—	25	15/12/70	46	N/A

THE BOMBAY DYEING AND MANUFACTURING COMPANY LIMITED

Name of Employee	Designation/Nature of Duties	Remuneration Received		Qualifications	Experience Years	Date of Commencement of Employment	Age Years	Last Employment held before joining the Company
		Gross Rupees	Net Rupees					
Jaiswara A.B.	Blender Tender	2,19,871	2,17,558	IV Std.	35	17/02/62	60	Edward Mills
Jaiswara B.B.	Doffer Gaiter	1,19,964	1,19,647	—	22	11/05/74	48	N/A
Jaiswara B.D.	Godown Navghani	2,25,023	2,24,965	—	33	23/04/63	59	N/A
Jaiswara B.R.	Colour Mixer	1,99,145	1,97,506	—	33	29/04/63	56	N/A
Jaiswara B.B.	Pieces Carrier - A	2,39,743	2,38,273	—	34	21/05/62	57	N/A
Jaiswara B.J.	P.T. Drawing Tender	2,30,992	2,30,537	—	35	07/09/61	56	N/A
Jaiswara C.M.	Doffer Gaiter	72,218	71,781	—	13	13/10/83	39	N/A
Jaiswara D.S.	Pad Batch M/c. Helper	1,46,921	1,46,136	—	26	27/09/70	59	Usha Processors
Jaiswara H.R.	Paper Press, M/c. Helper	1,87,966	1,86,762	—	34	25/05/62	59	N/A
Jaiswara K.S.	Vouk Lap Farmer	1,33,705	1,33,153	—	20	25/01/76	44	N/A
Jaiswara M.J.	P.T. Drawing Tender	1,65,059	1,64,386	—	23	02/08/73	42	N/A
Jaiswara M.R.	Doffer Gaiter	2,07,231	2,06,796	VII Std.	35	31/03/61	57	N/A
Jaiswara P.N.	Godown Navghani	1,80,397	1,80,339	—	32	21/04/64	60	N/A
Jaiswara R.N.	Sweeper	2,14,822	2,13,973	—	35	06/04/61	59	N/A
Jaiswara R.S.	Mazdoor (Strike Off)	1,48,197	1,47,797	—	37	16/10/59	60	N/A
Jaiswara R.B.	Vouk Comber Tender	2,38,644	2,38,450	—	35	28/04/61	56	N/A
Jaiswara S.J.	Pieces Sorter(Loc) A	2,17,689	2,16,192	—	31	03/12/65	54	N/A
Jaiswara S.N.	Vouk Lap Farmer	2,10,716	2,10,099	VII Std.	34	20/02/62	60	Cotton Mills, Ahmedabad
Jaiswara S.R.	Raising M/c. Man	2,12,194	2,11,765	—	38	20/05/58	59	N/A
Jayant R.P.	D. Carrier (2 F.)	2,08,912	2,07,053	—	29	09/03/68	50	N/A
Joshi A.R.	Int. Rel. (2nd Floor)	1,84,139	1,84,061	—	25	19/12/70	44	N/A
Joshi C.L.	Manager (Computers)	53,651	48,177	M.E. Elect.	26	16/05/94	51	EDP Manager, H. & R. Johnson (India) Ltd. G.M. (Personnel & Admn.) Mafatlal Industries Ltd.
Joshi G.V.	Full-time Consultant-Personnel	2,29,316	1,72,592	B.Com. D.L.U.	35	01/07/96	58	N/A
Kadam D.G.	Stenter M/c. Plaiter	2,37,188	2,36,601	—	40	27/07/56	63	N/A
Kadam R.K.	Watchman	1,97,175	1,96,609	VII Std.	33	04/03/63	56	N/A
Kadam S.D.	Mazdoor	1,92,876	1,92,325	—	33	22/04/63	55	N/A
Kadam S.D.	Doffer Gaiter	89,382	88,667	III Std.	13	22/10/83	58	Textile Mills
Kadam T.G.	Béhringer Warper	3,44,334	3,40,609	—	31	23/02/66	49	N/A
Kahar D.R.	Doffer Gaiter	1,80,691	1,78,766	—	23	20/09/73	48	N/A
Kahar S.R.	Bale Opener	1,52,745	1,52,227	—	24	12/08/72	49	N/A
Kamath G.V.	Attendance Clerk	3,52,689	3,51,994	Upto S.S.C.	38	28/03/58	59	N/A
Kamathi G.H.	Doffer Gaiter	72,949	72,949	IV Std.	12	01/02/84	37	Hindustan Mills
Kamathi K.L.	Doffer Gaiter	1,41,421	1,40,913	—	23	01/06/73	45	N/A
Kamathi L.N.	Perment Relier	54,679	54,260	—	12	16/05/84	45	N/A
Kamathi T.H.	Doffer Gaiter	1,47,478	1,46,958	—	23	03/05/73	51	Textile Mills
Kambale J.B.	Doffer Gaiter	1,93,204	1,92,950	—	32	27/12/63	54	Textile Mills
Kamble B.B.	Asst. Muk/Nav. (Gr. IV)	2,55,246	2,52,497	—	32	20/01/65	55	N/A
Kanhar M.K.	Toyata Inter Tender	1,72,424	1,72,320	—	24	07/03/72	43	N/A
Kanse K.B.	Tractor Trailer Driver	2,10,331	2,09,045	—	23	23/06/73	55	N/A
Kapadia G.A.	Fitter	3,15,756	3,15,094	—	37	16/10/59	57	N/A
Karmarker S.A.	Asst. Godown Keeper	5,05,327	4,99,462	Upto S.S.C.	41	22/06/56	59	N/A
Katkar T.A.	Tinsmith Helper	1,83,730	1,83,632	—	28	28/02/68	45	N/A
Katpara P.K.	Sweeper	1,59,590	1,59,435	—	25	01/01/71	45	N/A
Kavarana R.H.	Asst. Store Keeper	2,94,787	2,94,170	S.S.C.	30	16/08/66	55	N/A
Kelaskar J.S.	Jig Stenter Feeder	1,93,692	1,92,700	—	30	01/06/66	53	N/A
Kesarkar K.B.	Jig Batching M/c. Man	1,39,176	1,39,128	—	27	08/10/69	57	N/A
Khan M.M.	Cr. & Sh. M/c. Man	2,52,221	2,51,256	—	35	14/12/61	55	N/A
Khan M.	Tin Smith	1,13,733	1,13,550	—	17	11/10/79	49	N/A
Fakirmohamad Khanvilkar M.R.	Reliver Sider	1,09,300	1,09,161	—	14	16/12/82	38	N/A
Khanvilkar N.G.	Asst. Foreman	3,61,324	3,60,004	—	39	22/08/57	58	N/A
Kharade T.D.	Stenter M/c. Plaiter	1,73,429	1,73,429	—	33	16/10/63	53	N/A
Kharat S.B.	8 Side Sr. Reliever	2,36,728	2,36,291	—	34	20/10/62	59	Modern Mills
Khatat H.	Office Peon	1,76,318	1,75,889	—	35	02/05/61	58	N/A
Khedekar V.G.	Fitter	2,69,608	2,68,419	IX Std.	34	28/08/62	52	N/A
Kocharekar N.S.	B.C. Winder	2,15,260	2,13,591	—	29	18/04/67	58	N/A
Kotwal R.A.	Pick Checker	3,44,578	3,42,055	S.S.C.	39	28/11/57	60	N/A
Krishan S.K.V.	Finishing Mazdoor	9,311	9,145	—	5	10/01/91	44	N/A
Krishnan T.A.	Gen. Mgr. (Materials)	3,45,001	2,20,620	B.Sc. Engg. M.E. P.G.D.M.	21	05/07/96	45	Agm (Materials) Larsen & Toubro Ltd.
Kudalkar M.G.	Cleaning Mazdoor	3,25,321	3,24,526	—	39	31/05/57	60	N/A
Kulye D.G.	Doffer Gaiter	1,67,287	1,66,602	—	25	04/05/71	51	N/A
Kumbhar C.S.	Reliever (S.Frame)	2,36,715	2,35,656	—	34	29/04/62	55	N/A
Kumbhar D.L.	Watchman	1,04,942	1,04,283	IV Std.	19	25/11/77	52	N/A
Kumbhar M.R.	Doffer Gaiter	2,03,173	2,01,298	—	27	26/03/70	54	N/A
Kurmi D.K.	Hi Speed Drawtene 6D	2,24,869	2,24,788	—	29	03/07/67	49	N/A
Kurmi S.M.	Toyata Inter Tender	97,324	97,206	—	13	18/11/82	44	N/A
Kurmi U.S.	S.L. & R.L. Tent(Comb)	1,75,620	1,75,541	—	28	20/05/68	51	N/A
Lobo Z.F.D.	Vice-President (Domestic Sales & Marketing)	1,54,853	80,968	B.Tech. (Chemical) M.M.S. (Mktg.)	19	07/01/97	44	Senior Marketing Manager Colgate Palmolive India Ltd.
Lohar R.S.	Blacksmith	2,03,352	2,03,352	—	27	09/08/69	50	Udaypur Power House
Lohar S.B.	Mazdoor	2,28,606	2,27,956	—	35	05/04/61	58	N/A
Loke R.P.	Senior Clerk	3,44,511	3,42,955	S.S.C.	35	12/05/61	55	N/A
Lokegaonkar B.V.	Senior Clerk	2,63,018	2,61,571	Upto S.S.C.	29	02/08/67	56	N/A